



Delivered by Intec Business Colleges.

# Impact of Apprenticeships



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## Unlock The Power of Apprenticeships

# Making the Most of Apprenticeships

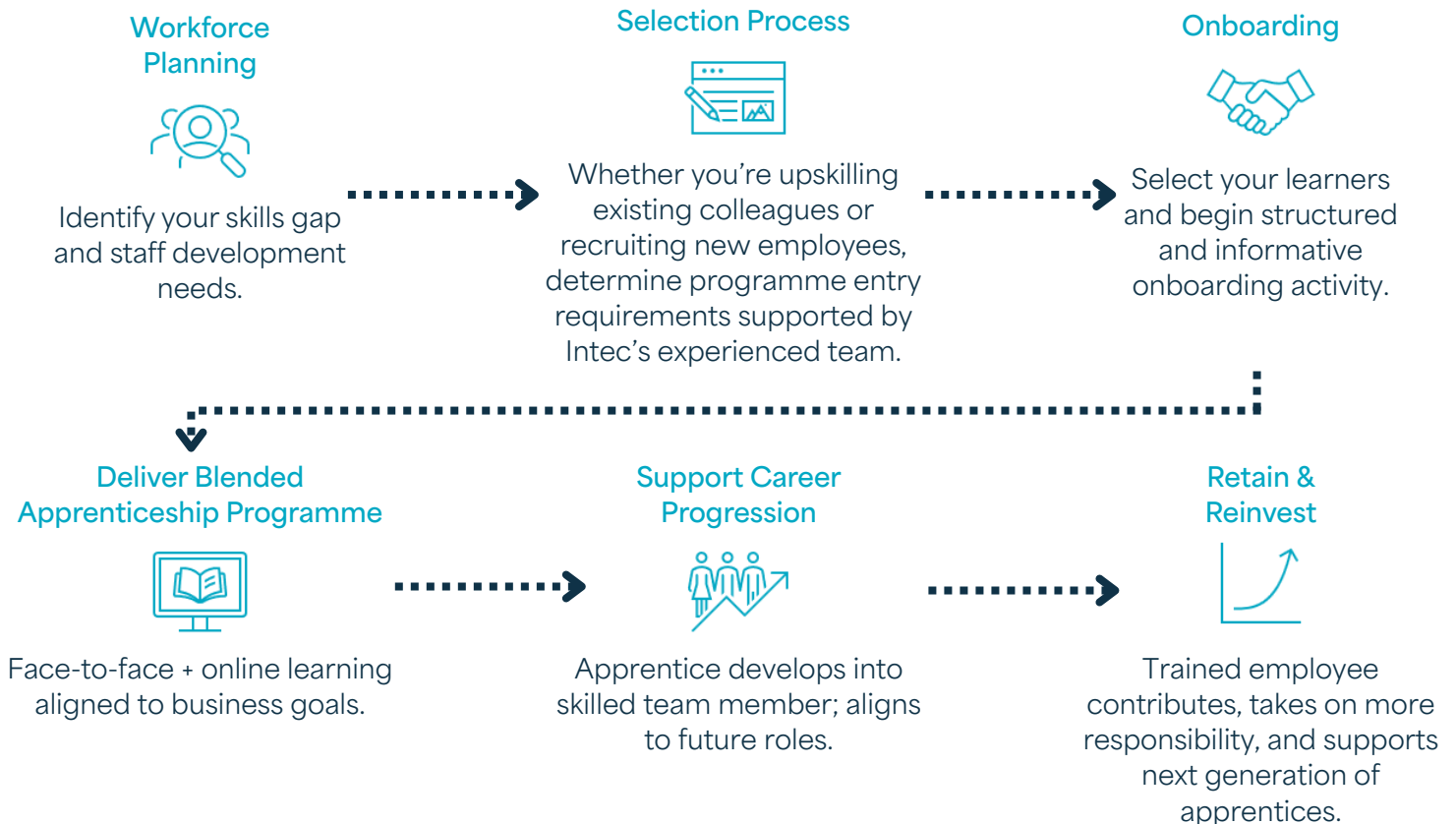
Apprenticeship programmes offer employers the ability to create a pipeline of new talent and to upskill current employees through structured, accredited training. Whether your organisation is focused on recruitment or internal development, apprenticeships can drive performance, improve efficiency and reduce employment costs.

## Bringing in New Talent

Each year, tens of thousands of apprenticeship vacancies are advertised through the National Apprenticeship Service. Employers of all sizes use this route to recruit motivated individuals ready to embark on vocational career paths. Apprenticeships allow organisations to shape talent according to future business needs while supporting lifelong learning

## Developing Existing Staff

Apprenticeships aren't just for new starters. Internal training programmes aligned with business needs can be delivered via the apprenticeship structure. Employers frequently brand these programmes internally, supporting values-led development for over 300,000 individuals annually in England alone. Programmes can be tailored to include bespoke employer specific training content which aligns to the Apprenticeship Standard.

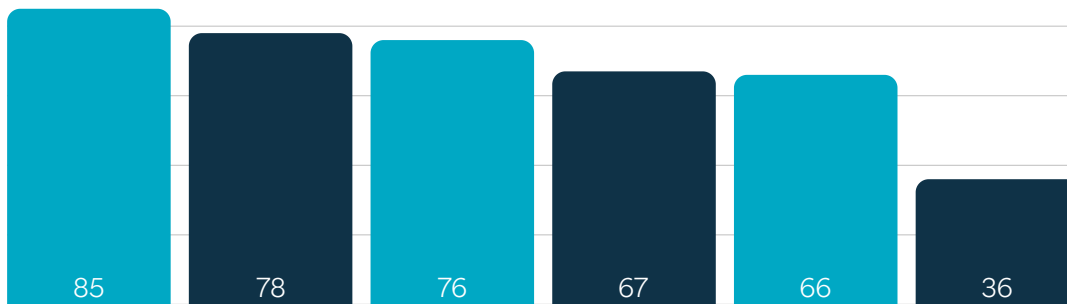


## Evidence of Real-World Success

# The Impact of Apprenticeships

Despite challenges in measuring skills development, several large-scale studies have confirmed the powerful benefits of apprenticeship programmes.

- **85%** of employers said that apprenticeships developed skills relevant to their business needs (rising to 95% at Level 4 and above).\*
- **78%** reported improved workplace productivity.\*
- **76%** felt apprenticeships improved staff retention.\*
- **67%** said apprenticeships brought new ideas, rising to 83% at higher levels.\*
- **66%** said apprenticeships helped them attract good employees.\*
- **36%** reported reduced wage bills (up to 39% at Level 2 and 3).\*



From the apprentices' perspective, 90% say their new skills are transferable across roles and industries. Larger employers with Learning and Development functions are nearly three times more likely to benefit from apprenticeships.

## Societal Impact

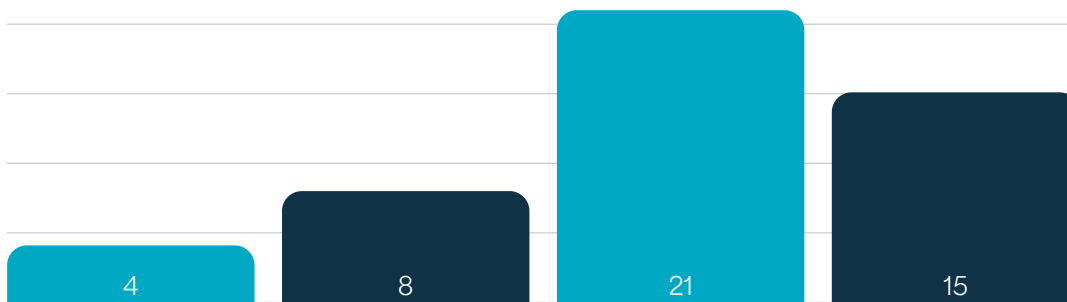
According to the Department for Education and the Social Mobility Commission, apprenticeships return between £26 and £28 for every £1 spent. They also play a vital role in reducing inequalities by narrowing the outcome gap for learners from disadvantaged backgrounds.



# The Impact on Apprenticeships

The trends in employers use of apprenticeship programmes highlight the impact they are having.

- The most recent government data shows a **4.1%** increase in the number of people undertaking apprenticeship. This shows the value employers place on apprenticeships and workplace training.
- There has been an **8%** drop in the number of apprenticeship vacancies compared to last year. This is despite the great advantages in recruiting apprentices such as employer NI breaks.
- **21%** of those learners were aged under 19, suggesting the use of apprenticeships to reskill and upskill individuals in the workplace remains where employers see the greatest value in apprenticeships.
- Higher Apprenticeship starts increased again, by **15.1%**, reflecting the skills demands to individuals as we move through a period of significant economic change.



## Intec's Customer Insight - A changing skills landscape

In 2025 our customers reported the following skill demands in the coming 12 months:

- **56%** of our customers report **leadership and management** skills as being their main area for development in their organisation. This remains consistent with previous years and recognises the importance strong leadership and management as we head towards significant change in how the workplace operates
- **31%** reported **data analytic** skills as their main focus for employee development. This is increasing and a recognition that regardless of an individual's role in the workplace the ability to analyse, make judgements and advise or take decisions is a key skill.
- **22%** expressed the need for **AI** related training for their workforce. Organisations are embracing the changes and opportunities AI brings to introduce efficiencies and adjustments in an individual's role.
- **34%** highlight the development in their employee's **coaching** skills as part of their plans for the coming year. As organisations move towards 'flat' structures, coaching skills for managers and L&D functions, support employee development and their ability to take on workplace changes and new responsibilities.
- **25%** reported a focus on **project management** training. Once again a reflection in the change of how organisations structure operate as they enable employees to focus on short and impactful pieces of work.





## Intec Survey Insights

# Intec Impact: Employer & Apprentice Insights

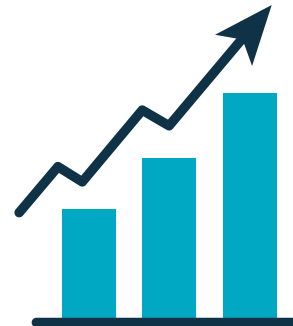
Each year, Intec conducts an in-depth survey with employers and apprentices to understand the tangible effects of its programmes.

### Our customers identify the key impact on their employees:

- Take on more responsibility
- Demonstrate greater efficiency
- Display greater confidence in performing their role
- Display greater initiative
- Feel valued, positively impacting retention rates

# 96%

of apprentices feel prepared for their next role



## Mark Tanner, DP World

### Level 4 Associate Project Manager

*“The skills and knowledge gained from the apprenticeship have been recognised by, not only my direct line manager, but also senior management in my day to day performance. Towards the end of my apprenticeship it has been clear to me that the business has more confidence in allocating me with full autonomy, solidifying my position within the company and opening up new opportunities for professional growth.”*

## Francesca Lord, Booths

### Level 3 Team Leader

*“Challenges have taught me the importance of staying positive, working collaboratively, and never hesitating to ask for help. These experiences have shaped me into the leader I am today.”*



## Intec Case Study

# From Apprentice to Quality Assurance Lead

Hollie Thurman joined CRS in March 2023 after completing A Levels at Burnley College, seeking a career-focused alternative to university. She quickly excelled in her Level 2 Customer Service Practitioner apprenticeship, achieving a Distinction and progressing into the Level 3 Customer Service Specialist programme.

*“The apprenticeship helped me grow more than I imagined - I was even scared to speak to customers at first!” - Hollie*

Her career trajectory at CRS reflects her determination and adaptability:

- **Customer Service Apprentice:** Developed strong foundational customer service skills.
- **Paralegal Team:** Transitioned to a legal support role, handling sensitive client communications.
- **Quality Assurance Team:** Now evaluates customer interaction, provides training and drives service improvements.

*“Hollie has matured professionally and now plays a key role in improving our operations.” - CRS Employer*

### Impact & Achievements

- Rapid promotions within 2 years
- Applies apprenticeship learning directly to real-world roles
- Supports team training and quality development
- Acts as a role model for new apprentices

*“Learning on the job has made everything click quicker - it’s been the best way to grow.” - Hollie*

Hollie’s story is a testament to the power of apprenticeships in building confidence, skills, and a fast-track career path.



## Intec Case Study

# Implementing Innovation at First Central

As part of First Central's investment in talent, Joe Mellish embarked on the Level 5 L&D Business Partner apprenticeship to deepen his skills and bring innovation to the company's coaching culture.

*"The apprenticeship boosted my confidence and helped me refine my understanding of best practices." - Joe*

The Learning Joe undertook with Intec was effectively applied in the workplace:

### Developed the KASPER Coaching Model

Designed to improve skills-based coaching conversations, KASPER offers structured stages and guiding questions, aligning closely with leadership development goals.

### Embedded Coaching Culture

Successfully piloted and scaled KASPER across teams, gaining leadership buy-in and enhancing career development conversations.

### Promoted Innovation in Learning

Introduced diverse learning formats (e.g., podcasts, digital content) and completed a Continuous Improvement qualification to further support team performance.

### Data-Driven Development

Created impact metrics for coaching effectiveness, linking performance and engagement to learning outcomes.

*"Joe's become more adaptable and agile, using enhanced coaching skills to guide others." - Holly Llewellyn, Head of Learning, First Central.*

### Why It Matters

Joe's journey highlights how tailored apprenticeships can:

- Support internal innovation
- Build confidence and credibility
- Drive cultural and performance change
- Elevate L&D practices company-wide

*"Before the apprenticeship, my knowledge came from within. Through structured learning, I gained new insights, which gave me the assurance to discuss my aspirations at a strategic level."*



Step-by-Step Guide with Intec

# Setting up a Successful Apprenticeship Programme

Starting an apprenticeship is easier with the right partner. Intec provides tailored support from start to finish.

## Programme Setup



### Establish Objectives

Define goals and success measures



### Nomination Process

Select the right participants



### Open Events

Awareness sessions, employer branding, and information packs

## Programme Delivery



### Onboarding

Eligibility checks, training needs analysis, initial assessments



### Blended Learning

Mix of in-person and remote sessions tailored to learners



### Progress Reviews

Regular 12-week meetings to track and support learner development.



### Mock Assessments

Simulated end-point assessments with expert feedback



### Gateway & Celebration

Prepare learners for final assessment and celebrate success

Intec helps align internal training with apprenticeship standards - ensuring a tailored and accredited experience.

Intec Business Colleges

# Start Your Apprenticeship Journey Today

Whether you're looking to recruit fresh talent or upskill your existing team, Intec is here to help.



Visit: [intecbusinesscolleges.co.uk](https://intecbusinesscolleges.co.uk)



Email: [intec@intecbusinesscolleges.co.uk](mailto:intec@intecbusinesscolleges.co.uk)



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Visit our website and complete a quick online enquiry form - our team will get back to you promptly.

