

Digital apprenticeships: poll results

Digital apprenticeships - a cost effective solution?

JULY 2016

Introduction

This poll was conducted by the Tech Partnership to explore employers' perceptions about digital and tech apprenticeships. The findings are being used by the Tech Partnership to increase awareness and understanding among employers as to how apprenticeships can benefit their businesses.

The Tech Partnership's Tech Industry Gold apprenticeships are designed and accredited by leading employers to ensure dedicated support for businesses and apprentices alongside relevant, world-class tech training. Tech Industry Gold apprenticeships programmes are recognised for their **quality**, focus on **productivity** and the level of **support** businesses receive.

To find out more about Tech Industry Gold or to find out which training providers are Tech Industry Gold accredited, visit www.thetechpartnership.com/techindustrygold.

The Tech Partnership is the network of employers collaborating to create the skills for the UK's digital economy.

Executive summary

This poll was designed to elicit employer responses as to how they are filling their digital and tech positions and what role apprenticeships play in their organisations.

The most significant insights from this poll are:

Employers face challenges in recruiting into digital and tech specialist positions, and these are set to increase

- > 47% of respondents said that they have faced difficulties in recruiting for digital and tech roles.
- > This difficulty is likely to increase, as 80% of respondents said that, in the next 24 months, they expected to increase these type of roles in their organisations. 35% of respondents said that they would be looking to increase numbers in these roles significantly.
- > Respondents were asked about their knowledge of the new digital trailblazer apprenticeships standards; 65% said that they had heard about them. Referring to the new standards, respondents were asked to list which roles they were looking to recruit into at the moment. The most popular were as follows:



- Infrastructure technician
- Software developer
- IT support.

Employers see digital apprenticeships as an important part of the solution

- > 72% of respondents said that they are already running apprenticeship programmes to meet their digital and tech needs, with some doing so through the relatively new degree apprenticeship programmes.
- > 83% of respondents said that they would be looking to appoint apprentices to fulfil the roles for which they are currently recruiting or planning to recruit in the near future.

Employers believe apprenticeships provide them a with range of benefits

- > All the respondents who answered the question said that an apprentice was a cost effective solutions to fulfilling some of their digital skills needs. They agreed that there was a range of benefits to running apprenticeship programmes. The most commonly identified benefits identified were as follows:
 - Bringing new energy and enthusiasm to the team
 - Faster adoption of relevant skills
 - Increasing diversity
 - Improving the company's image to the local community.

Research approach and respondent information

The report was constructed by analysing the results of a poll of 52 employers conducted by the Tech Partnership between April and June 2016.

- > 51% of respondents to the survey were SMEs (businesses with 250 or less employees).
- > 36% of respondents were in tech/ telecoms - other respondents come from government, financial services and healthcare.
- > 24% of respondent organisations have over 5000 staff
- > 84% of all respondents have hired for digital and tech roles in the last 12 months.

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