

Building Roads, Building Futures: Are Apprenticeships The Answer?

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Purpose

- To share my experience recruiting within LA in the highways sector.

Recruitment in Local Authority

- Traditional route
- My journey

The LCC Challenge

- Recruitment into technical posts

Are Apprenticeships The Answer?

- Creating opportunities
- Developing staff
- Our Success



Recruitment in Local Authority

- The challenges faced
- The competitive landscape
- Conventional pathways
- Diverse learning styles
- My journey – Andy Bithell BSc Ssc



The LCC Challenge

- Recruit into 2 technical officer post, Structures and Drainage
- Our first few attempts
- Alternative approach, not rocket science



Not Rocket Science

- Delete / Hide the 2 post
- Create 2 new apprentice positions funded by the deleted.
- Advertise LvL 3 apprenticeship
- 200 applications
- completion of apprenticeship 24 Months
- Apprentices placed on redeployment
- Vacancies ringfenced.



Are Apprenticeships The Answer?

- Intermediate Apprenticeship **Level 2** which equates to GCSE
- Advanced Apprenticeship **Level 3** which equates to A Level
- Higher Apprenticeship **Level 4 & 5** which equates to Foundation degree
- Degree Apprenticeship **Level 6 and 7** bachelor's or master's degree



Our Success

Directorate	Existing Staff on apprenticeships	New apprentices	Currently recruiting apprentices
Adult Services & Health	66	3	0
Children & Young Peoples Services	40	8	3
City Development	12	16	2
Finance & Resources	16	4	3
Law & Governance	7	8	1
Neighbourhoods and Housing	35	10	5
Strategy & Change	33	7	1
Total	209	56	15



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