Why apprenticeship programmes can help deliver social value

Across the UK, apprenticeship participation now stands at a record high – in the 2015 to 2016 academic year, the number stood at 509,400 which is an increase of 69,000 on the previous year. For those places, there were 1,656,680 online apprentice applications.

The numbers are one thing, but the fact is, having apprentices work within your organisation is becoming more and more popular and with good reason- a successful apprenticeship programme can add real value to your business.

Mainly, they add a lease of life. Unlike some young people going into sixth form or colleges, apprentices have been through a rigorous application process - they want to be there. This means that they have a lot of enthusiasm and come with innovative new ideas which can be uplifting to your existing employees. An apprenticeship is a learning role too so the person you employ will come to learn how you work and begin to work that way themselves - you don’t have to worry about them being set in their ways.

Local to YPO, businesses in Wakefield are seeing the value of apprenticeships. In 2015 to 2016 alone there were 4,050 apprenticeship places. Within this there are a range of different apprenticeships from specific trades to business administration.

At YPO we practice what we preach. Our apprenticeship scheme launched in 2011 and since then, we’ve been committed to investing in the future of the young people in our community. Since starting the programme we’ve had 48 apprentices work with us and around 96% of them have secured permanent employment with us so far. Our apprenticeships are held across the business including marketing, procurement, sales, IT, customer services, HR, operations and logistics.