

Apprenticeships Reporting 1 April 2018 to 31 March 2019

Number of employees who were working at Historic England on 31 March 2018	787
Number of employees who were working at Historic England on 31 March 2019	894
Number of new employees who started working for Historic England between 1 April 2018 to 31 March 2019	107
Number of apprentices who were working at Historic England on 31 March 2018	4
Number of apprentices who were working at Historic England on 31 March 2019	22
Number of new apprentices between 1 April 2018 to 31 March 2019	18
Percentage of apprenticeships as a proportion of employment starts between 1 April 2018 to 31 March 2019	16.82%
Percentage of headcount that were apprentices on 31 March 2019	2.46%
Percentage of apprenticeship starts between 1 April 2018 to 31 March 2019 as a proportion of total headcount on 31 March 2018	2.29%

In this financial year we have supported our new apprentices in the areas of Finance, HR and Information Services and promoted apprenticeships to the organisation; making the case that any post that comes up for recruitment should be analysed to determine whether it could be an apprenticeship.

After securing training provision last reporting year; we have enrolled 16 members of staff onto apprenticeship programmes in Level 3 Team Leader, Level 5 Operations/Departmental Manager and Level 4 Associate Project Manager.

We have also recruited an apprentice to the Level 3 Geospatial Survey Technician standard, who is working in one of our specialist technical teams.

As noted last year, only a small number of apprenticeship standards relevant to the organisation were in existence at the start of the year. We have been leading the Trailblazer group to develop 6 new standards in relevant areas for both ourselves and the wider historic environment sector: a level 3 or 4 and a level 7 each in the areas of archaeology, conservation and historic environment advice.

It is expected that all of these standards will be approved for delivery in 2019 and we are actively looking to develop an internal programme against one of the new standards to commence in 2019.

We continue to be involved in a number of other Trailblazer groups to develop standards relevant to the organisation e.g. Geospatial Survey; Libraries, Archives and Information Management; and the Landscape & Horticulture Trailblazers.