

Historic England Apprenticeship Reporting Period 1 April 2017 to 31 March 2018	
Number of employees who were working in England on 31 March 2017	943
Number of employees who were working in England on 31 March 2018	961
Number of new employees who started working for you Historic England in England between 1 April 2017 to 31 March 2018	114
Number of apprentices who work in England	4
Number of apprentices who were working in England on 31 March 2017	0
Number of apprentices who were working in England on 31 March 2018	4
Number of new apprentices in England between 1 April 2017 to 31 March 2018	4
Percentage of apprenticeship starts as a proportion of employment starts between 1 April 2017 to 31 March 2018	3.51 %
Percentage of total headcount that were apprentices on 31 March 2018	0.42 %
Percentage of apprenticeship starts between 1 April 2017 to 31 March 2018 as a proportion of total headcount on 31 March 2017	0.42 %

The number of apprenticeship standards approved by the Institute for Apprenticeships and ready for delivery that are relevant to the heritage sector is increasing, though remains at a lower level than other sectors.

To respond to this and the policy obligations set out by DCMS in its Culture White paper to develop strategies that help cultural heritage organisations understand how best to apply apprenticeship standards, and develop the heritage sector workforce we recruited a Heritage Apprenticeships Programme Manager. With employers we are developing new apprenticeship standards through leading the Historic Environment Trailblazer. This involves developing six new apprenticeship standards for roles in archaeology, conservation and heritage management. The first of these standards are estimated to be ready for delivery in 2018.

We are involved in a number of other Trailblazer groups to develop apprenticeship standards relevant to our organisation including a Geospatial Survey Technician, Trailblazer Libraries, Archives and Information Management; and a Landscape & Horticulture Trailblazer.

Other actions we have taken to aid our progress towards increasing the number of apprentices at Historic England also include a focused hire of a Resourcing Advisor - Early Careers. We continue to develop our internal apprenticeship programme through adapting the recruitment process, mapping approved apprenticeship standards and frameworks to roles in the organisation and aligning apprentice salaries with our existing pay band structure. Historic England has integrated apprentice material in to our learning management system.

Historic England currently has existing apprenticeships for new starters and existing staff in non-heritage specific roles. We have also procured the services of a main training provider to deliver a Level 3 Team Leader, a Level 5 Operations Departmental Manager and a Level 4 Associate Project Manager apprenticeship to up-skill a cohort of existing staff this reporting year.