

Plenary 4

Apprenticeships – our future in your hands

Speakers: Ettan Bazil, Director Trade Innovations Ltd

Russell Thompson, Chair Direct Works

Chaired by: Jon Cross Treasurer NHMF

Room: Main hall



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Apprenticeships – Our future in your hands

Welcome

Large, complex and far ranging topic

Provide an opportunity to think, consider, debate and take some time to see if we can secure a better future

Introduce our two speakers, Ettan Bazil and Russell Thompson



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By a former apprentice that trained apprentices.

- I personally completed a 4 year apprenticeship
- Have trained 8 apprentices over the past 7 years
- Only 30% successfully qualified and entered the trade
- Each apprenticeship costs the company approx. £42K* before any return
- Apprenticeship length increased with more classroom time

**based on National UK living wage plus expenses and excluding any grants*



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Introduction



Russell Thompson – Chair of Direct Works & Consultant

- Started life as an apprentice joiner
- Involvement in establishing apprentice programmes
- Recruitment
- Training
- Apprenticeships
- Funding
- Industry Culture



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Chair intro - Time to reflect

- History of apprenticeships
- Current context
- Speakers - Challenges and opportunities
- Time to act
- Not re inventing the wheel
- Reflection

Plenary 4 Poll Questions

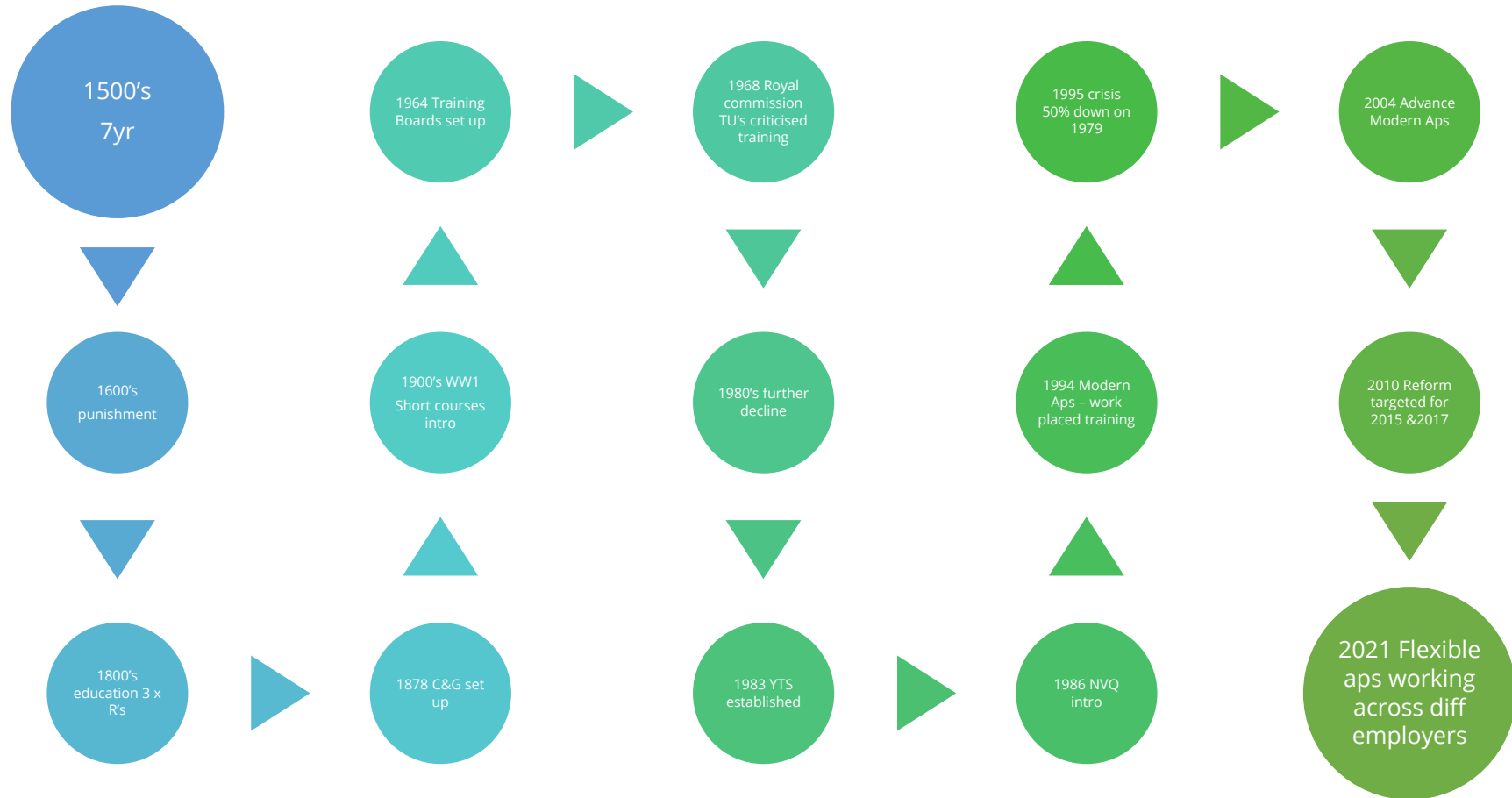
<https://eur.cvent.me/vrwko>

Session : **Plenary 4**
Live display code : **06o97pe3tl8jq1**

Audience Poll

1. Do you currently employ apprentices? Y/N
2. Are the current schemes fit for purpose? Y/N
3. Will the future see an improvement or decline? Y/N

History.



Context.

- Volumes in 2021 –
 - 713k took part in schemes
 - 321k registered starts
 - 156.5k Achieved
- Pressures on the sector, highlighting: -
 - Lack of skills
 - Poor performance,
 - Under funding,
 - Low standards,
 - Repeated negative headlines,
 - “Crisis”
 - “Shame”
 - Downturn in work – workforce issues
 - High Profile Investigative documentaries,
- Inspirational?

The master craftsman

- Apprenticeships started in the 1600s
- A master craftsman would train up to 2 apprentices at one time
- A traditional apprenticeship started from the age of 10-15 and lasted 7 years.
- Those who did not achieve their own workshop became journeyman
- An indenture was formed between the craftsman and the parents of the apprentice



Why are modern apprenticeships failing?

- 47% of learners do not complete their apprenticeship
- Changing framework to standards is not working
- The “supervisor” on site is the single source of knowledge
- Unaligned incentives between supervisor and student
- The perpetuality of broken contracts
- Employers are “training up the competition”
- Chasing pounds in a world of economic crisis

Where are We?

- Shortage of competent people
 - Importance of competence highlighted following Grenfell
 - New requirements – eg modular construction, retrofit and heat pumps
- Direct Works members reporting up to 20% trade vacancies
 - Contractors unable to fill the gap
 - All competing for the same scarce resource
- Increasing costs
 - Issue for Housing Associations
 - Issue for Contractors
- More vacancies than unemployed
- Shortages in many business sectors

How did we get here?

- Changed business and service delivery structures
- Lack of continuity / consistency
 - Large companies becoming geographically more widespread
 - Small sub-contractors focus on cost and short term
- Boom / bust economic cycle
- Government focus on third level education
- Lack of new entrants / aging labour force
- Covid 19 / Brexit

What are we doing about it?

- Housing sector opportunity
 - Social responsibility
 - Continuity of work
 - Sustainability
 - Competence
- Actions
 - Longer term contracts – requirement / support to include apprentices
 - In-sourcing – part of HA DNA
 - Wider variety of apprenticeships
 - Wider recruitment net
 - Building on ‘purpose’

What else should we be doing?

- Individual initiatives
- Group actions
- Promoting the industry and the sectors within the industry
 - Variety
 - Opportunity
 - Rewarding career
- Innovation

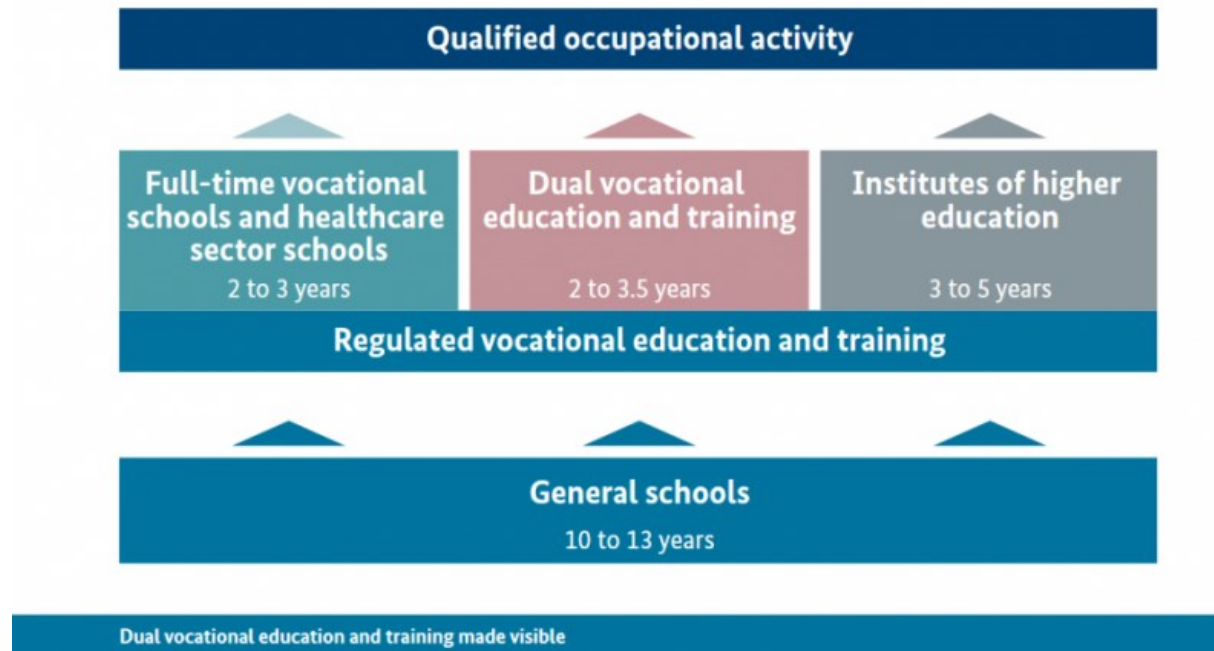
Time to act?

- Since its radical overhaul, the UK apprenticeships scheme has come under heavy fire for poor forward planning by policymakers and executors. Wave after wave of bad press have continued to raise concerns on a system detractors say is **overly complex, painfully rigid**, and throws into jeopardy the future of skills training.
- Time to re arrange the deck chairs again?
- Adopt, adapt and improve?

Not reinventing the wheel



From school to the world of work



Reflection?

REAL &
PERCIEVED
CHALLENGES

LACK OF
ENTRANTS

SKILLS AND
ATTITUDES

HIGH FALL
OUT RATES

WHERE'S THE
GOOD NEWS

EXPECTATIONS
vs REALITY

HIGH RISK 16-
18's

LANGUAGE

TRY BEFORE
YOU BUY?

TIMESCALES

SHORT TERM
FIXES

CONTINUITY

Q & A Session

- Please state your name and organisation first
- Remember time is short so **questions** rather than **statements!**

To our excellent speakers and to you our audience for your attention, questions and ongoing interest.

Thank you.

To learn more about Trade Innovations

<https://helpmefix.io>

Or find me on LinkedIn

<https://www.linkedin.com/in/ettanbazil/>

To learn more about Direct Works

<https://direct-works.co.uk>

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See you at the
next conference!



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