

Case Study:

Durham

University



At Durham University the Apprenticeships programme has been running for a decade and the business case is well established with apprentices receiving promotions and showing a high level of loyalty and productivity.

Staff Loyalty

95 employees have completed an Apprenticeship since the University started employing apprentices in 1999. Of these, 72 are still employed, with 41 reaching supervisory positions and one former apprentice has reached a highly senior position of Strategic Contracts Manager.

Benefits

The Assistant Director of Human Resources stated: 'The University benefits from growing its own workforce; training and developing young people for careers with us. The added benefit is that there are cost savings to the organisation.' The University decided to set up internal provision for training apprentices for Business Administration roles

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Some of Durham University's current and former apprentices

from the start. The Assistant Director of HR identifies the benefits of doing this as being able to use inhouse trainers who understand the needs and culture of the organisation and being able to ensure that the quality of training meets the needs of the client department.

'We have good awareness of apprentices across the organisation, with several departments being regular users of this recruitment, training and development route. Success is celebrated with an Apprentice of the Year award, where the Vice Chancellor presents certificates. The Business Administration Apprenticeship is the jewel in the crown.'



Recruitment

As job vacancies arise, the HR department reviews the potential for the post to be offered as an Apprenticeship. Typically, clerical jobs that are Grade 3 or below are identified as being potentially suitable for Apprenticeship positions. All apprentices are employees and are in full time posts.

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Assistant Director of
Human Resources

Specialisms

The University has now employed apprentices working in a wide variety of job specialisms. Stone Masonry apprentices were involved in the conservation of Durham's twelfth century world heritage site Cathedral while horticulture apprentices have been responsible for caring for some of the world's rarest plants in the university's Botanic garden. Most recently, sports apprentice Kieren Emery was a star performer for the GB rowing team in the Youth Olympics, which brought home two gold medals and one silver in January 2009.

To find out more about employing apprentices within your organisation please contact the National Apprenticeship Service 08000 150 600 or visit the website apprenticeships.org.uk