

APPRENTICESHIP STRATEGY

2021-2023

DEVELOPING A DIVERSE, AMBITIOUS AND
SKILLED WORKFORCE TO DELIVER FOR THE
FUTURE OF OUR BOROUGH

THE STRATEGY

Strategic Aims

1. Skills for now and the future
2. Diversity
3. Equity

Our Commitment:

- Reduce Inequalities
- Increasing diversity
- Create brighter futures
- Develop our people for the future
- Meet our statutory target

AS IS

No guaranteed role at the end of Apprenticeship

Not strategically aligned

No defined career pathway but permanent roles secured in most cases

Concentrated at lower pay grade

FUTURE



Career pathways embedded in the organisation

Strategically aligned

Enhanced support for care leavers

Increased diversity in the workforce

Improve retention of talent

SKILLS FOR NOW AND THE FUTURE



We will develop our people, through effective talent management, so our workers are skilled to deliver our strategic objectives, on behalf of the communities we serve

We will create career pathways to grow the skills we need for the **future**

What we will do

Meet our statutory target for new apprenticeships

Grow number of apprenticeships

Map and create career pathways aligned to skills we need now and in the future

DIVERSITY



We will increase the diversity of our workforce to reflect and best serve the diverse needs of our community.

What we will do

Attraction strategy to attract more diverse talent pool

Create an inclusive culture

Retain diverse talent within the workforce

EQUITY

We will open doors to under-represented groups, providing employment opportunities to people from all walks of life, specifically targeted to reduce inequalities

What we will do

Develop pathways and enhanced support for care leavers

Provide opportunities for our local people

Ensure equal opportunity for all considering positive action as appropriate



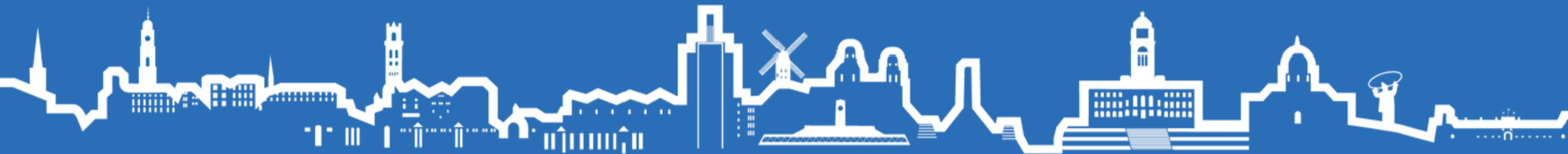
APPRENTICESHIP FIRST APPROACH

HOW

- Where possible convert vacancies to apprenticeships
- Levels 3-7
- Salary approach 80% of substantive role
- Traineeships
- Once completed, trainee will be converted to substantive role

BENEFITS

- Competitive salary
- Creates opportunities for all
- Opportunity to learn on the job
- Create employment opportunities
- Wirral as an employer of choice



PAY APPROACH

Traineeship Pay

Trainee paid 80% of
the roles substantive salary
or Living wage
whichever is highest



Mid way point

Performance Review
Pay increase to 90%



Completion of traineeship

Confirmed in post
Moves to posts substantive salary



FORWARD PLAN



Year 1 (2021-2022)

Commence phased approach to apprenticeship first recruitment

Workforce Planning

Create career pathways

Year 2 (2022-2023)

Build on our new apprenticeship pathways linked to critical skill gaps

Evaluation of year 1 to continually develop and inform our offer