

# Skills and Apprenticeships Policy

## Purpose

This Skills and Apprenticeships policy sets out the Programme's ambition to create high quality employment, skills and training opportunities across the UK. The policy also sets out the approach to accessing new talent and upskilling existing staff by creating apprenticeships, providing work experience and work placements. The programme will deliver school engagement and staff volunteering activities, and work proactively with supply chain partners to promote job vacancies. This policy is part of a suite of Sustainability policies that support the Programme's Vision and Goals.

Labour market demographics, technological disruption and new models of employment are transforming the nature of work in the UK. In turn these trends present significant challenges and opportunities in defining skills needs, creating high quality and fulfilling jobs, accessing talent inclusively and building the skills systems and institutions required to fully capitalise on the potential offered through new technologies. An ambitious agenda is required to meet the Programme's labour needs and address skills shortages to create high quality and fulfilling employment prospects for people, regardless of their background.

## Principles

Skills and Apprenticeships benefits on the Programme will be realised by:

- Promoting crafts, trades and professions which are central to the programme's success, particularly in relation to the digital, heritage and construction sectors, including through the re-skilling of existing staff
- Maximising workforce diversity by promoting jobs, placement schemes and apprenticeships to target demographic groups and priority groups for employment both on the programme and in the supply chain through a coherent and proactive approach with jobcentres and employment support organisations
- Targeting apprenticeships at project-specific and industry-wide skills gaps by establishing a minimum target for new and existing apprenticeships in the workforce, both for the Delivery Authority and supply chain
- Improving the quality of apprenticeships by working with certified training providers and seeking to improve apprentice completion rates
- Offering pathways into employment through the provision of meaningful work experience, work placements and internships
- Ensuring that our educational support is seen as meaningful and valuable by beneficiaries
- Enabling staff to participate in volunteering opportunities
- Harnessing, through collaboration and partnership, the expertise of wider industry, the public sector and voluntary, community and social enterprise (VCSE) organisations in delivering a high-quality skills programme

This policy will be reviewed regularly to ensure it remains effective and will be communicated and made available to interested parties and the supply chain.

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**Matt White**

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R&R Programme Director