**Integrated strategy Initiative for Strengthening the supply of**

**APPrenticeships in TEXtile sector TEXAPP**

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| **TASK** | **1.2 – National Reports – TCoE** |

|  |  |
| --- | --- |
| **Prepared by:** | Textile Centre of Excellence |
| **Contributors:** | NA |
| **Work**  **Package:** | WP1 |
| **Date:** | 31-05-2017 |

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**1 Framework**

The UK Position

The fashion and textile industry is a significant contributor to the UK economy with retail sales of almost £70 billion and employment of 880,000 jobs, including over 105,000 in manufacturing. UK fashion and textiles firms have a total production value of £9.1 billion. The industry as a whole contributes £28.1bn to the UK, with its GVA contribution at 4.7% in 2015 compared to the economy’s 2.2%.

The sector has seen significant growth in the period following the recession. This growth is driven equally by domestic and export demand. New employment opportunities have already been created in some of the areas of high public sector spend, including entry level jobs, as well as high value jobs. Economic modelling by the Alliance Project shows that the manufacturing sector alone can add a further 10,000 new jobs, and contribute £500m more to the UK economy each year, by 2020.

National research suggests that half of the fashion and textiles workforce is aged 45 years and over, which is higher than the average across all sectors in England (40%) and traditional skills are being lost with the large proportion of the workforce retiring in the next decade. Garment-working skills are still relevant and often on-the-job training and apprenticeships are the most effective way to pass on this knowledge.

However, employers are often unclear and confused with regard to the role of skills support agencies and find it difficult to identify where/who to go to discuss training needs and identify solutions. They also cite a lack of Government support for work based training for both adults and young people. There is clear evidence of skills gaps amongst young people and graduates in the workplace, especially commercial and employability skills. National and research continues to highlight the importance of high quality work experience, as well as the fact that many young people are not aware of the range of jobs and careers available.

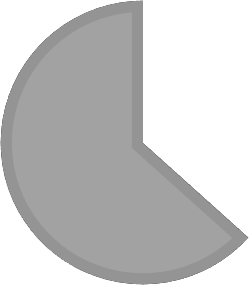
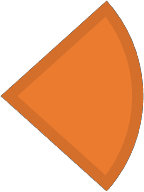
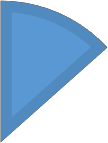
Textiles employers highlight that skill gaps are having an impact on the bottom line of businesses, as well as increasing the workload for other staff, increasing operating costs, leading to difficulties introducing new working practices and losing orders. Research has identified skills shortages as the main barrier to growth facing the sector. The TGP survey of textiles employers shows that just under two-fifths (37%) of firms interviewed stated that skills are a barrier to growth; half (49%) reported hard-to-fill vacancies; and half (50%) said that their recruitment problems over the last two years related to low levels of applicants with the right experience and qualifications required.

Despite these workforce development and recruitment difficulties, just 15% of textiles firms are currently formally connected with a local training provider/college/university in the last 3 months – compared to an average of 26% across all sector. Equally there is evidence that young people do not fully understand the breadth and scope of careers within the UK textiles and clothing manufacturing industry. This research aimed to update and quantify the issue regarding apprenticeship recruitment.

# Chapter 1: General Characteristics

Chapter 1 presents the general characteristics of the companies that replied to the questionnaire. In this chapter, the data of the 30 companies will be presented for the year of establishment, number of employees, sector, turnover evolution, workforce qualifications and recruitment needs and sources.

Graphic 1 - Years of operations



**YEARS OF OPERATIONS**

2-10 11-30 31+

**2-10**

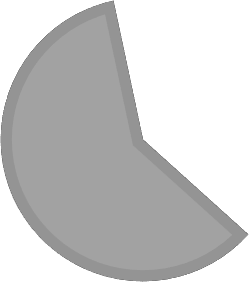
**13%**

**23%**

**64%**

Of the 30 companies that responded 23% of companies were established between 10 and 30 years. 64% were established more than 30 years and only 13% were established between 1 and 10 years.

Graphic 2 - Company size



**SIZE**

Size Micro Size Small Size Medium Size Big (1-9) (10-49) (50-249) (250+)

**3%**

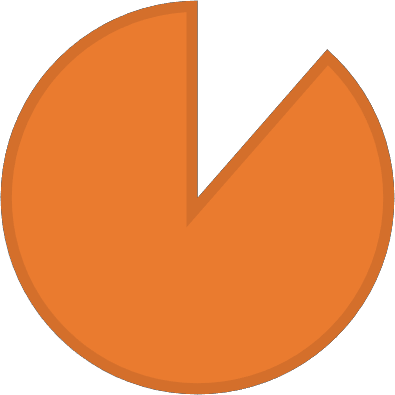
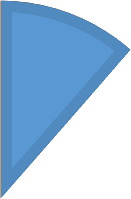
**14%**

**23%**

**60%**

Of the 30 companies that responded, 23% are small companies, 60% are medium, 14% are micro and 3% are big.

Graphic 3 – Sectors



**SECTOR**

Sector Textile

Sector Clothing

**11%**

**89%**

Mainly the companies are from the clothing sector (89%) and from the textile sector (11%).

Graphic 4 – Over the past 5 years, has company turnover



10 12 14 16 18 20

8

6

4

2

0

Reduced

Grown

Stayed the same

**Over the past 5 years, has company turnover:**

7. Over the past 5 years, has

company turnover:

Of the 30 companies that replied to the questionnaire, 19 have increased their turnover in the last 5 years. 4 companies answered that stayed the same and 7 companies stated that the company's turnover was reduced. This answers show us that most of the companies that answered the questionnaire, in the last 5 years, were in permanent evolution.

Graphic 5 – Over the next 5 years, do you expect turnover to



30

25

20

15

10

5

0

Reduce

Grow

Stay the same

**Over the next 5 years, do you expect**

**turnover to:**

8. Over the next 5

years, do you expect turnover to:

24 of the 30 companies estimate an increase of the turnover in the next 5 years. It is a very significant number and shows the concern of companies in increasing their capacity of expression in the market. However, we consider important to analyse the fact that 4 of the companies consider that the turnover will be the same and 2 companies considers that it will reduce.

Graphic 6 – Over the past year has the workforce



12

10

8

6

4

2

0

Increased significantly (>5%)

Increased slightly (<5%) Stayed the same Decreased slightly (<5%)

Decreased significantly (>5%)

**Over the past year has the workforce:**

Regarding the evolution of the workforce, the data show that 9 of the companies stayed the same; however, it is noteworthy that 5 companies increased significantly and 11 increased slightly, 4 companies indicate that the workforce decreased slightly and 9 companies stayed the same. We had no companies that decreased significantly.

Graphic 7 – What proportion of the workforce is



**What proportion of the workforce**

**is:**

Other Top management Middle management

Office staff

Semi-skilled Unskilled

0

10

20

30

40

50

60

Table 1 – What proportion of the workforce is?



The highest percentage of workers in the 30 companies we asked are semi-skilled 48.46%, we then have a percentage of 19.6% for Office Staff, then 18.53% for Unskilled, 10.26% for Middle Management, 4.8% for Top Management and then the lowest percentage we have is 4.63% for other.

Graphic 8 – What qualifications does the workforce hold?



40

30

20

10

0

**What qualifications does the**

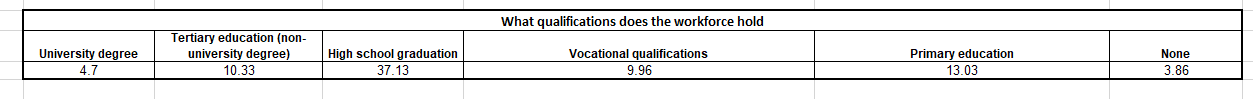
**workforce hold**

None Primary education Vocational qualifications High school graduation

Tertiary education (non-university…

University degree

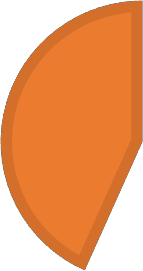
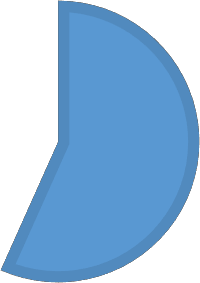
Table 2 – What qualifications does the workforce hold?



Looking at the qualifications from the 30 companies work forces a high school education is most common with 37.13%, then primary education being the next highest with 13.03%. A tertiary education and a vocational education come close to each other showing tertiary education with 10.33% and vocational education with 9.96%. The lowest percentages were a university degree with 4.7% and no education with 3.86%.

At the level of qualifications in the textile and clothing sectors, the percentages show us that there is a high number of low-skilled workers.

Graphic 9 – Do you plan to increase your headcount in the next year?



**DO YOU PLAN TO INCREASE YOUR**

**HEADCOUNT IN THE NEXT YEAR?**

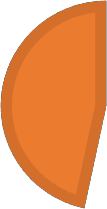
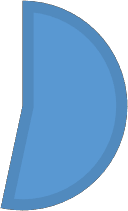
YES NO

**43%**

**57%**

This pie chart shows how many companies plan to increase their headcount, 17 out of the 30 companies answered yes to increasing their headcount in the next year, and 13 out of the 30 said they wouldn’t be.

Graphic 10 – Do you have problems recruiting staff?



**53%**

**47%**

**DO YOU HAVE PROBLEMS**

**RECRUITING STAFF?**

YES NO

1. out of the 30 companies said they had problems when it comes to recurring, 14 out of the 30

companies said they didn’t have any problem with recruiting staff.

Graphic 11 – What sources do you use for recruiting?



30

25

20

15

10

5

0

Other

Internal advertising

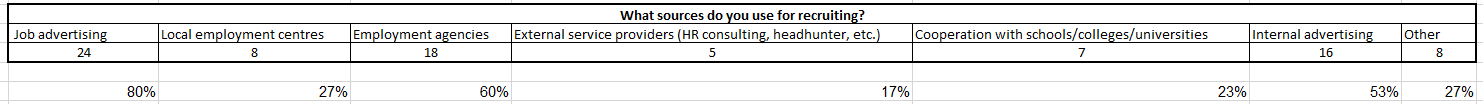
Cooperation with… External service providers (HR…

Employment agencies Local employment centres

Job advertising

**What sources do you use for**

**recruiting?**

Table 3 – What sources do you use for recruiting?

We asked the 30 companies about the sources that they use in the recruitment process we found that the most common was ‘Job Advertising’ with 80% followed by ‘Employment Agencies’ with 60% and ‘Internal Advertising’ with 53%. ‘Local Employment Centres’ and ‘Other’ both had 27%, followed by ‘Cooperation with schools/colleges/universities’ with 23%. Then the lowest was ‘External service providers’ with 17%.

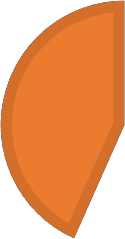
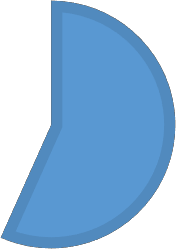
What can we suggest to the companies that are having trouble recruiting do?

* + The sources that are being used for recruitment need to be altered.
  + If the procedures and recruitment practices may need to be changed.

# Chapter 2: Demographics about the company and HR

Chapter 2 analyse the training, human resources and quality companies’ strategies. In this chapter, the data of the 30 companies will be presented.

Graphic 12 – Does the company have a training/HR strategy?



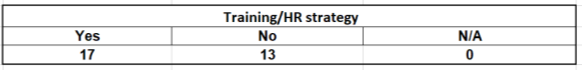
**TRAINING / HR STRATEGY**

Yes No

**43%**

**57%**

Table 4 – Does the company have a training/HR strategy?



1. of the 30 companies’ answered yes when asked for training /HR strategy.

Graphic 13 – Does the company operate Quality standards?



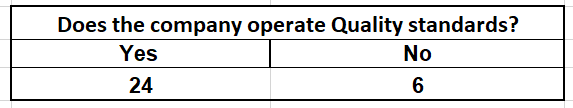
**DOES THE COMPANY OPERATE QUALITY STANDARDS?**

Yes No

**20%**

**80%**

Table 5 – Does the company operate Quality standards?



Only 6 of the 30 companies answered that operate without quality standards. This number show us that there is a concern in companies with quality process, responding with that to the market demands.

Graphic 14 **–** type of quality standards?



**Type of Quality standards**

Other

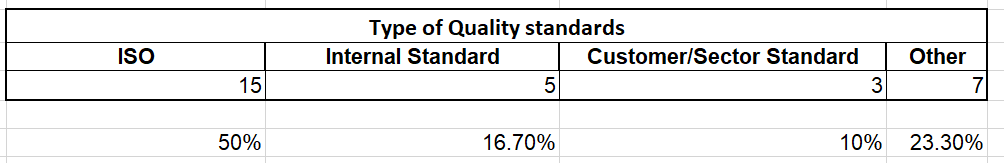
Customer/Sector Standard

Internal Standard

ISO

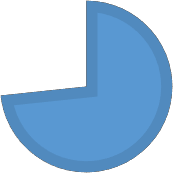
0% 10% 20% 30% 40% 50% 60%

Table 6 – Type of quality standards?



The 30 companies that answered positive regarding the quality standards used mainly, ‘ISO’ with 50%, ‘Other’ with 23.30% followed by ‘Internal Standards’ with 16.70% and then ‘Customer/ Sector Standard’ with 16.70%.

Graphic 15 **–** Usage of internal training capacity?



**USAGE OF INTERNAL TRAINING**

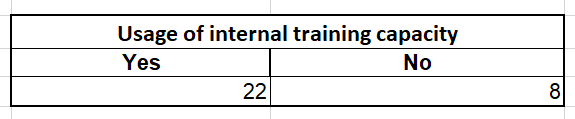
**CAPACITY**

Yes No

**27%**

**73%**

Table 7 – Usage of internal training capacity?



22 companies answered yes to using their own internal training capacity.

Graphic 16 **–** Usage of external training providers?



**USAGE OF EXTERNAL TRAINING**

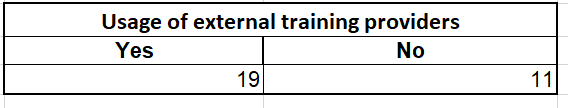
**PROVIDERS**

Yes No

**37%**

**63%**

Table 8 – Usage of external training providers?



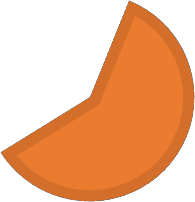
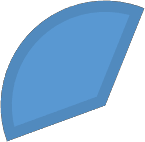
19 companies answered that they used external training providers.

# Chapter 3: Apprenticeship characterization

Chapter 3 presents the companies' knowledge about apprenticeships, trying to analyse their involvement with the apprenticeships systems.

In this chapter, we have answers from 44 companies and answers from only 36 companies. In each question it will be identified the number of companies involved.

Graphic 17 **–** knowledge about apprenticeships



**KNOWLEDGE ABOUT APPRENTICESHIPS**

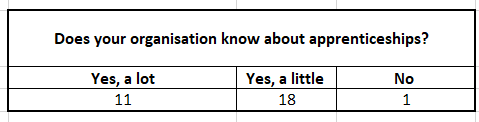
**Yes, a lot**

**37%**

**No Yes, a little 3% 60%**

Yes, a lot Yes, a little No

Table 9 – knowledge about apprenticeships



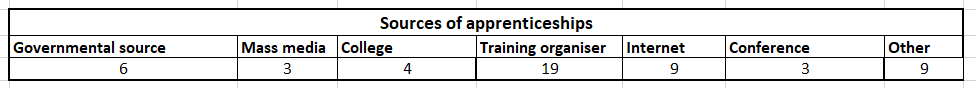
This data indicate that only 11 companies are very informed about apprenticeship, 18 companies have a little knowledge and 1 companies have indicated that there don’t have any knowledge about this issues.

Graphic 18 **–** Source of apprenticeship



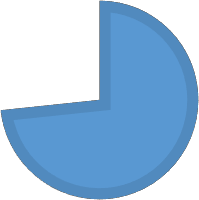
**Source of apprenticeships**

Table 10 – Source of apprenticeship



For the companies that answered that have a little and a lot knowledge about apprenticeships, the main sources of information selected are: training organiser (19); internet (9); other (9); governmental source (6); college (14); conference (3) and mass media (3).

Graphic 19 **–** Experience in apprenticeships



**EXPERIENCE IN**

**APPRENTICESHIPS**

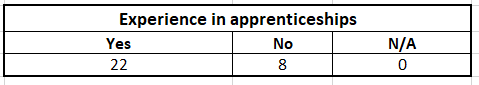
**0%**

**27%**

**73%**

Yes No N/A

Table 11 – Experience in apprenticeships



In relation to experience in apprenticeships, 30 companies answered this question. 22 of out of the 30 companies has had experience in apprenticeships, however 8 companies have not.

Graphic 20 **–** Possibilities for apprentice’s recruitment



**POSSIBILITIES FOR APPRENTICE'S RECRUITMENT**

**13%**

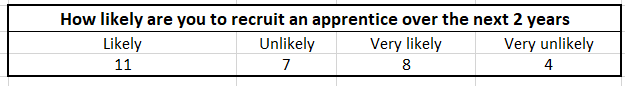
**37%**

**27%**

**23%**

Likely Unlikely Very likely Very unlikely

Table 12 – Possibilities for apprentice’s recruitment



Out of the 30 companies who answered the question ‘possibilities of recruiting an apprentice’, 37% of the companies said they were likely to do so, 27% said they were very likely to do so, 23% said they were unlikely and 13% said they were very unlikely to recruit an apprentice.

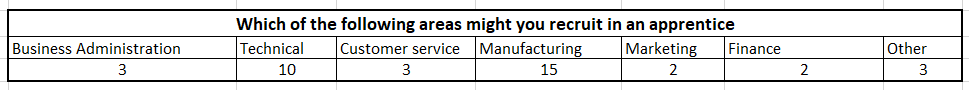
Graphic 21 **–** Which of the following areas might you recruit in an apprentice



**Possible apprentice areas**

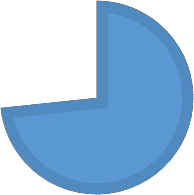
Table 13 – Which of the following areas might you recruit in an apprentice





Out of the companies that said they are likely and very likely to recruit an apprentice we had two main areas the companies would like to recruit the apprentice into: Manufacturing 15 and Technical 10.

Graphic 22 **–** Already participated in apprenticeship or plan recruiting an apprentice



**ALREADY PARTICIPATE TO**

**APPRENTICESHIP OR PLAN TO**

Yes No

**27%**

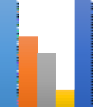
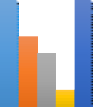
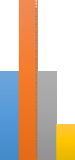
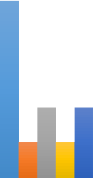
**73%**

Table 14 – Already participated in apprenticeship or plan recruiting an apprentice



22 of the 30 companies reported having already participated in apprenticeship and indicate that they plan recruiting an apprentice. 8 out of the 30 companies are not.

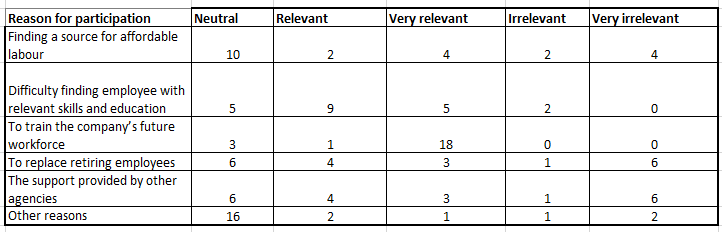
Graphic 23 **–** Reason for participation



**Participation reasons**

 Neutral Relevant Very relevant

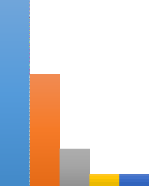
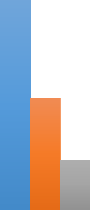
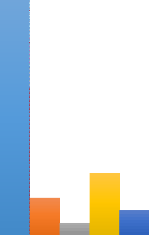
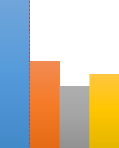
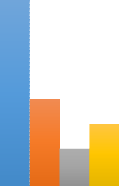
Table 15 – Reason for participation



The most common reasons to participating in recruiting apprentices’ are;

* To train the company’s future workforce (18 very relevant and 1 relevant);
* Difficulty finding employee with relevant skills and education (5 very relevant and 9 relevant);
* Finding a source for affordable labour (4 very relevant and 2 relevant);
* To replace retiring employees (3 very relevant and 4 relevant);
* The support provided by other agencies (3 very relevant and 4 relevant);
* Other reasons (1 very relevant and 2 relevant).

Graphic 24 **–** To what extent you agree to the following statements, in relation to apprenticeships



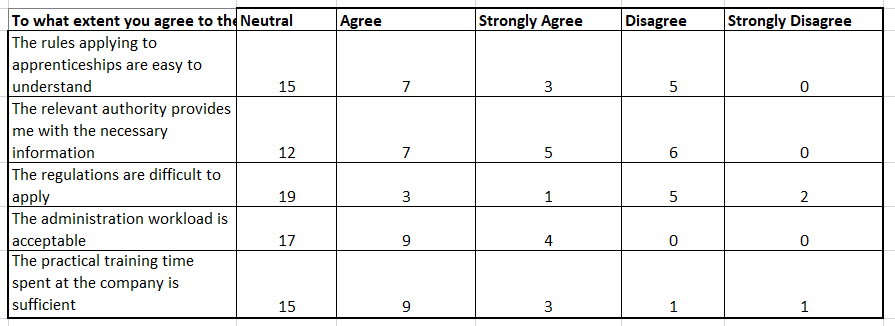
Agree

Neutral

**To what extent you agree to the following**

**~~statements, in relation to apprenticeships~~**

Table 16 – To what extent you agree to the following statements, in relation to apprenticeships



The 30 companies were mostly dividing their responses between agree, neutral and disagree. There is a large divergence of opinion regarding to the statements presented. Note that:

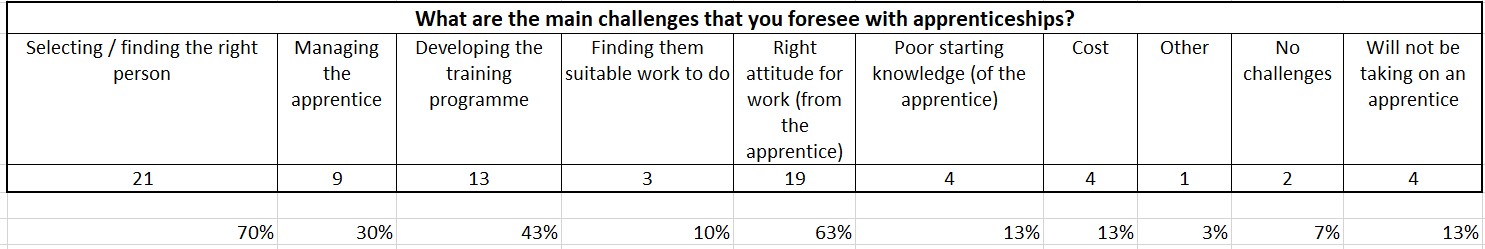
* The rules applying to apprenticeships are easy to understand - 7 selected agree and 15 selected neutral;
* The relevant authority provides me with the necessary information – 7 selected agree and 12 selected neutral;
* The regulations are difficult to apply – 3 selected agree; 19 selected neutral and 5 selected disagree;
* The administration workload is acceptable – 9 selected agree; 17 selected neutral and 0 selected disagree;
* The practical training time spent at the company is sufficient – 9 selected agree; 15 selected neutral and 1 selected disagree.

Graphic 25 **–** What are the main challenges that you foresee with apprenticeships?



**Apprenticeships challenges**

Table 17 – What are the main challenges that you foresee with apprenticeships?



We got the answer from 30 companies in this question.

We verified that the companies identified some challenges with foresee apprentices, the following four was the most outstanding:

* Selecting/finding the right person (21);
* Right attitude for work (from the apprentice) (19);
* Developing the training programme (13);
* Managing the apprentice (9)

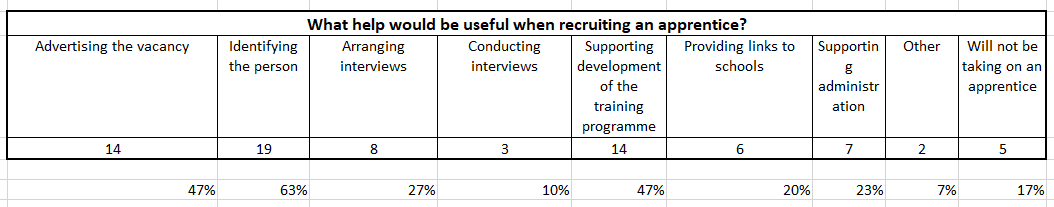
Graphic 26 **–** What help would be useful when recruiting an apprentice?



**Useful help when recruiting an**

**apprentice**

Table 18 – What help would be useful when recruiting an apprentice?



Regarding to the type of help that would be useful to receive when recruiting an apprentice, 19 companies selected "identifying the person", 14 companies selected "supporting development of the training program", followed by "advertising the vacancy" with 14 responses as well.

If we relate these responses to graphic 24, we find that several companies identify that they need more knowledge about training programs and supports.

# Chapter 4: Familiarizing with apprenticeship

This chapter identifies companies' knowledge of eligible support for recruit an apprentice and seeks to identify the training needs of companies as well as finding out the reasons why companies do not want to recruit an apprentice.

Graphic 27 **–** Experience with apprenticeship and financing support



Do you have past experience

with apprentices

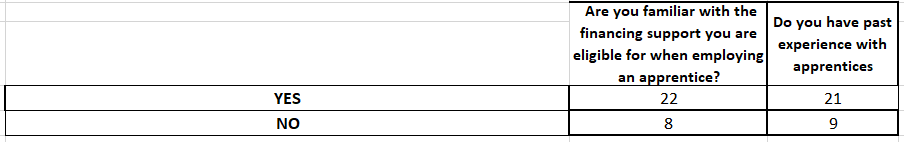
Are you familiar with the

financing support you are eligible for when employing an apprentice?

0 5 10 15 20 25 30 35

YES NO

Table 19 – Experience with apprenticeship and financing support



In this table we can see that 22 out of the 30 companies had knowledge about the financial support available for apprentices, were as 8 companies did not know anything about it. 21 companies out of the 30 companies has had past experience with apprentices, were as 9 companies did not.

Graphic 28 **–** If you decided NOT to recruit an apprentice, what were your main reasons for doing so?



Very relevant Relevant Neutral

Irrelevant

Very irrelevant

10 12 14 16

8

6

4

0 2

**If you decided NOT to recruit an apprentice, what**

**were your main reasons for doing so?**

Other Lack of financial means of the company

Too costly compared to the benefits it brings Attitude of the students to work is not supportive

Lack of vocational training relevant for the company…

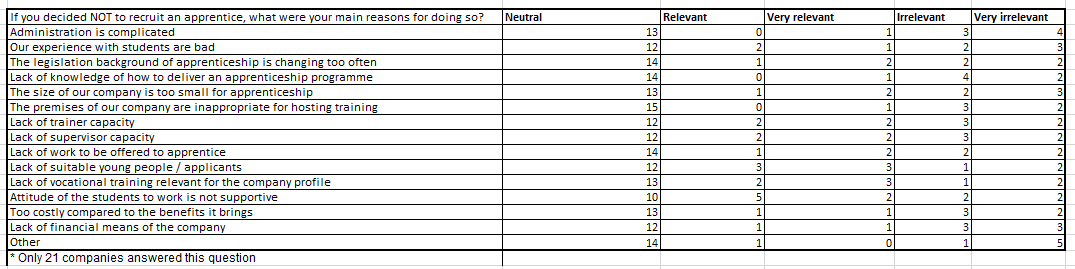
Lack of suitable young people / applicants Lack of work to be offered to apprentice

Lack of supervisor capacity Lack of trainer capacity

The premises of our company are inappropriate for… The size of our company is too small for apprenticeship Lack of knowledge of how to deliver an apprenticeship…

The legislation background of apprenticeship is…

Our experience with students are bad Administration is complicated

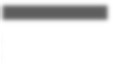
Table 20 – If you decided NOT to recruit an apprentice, what were your main reasons for doing so?

21 company answered the question above, selecting the reasons for not recruiting an apprentice on a scale between very relevant and very irrelevant. Most companies chose ‘Neutral’.

Graphic 29**–** Out of the following, is there any training that you need but are not able to source locally?

Table 21 – Out of the following, is there any training that you need but are not able to source locally?



Other Finance skills

Health and Safety skills Management skills Operations / process training

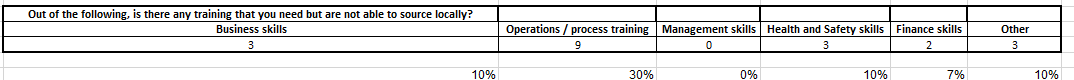
Business skills

0 1 2 3 4 5 6 7 8 9 10

Series3 Series1

Out of the following, is there any training that you

need but are not able to source locally?



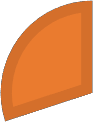
When questioned about necessary training but not found in a local source, 50% of the 44 companies indicated “Operations/process training” followed by “Business Skills” and “Health and Safety Skills” all with 16% of answered.

# Chapter 5: Apprenticeship in organisation & impact of apprenticeship

In this chapter, the results will be presented for the questions related to the companies' experience with apprenticeships. Namely the number of apprentice who completed a period of apprenticeship

and how many were hired, as well as how many remained in the company after one year. It will also analyse the reasons for not hiring apprentices and why they not completed the apprenticeship.

Graphic 30 **–** Past esxperience with apprentices



**DO YOU HAVE PAST EXPERIENCE WITH**

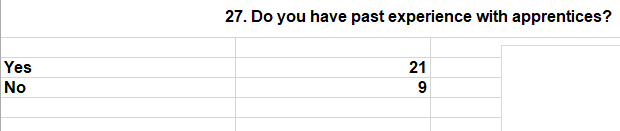
**APPRENTICES?**

Yes No

**30%**

**70%**

Table 22 – Past experience with apprentices

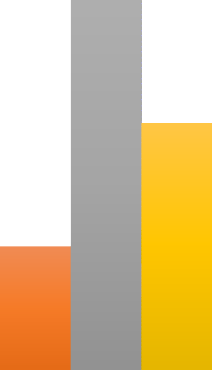


Of the 30 companies, well over half have had experience with apprentices.

Graphic 31 **–** Experience with apprenticeship and % successfully finished, directly employ or working

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Table 23 – Experience with apprenticeship and % successfully finished, directly employ or working



18

16

14

12

10

8

6

4

2

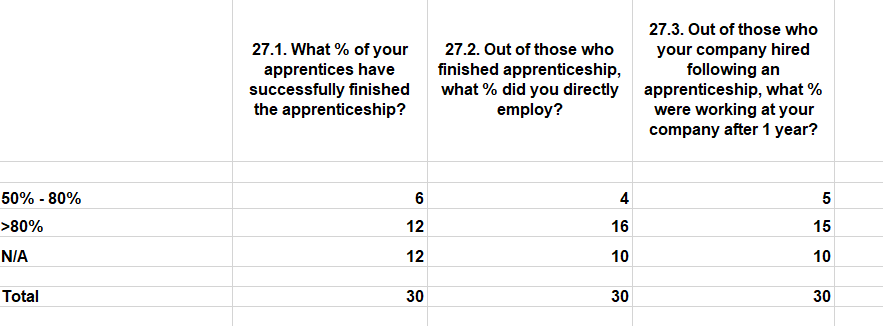
0

27.1. What % of your 27.2. Out of those who finished 27.3. Out of those who your

apprentices have successfully apprenticeship, what % did you company hired following an finished the apprenticeship? directly employ? apprenticeship, what % were

working at your company after 1 year?

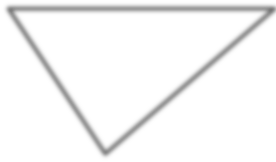
50% - 80% >80% N/A



Out of the 30 companies that have had experience with apprentices, the data above shows a high values with all companies.

* >80% - 15 companies hired an apprentice and they still working in the company after 1 year;
* >80% - 16 companies declaring that they directly employ after an apprenticeship period;
* >80% - 12 companies declaring that the apprenticeship was successfully finished.

Graphic 32 **–** For those who completed apprenticeship at your organisation but were not hired by your company, what were the main reasons to reject apprentices?



1. The level of skills acquired

were enough for the exam but do not meet company standards.

7

6

5

4

3

2

1

4. Personal skills did not

meeting company standards.

0

2. No motivation or interest of

the apprentice to work with us.

3. No motivation or interest of

the apprentice to work in the industry.

The companies that answered these questions showed the following main reasons for not hiring an apprentice after they had finished their apprenticeship:

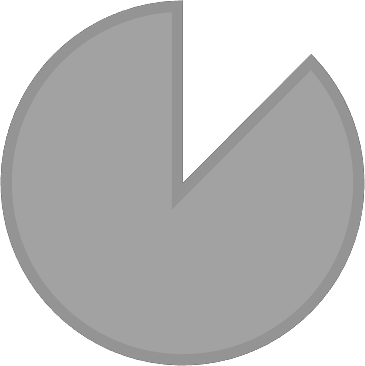
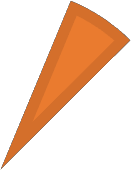
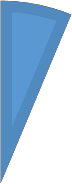
* Level of skills acquired were enough for the exam but do not meet company standards – 0
* No motivation or interest of the apprentice to work with us - 7
* No motivation or interest of the apprentice to work in the industry - 6
* Personal skills did not meeting company standards - 4

‘No motivation or interest of the apprentice to work with us’ was selected by the most companies,

followed by ‘No motivation or interest of the apprentice to work in the industry’.

Graphic 33 **–** For those who have not completed the apprenticeship at your organisation, what were the main reasons for non-completion?





1. Not enough time for the training. 2. No suitable work could be offered.

3. Apprentice quit.

**6%**

**6%**

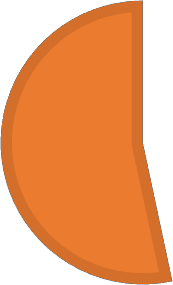
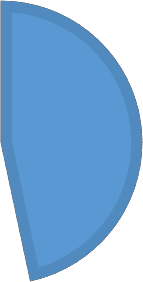
**88%**

Of the 21 companies answered, the most selected question for non-completion was, ‘Apprentice Quit’ with 88%, followed by ‘No suitable work could be offered’ with 6% and ‘Not enough time for the training’ with 6% as well.

* 1. From National research over half (52%) of employers state that recruitment difficulties are related to ‘image’ of the sector, in particular the views of parents and young people. As within other areas of core manufacturing, there is a widely held perception that the textiles and clothing industry has been in decline for many years; and where it does exist, jobs are perceived to not offer good wages, skills and careers.
  2. Equally there is evidence that young people do not fully understand the breadth and scope of careers within the UK textiles and clothing manufacturing industry. More extensive and co- ordinated campaigns in partnership with careers advisors and national agencies would help to demonstrate the breadth of careers and career paths; and help to signpost young people towards relevant training.

Graphic 34 **–** Would you like to receive further information on the TEXAPP project and its results?





**WOULD YOU LIKE TO RECEIVE FURTHER INFORMATION ON THE TEXAPP PROJECT AND ITS RESULTS?**

Yes No

**47%**

**53%**

14 companies want to receive further information about the project and its results, 16 are not interested.