

Growing your own talent: an employer's perspective of degree apprenticeships

The world of early careers has been morphing and changing at what feels like a break-neck speed after many years, if not decades, of stability. Since the late-nineties, the university graduate has ruled the roost and apprenticeships hardly featured on the radar of any early careers professionals as they go out and seek talent for their business.

Then along came degree apprenticeships. Somewhat from left field, it has to be said, but nevertheless they have taken the early careers world by storm. Launched by the Coalition Government and carried forward by the current administration, degree apprenticeships offer a genuine alternative for young school leavers looking for alternative ways to access higher education, and for employers looking to complement graduate hiring and investment of their levy.

The economics make sense for an employer. The cost/benefit ratio is apparent when you compare degree apprenticeships with often fairly high cost graduate programmes. This said, it should be recognised that the degree apprenticeship is a 'slower burn' investment. It provides an often younger, less experienced talent pool than with graduate programmes...

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