
2. Management Apprenticeships

The solution to
the leadership
skills gap?



“Management apprenticeships can be used to develop your existing staff”

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Making apprenticeships work for business

In April 2017, funding for new style Apprenticeships comes into effect. Employers with a pay bill of over £3 million will be required to pay 0.5% into the Apprenticeship Levy, funding the next generation of leadership talent. These new style apprenticeships have been developed in close consultation with employers to really meet your business needs – developing the skills your employees need to succeed. With a commitment of 3 million new apprenticeship starts by 2020,

an increase of 600,000 per year, the government is going all in on apprenticeships. This focus on apprenticeships is a great opportunity for employers to invest in staff – and not just in the careers traditionally associated with apprenticeships. It's a great way for employers to close the leadership skills gap in their business and develop staff from within their business, as well as recruiting new talent.



The leadership skills gap

38%

of employers have most difficulty filling management jobs

28%

of employees say their business lacks trustworthy and inspirational leaders

Great leaders need to be present at every level of business – it's not just those at the top that need to display leadership skills. Increasingly, employees across your businesses are taking responsibility for important projects, leading teams and networking with people at all levels, meaning skills like time management, communication, delegation and motivating others are needed more than ever. However, research has identified a definite skills gap that needs to be addressed. At the end of 2016, ILM identified a major leadership skills gap in organisations across the UK. It revealed that more than a quarter (28%) of employees lack trustworthy or inspirational leaders, and just a third (31%) of employers feel confident in their current supply of leadership talent. Recently, the City & Guilds Skills Shortage Nation report – which

surveyed 500 senior decision makers in UK businesses – showed that leadership skills are lacking and effective managers are the hardest to recruit across the business. [The majority of respondents \(87%\) had problems recruiting people to meet the needs of their business](#), with managers (38%) and specialists across all disciplines being the hardest job roles to fill and apprenticeships the most challenging job level to fill. But there's a real need for management. Employers say that managers, directors and senior officials are likely to be the most recruited job role over the next 12 months. In the next 12 months 47% of respondents told us that they are planning to recruit for managers, directors and senior officials – despite over a third (38%) saying they already struggle to meet their organisation's managerial needs.



Closing the gap

Why is the skills gap in leadership and management such a threat?

[Poor people management is hitting the efficiency of UK businesses by an average of 8%, costing UK PLC £84bn a year.](#) That's a huge loss to the UK economy and one that can be addressed by developing better leadership skills at all levels of an organisation. People and personal skills can often be less tangible than technical and practical skills, but they can nevertheless have a big impact on the ability of a potential employee to adapt to the workplace and be an effective member of staff. The most common people and personal skills cited as lacking in the labour market in a UKCES report is time management. This skill was lacking in almost half of all skill-shortage vacancies (47%). Among the other people and personal skills lacking, skills related to 'management and leadership' were commonly reported to be lacking, including: persuading and influencing others (31%), managing or motivating other staff (30%) and setting objectives and/or planning resources (22%).

Why are apprenticeships perfect for closing that gap?

The relaxation of the rules around apprenticeships means that more people than ever are eligible for them. However, many employers aren't aware of the change in the rules. The City & Guilds report revealed that just a fifth (19%) of employers are aware that managers, directors and senior official job roles could be occupied by apprentices. More than half (59%) of the UK's HR professionals are not aware of new standards that enable apprenticeships to be used as a means to address the critical needs of their business.

The latest in leadership

New style apprenticeships have been developed with employers in mind – so they're perfect for addressing the changing needs of UK business. Investing in your managers creates engaged, productive and effective workforces that create a sustained impact on your business.

31%

of employers feel confident in their supply of leadership talent

4 in 5

don't realise that senior roles can be filled by higher apprenticeships

“Employers with a pay bill of £3m or more will pay into the apprenticeship levy.”

ILM - the Ultimate Service

3
million

– the government target for new apprenticeship starts by 2020

ILM delivered over 14,000 management apprenticeships last year. We're the leading provider of management apprenticeships in the UK, and our long heritage of best in class leadership development means your employees develop the real, practical skills they need to make an immediate impact. ILM offers an end-to-end Apprenticeship service, whether you choose to develop in-house, use one of our network of expert training providers or pick and choose from our support solutions.

You can use management apprenticeships to:

- Retain talented team leaders and help them to move up the career ladder
- Challenge your middle managers to take on more strategic responsibilities
- Give your senior management the opportunity to obtain a degree.

Currently available to start now
<https://www.i-l-m.com/learning-and-development/management-apprenticeships/Trailblazer-Apprenticeships>

Team Leader/Supervisor - Level 3

As a Team Leader your responsibilities may vary from supporting, managing and developing your team members, to managing projects or planning and monitoring workloads and resources. Delivering operational plans, resolving problems, or building work relationships are also key factors in becoming a successful Team Leader.

Operations/Departmental Manager - Level 5

Responsible for everything from creating and delivering operational plans, managing projects, and leading and managing teams, to managing change, financial and resource management. Responsibilities also include talent management, coaching and mentoring. Roles may include those of Operations Manager, Regional Manager, Divisional Manager, Department Manager as well as other specialist managers.

Chartered Manager Degree Apprenticeship - Level 6

Chartered Managers oversee people, projects and operations delivering long term organisational success. They are typically able to deliver impact combined with commitment to continual learning and development to achieve the professional recognition of their ability. As a Chartered Manager, your roles may include being a Manager, Senior Manager, Head of Department or Operations Manager; as well as anyone with significant management responsibilities.

14,000

people took a management apprenticeship with ILM in 2016



ILM Apprenticeship Guidance

Want to find out more about apprenticeships?
Download our series of guides:

Out now

The Apprenticeship Levy: An employer guide
<https://r1.surveysandforms.com/d23wwa35-9726xvc1>

Coming soon

Engaging and retaining apprentices: Employer Guide
Next steps: Getting up and running

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About ILM

ILM is the leading specialist provider of leadership qualifications in the UK. Last year, over 70,000 people enhanced their skills and performance with ILM, including 14,000 management apprentices.

We believe that great leaders can come from anywhere. With the right support, anyone can grow and develop to make a real difference to their team and organisation. Which is why we help individuals from all levels to realise and apply their potential, so that the organisations they work for can reap the benefits.

ILM is a City & Guilds Group Business. All ILM qualifications are awarded by The City and Guilds of London Institute, which was founded in 1878 and is incorporated by Royal Charter.

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