

# Apprenticeship report

The Bank of England is strongly committed to its apprenticeship programme. Over the past year we have been laying the foundations necessary to increase the number of apprenticeships we offer and are committed to working towards the public sector target of having 2.3% of colleagues enrol onto apprenticeships each year.

In 2018/19, the Bank enrolled a total of 27 apprentices onto the apprenticeship programme, resulting in 0.6% of total Bank staff being employed on apprenticeships. This year, the Bank is expected to triple this number, and in 2019/20, will enrol 75 new apprentices onto the programme, resulting in 1.67% of total Bank staff being employed as apprentices.

Since the launch of the apprenticeship levy, we have been embedding apprenticeships within our recruitment strategy and we have broadened the number of apprenticeships available — including a GCSE entry scheme and an A-level degree programme, launching in September.

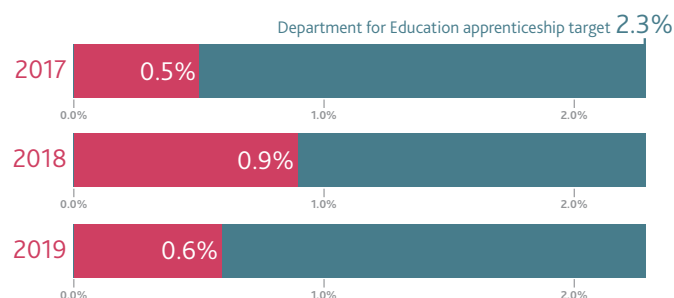
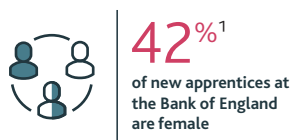
During 2019, and following a nomination by one of our current apprentices, we were recognised for our commitment to apprenticeships and were awarded the Just IT Higher Level 4 Apprenticeship Employer.

Our apprentices come from a range of backgrounds and are recruited into a wide variety of roles within the Bank. For some apprenticeships, we are pivoting from offering single-traded specialisms to multi-skilled apprenticeships, where apprentices rotate in their roles, in an approach similar to our Graduate programme. This requires additional study time away from the Bank, but overall supports our commitment to apprenticeships as a key resourcing pipeline.

Our lower number of apprentices in 2018/19 partly reflects delayed Apprenticeship Standards, which have now been approved. With this in mind, this year we are:

- Continuing to participate in trailblazer groups to ensure we are influencing the development of Apprenticeship Standards.
- Launching two new apprenticeship programmes in Data Science and Economics.
- Launching a new Pitman's Business Administrator apprenticeship.
- Offering a new Level 7 MSc Digital, Solutions and Technologies to colleagues to increase the Bank's digital capability.

We are strongly committed to the training and development of all colleagues and view the apprenticeship scheme as a central element of building the skills required for the future of central banking in the UK.



1 As a percentage of new apprentices joining the Bank between 1 April 2018 and 31 March 2019.

2 As at 31 March 2019, the Bank employed a total of 55 apprentices, equating to 1.2% of total Bank staff on apprenticeships.

3 4,328 was the number of staff working at the Bank of England on 31 March 2018.

4 The Bank recruited 656 new recruits in England between 1 April 2018 and 31 March 2019.