

Appendix C: Apprenticeship Projected ROI based on business case submission

In Flight	Apprenticeship Programme	Apprenticeship Level	No. Of Apprentices	Agency Spend	Rate of attrition	Difficult to fill role	Development pathway	DAS Training costs saved
	Lead Adult Care Worker	3	4	High £724K pa	High 60% attrition (agency staff)	High	High Career progression, capability & retention	£8800
	Leader in Care	5	2	High (incl. in figure above)	High (incl. in figure above)	High	High Career progression to build retention	£1707
	Adult Care/Lead Adult Care Worker	2 & 3	2	High (incl. in figure above)	High 60%	High	High Career progression to build retention	£800
	Adult Care	2	1	High (incl. in figure above)	High 60%	High	High Career progression to build retention	£ 400
	Commercial Procurement & Supply	4	4	Low	Medium	Medium	High Career progression to build retention & capability	£13200
	Operations Departmental Manager (ASC)	5	1	High	High	High	High Career progression to build retention	£3300
	Leadership & Management	5	1	Recruited in	Recruited in	Recruited in	Recruited in	£0 Paid by Previous employer
	Children & Young People's / Early Years Educator	2 & 3	5	High £361K pa	Medium 14.7% attrition	High	High Career progression to build	£1800
	HR Services Support Officer	3 & 5	1	Low	Low	Low	High Career progression to build retention & capability	£375
	Civil Engineering Technician	3	1	High Consultancy Spend	High	High	High Career progression to build retention & capability	£1332

	Surveying Technician	3	1	Low	Medium	Medium	High Career progression to build retention & capability	£929	
	Building Control	6	1	High £202K	High	High	High Career progression to build retention & capability	£817	
Total			24					£334,460	
Pending	Apprenticeship Programme	Apprenticeship Level	No. Of Apprentices	Agency Spend	Rate of attrition	Difficult to fill role	Development pathway	DAS Training costs saved	
	Social Work	6	3	High £1.26M (across social work team)	High 12 new starts and 12 leavers in last 12 mths	High	Awaiting apprenticeship programme availability		
	Occupational Therapy	6	1	High (See figure above)	High (see figure above)	High	High Career progression to build retention & capability		
	Early Years Educator	3	1		Medium 14.7%	High	High Career progression to build retention		
	Team Leader/Supervisor	3	1	Business case in development					
	Operations Manager	5	1	Low	Low	High	High Career progression to build retention		
	Town Planning Technical Support	3	1	Low	Medium	Medium	High Career progression to build retention		
	Chartered Town Planner	7	1	High £453K	High	High National shortage	High Career progression to build capability & increase retention		
	Early Years Educator	3	1		Medium 14.7%	High	High Career progression to build retention		
	Team Leader/Supervisor	3	1	Business case in development					

	Operations Manager	5	1	Low	Low	High	High Career progression to build retention		
Pending	Apprenticeship Programme	Apprenticeship Level	No. Of Apprentices	Agency Spend	Rate of attrition	Difficult to fill role	Development pathway	DAS Training costs saved	
	Town Planning Technical Support	3	1	Low	Medium	Medium	High Career progression to build retention		
	Chartered Town Planner	7	1	High £453K	High	High National shortage	High Career progression to build capability & increase retention		
	Customer Service Practitioner	Customer Service Practitioner	2	1	Medium	Low	Medium Create career progression & increase retention		
	Associate Project Manager	4	2	Low	Low	High	High Career progression to build capability & increase retention		
	Lead Adult Care Worker / Lead Practitioner	3	1	High	High	High	High Career progression to build capability & increase retention		
	Civil Engineering Technician	3	2	Low	Low	Low	Medium Build capability		
	Commercial Procurement & Supply	4	1	Business case in development					
	Accounting	2	2	Business case in development					
	Housing/Property Management	3	1	High £153K	High 40%	Medium	High Career progression to build capability & increase retention		
Total			19						