



APPRENTICESHIP WORKFORCE DEVELOPMENT PROGRAMME

Better Employer Engagement (BEE) Project

Sunderland Engineering Training Association (SETA)

CREATED BY 

AUGUST 2023

The Cost of Recruiting An Engineering Apprentice

Retention of apprentices is a key focus for most employers so that they develop their future workforces, reinforcing existing skills and building new skills. The focus of the Better Employer Engagement Project was to look at how employers can better retain their apprentices when there is currently a national drop-out rate of around 35%.

With the introduction of Apprenticeship Standards, with the impact of COVID and other external influences – the Government has set national targets to raise apprenticeship retention to 65% by 2025.

Focus of Research

The partners in the project agreed to carry out a survey about the cost of recruiting an engineering apprentice. Why? The current rates of drop-out for engineering apprentices is approximately 35%. Not only is it important that employers do more to retain their apprentices, but the cost of replacement is a critical issue. Additionally, the

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Apprentice Preparation

	Approx No. Hours		Additional Cost per Apprentice £	Specify briefly for what ?
Sifting application				
Health questionnaire				
Colour blind test				
English, maths test				
Skill scan for occupational engineering suitability				

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