

Apprenticeship Levy galvanising HR strategies of major employers

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The introduction of the Apprenticeship Levy offers organisations an opportunity to galvanise thinking around the sourcing and the development of future talent. That is according to the latest research from talent acquisition and management firm, Alexander Mann Solutions (<http://www.alexandermannsolutions.com>): The Apprenticeship Levy – How to turn a major social change (or an unwanted tax) into a robust talent strategy.

The white paper, which is based on in-depth interviews with organisations including BAE Systems, Barclays, BT, CapGemini, GE, HSBC, Jaguar Land Rover and Santander amongst others, finds that the introduction of the Levy presents a rare opportunity to engage in meaningful conversations with both finance and general management teams about what is needed in terms of future talent, sourcing, and development.

The research has also revealed further opportunities around improving the inclusion of individuals from under-represented groups, with the majority of contributors agreeing that the new round of apprenticeships has the potential to tap into under-utilised pools of talent and consequently generate significant workplace diversity benefits.

Tim Campbell, Head of Client Services, Emerging Talent, Alexander Mann Solutions, comments:

"What I find really encouraging about the interviews we conducted for this white paper, and the wider discussions I've had with other senior HR figures since, is the fact that major employers in the UK are embracing opportunities offered by the introduction of the Levy."

"Its introduction seems to have galvanised thinking around the sourcing and the development of talent and how it can be more closely aligned with the real needs of organisations both now and in the foreseeable future. And the result has already been a set of innovative and imaginative strategies, which, while still in their early stages, seem set to revolutionise the way we recruit, train and retain our people – not only with regards to emerging talent, but also wider workforces."

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About Alexander Mann Solutions

We are Alexander Mann Solutions and we're passionate about helping companies and individuals fulfil their potential through talent acquisition and management. Today, over 3,000 of our talent acquisition and management experts are partnering with our blue-chip clients across multiple sectors and in more than 80 countries. Delivering a distinctive blend of outsourcing and consulting services, our unrivalled experience, capability and thought leadership helps our clients attract, engage and retain the talent they need for business success.

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