

Case Study

City of Lincoln Council



Location: Lincoln, Lincolnshire

Employees: 830

Sector: Public Sector

Training: Apprenticeships in Business Administration, Accounting and Customer Service

Training Provider: Lincoln College

Winner: Large Employer of the Year, East Midlands Apprenticeship Awards 2009

In 1995, when it began taking on apprentices, the City of Lincoln Council's 800-plus workforce contained no people under the age of 25. It is now approaching 20 per cent – one in five.

Diversifying its workforce, and offering the young people of Lincolnshire an opportunity to start a career in the public sector are just two of the benefits the Council is enjoying from taking part in the Apprenticeship programme.

With more than 200 former apprentices now part of the staff, the Council – with its training provider, Lincoln College – is building a well-trained, motivated and loyal workforce. More than 20 apprentices are employed each year, supported by a dedicated officer. Each also has a supervisor and a mentor, many of whom are former apprentices.

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Andrew Taylor,
Chief Executive,
Lincoln City Council



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The City of Lincoln Council's Chief Executive Andrew Taylor said: "Growing our own talented employees has long been important to our organisation. It means creating opportunities for the people of Lincoln, something we are passionate about."

At Lincoln College, which provides the training for the Apprenticeships, Susan van Zyl, Director of the School of Business, said the Council is a great role model for other public sector employers to be inspired by: "We enjoy a very successful partnership with the Council. We tailored the Apprenticeship scheme to meet the specific needs of the Council.

"Having key coordinators here at the College and within the Council who regularly meet has been a key to the success. Any problems have been quickly overcome, and the training has evolved with experience. An unwavering commitment to Apprenticeships comes from the very top of the Council, and the apprentices are actively encouraged to achieve as much as they can. The Council encourages a strong ethos of mentoring and guidance and this comprehensive support network is bolstered by reviews completed by the College."

More than 60 per cent of apprentices find permanent jobs within the authority and many are rising through the ranks. They carry out jobs in a wide range of departments, including the anti-social behaviour team, human resources, benefits and building maintenance.

Andrew Taylor said: "The Apprenticeship scheme has had enormous success, which has allowed us to grow our own talent and achieve our economic ambitions for the Council and for the city. We would recommend other public sector organisations consider Apprenticeships as an effective and innovative method of developing a workforce for now and for the future."

**For more information please visit
apprenticeships.org.uk or telephone 0800 015 0600**