

2023 UK Apprentice Pay Practices Survey

welcome to brighter



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Overview

This report presents the results of the **Apprentice Pay Practices Survey**, which aims to capture information on organisations' apprentice pay policies in the **UK**.

The survey was conducted in **February 2023**.

120 companies located in the UK participated in the survey.



Please note that we have observed a large variation in the data due to the difference in the number of apprentices companies currently employ. There are companies that employ just a few apprentices, as well as companies that employ several hundred apprentices.

Our recommendation is that measures of central tendencies like median should be the primary reference when analyzing data in this report.

Participant List

3M	DHL Aviation
Acciona	DHL Global Forwarding
Accolade Wines	Diageo
Acushnet	Dometic
Airedale International Air Conditioning	DS Smith
Aptar	Eaton
Arup	Edwards Lifesciences
ASCO	Eisai
AstraZeneca	Enfinium
Babcock	ESB
Baker Hughes	Etex
Ball	Evonik Chemicals
BASF	Expedia
Bayer	Expro
Bechtel	Finastra
BMT	GHD
BMW	GSK
BMW Group Financial Services	Haleon
BMW Manufacturing	Halliburton
British Airways	Henkel
British American Tobacco	Henry Schein
Broadridge Financial Solutions	High Speed 2
BT	Hollister
Cambridge University Press & Assessment	Imerys Minerals
Caterpillar	IMI Thompson Valves
CHANEL	International SOS
CNH Industrial	IQVIA
Coca-Cola HBC	Iveco
Coty	Jacobs
Cummins	Jacobs Douwe Egberts

Participant List

Jaguar Land Rover

JLL

JTI

Kellogg

L'Oreal

Leyland Trucks

Liberty Global

Lockheed Martin

Lumanity

MAN Energy Solutions

Marelli

Mars

Matrix International

Maximus

Microsoft

Molson Coors

Mondelez

Mundipharma

Nestlé

Northern Ireland Water

OneWeb

Orkla

Orsted

Oxford Nanopore Technologies

Pepsi

Philips Electronics

Procter & Gamble

PVH

Reach

Reckitt

REHAU

Rolls-Royce Motor Cars

Sage

Schaeffler

Seqirus Vaccines

SI Group

Siemens Energy

SLB

Smiths Group

Somo Custom

Sonoco

SPS

SquaredUp

Stantec

Synthomer

Systra

Tensar

Tetra Pak

The Freeman Company

The Glenmorangie Company

Third Bridge

Trane Technologies

Twiflex

UK Greetings

University College London

Urenco

Vertex Pharmaceuticals

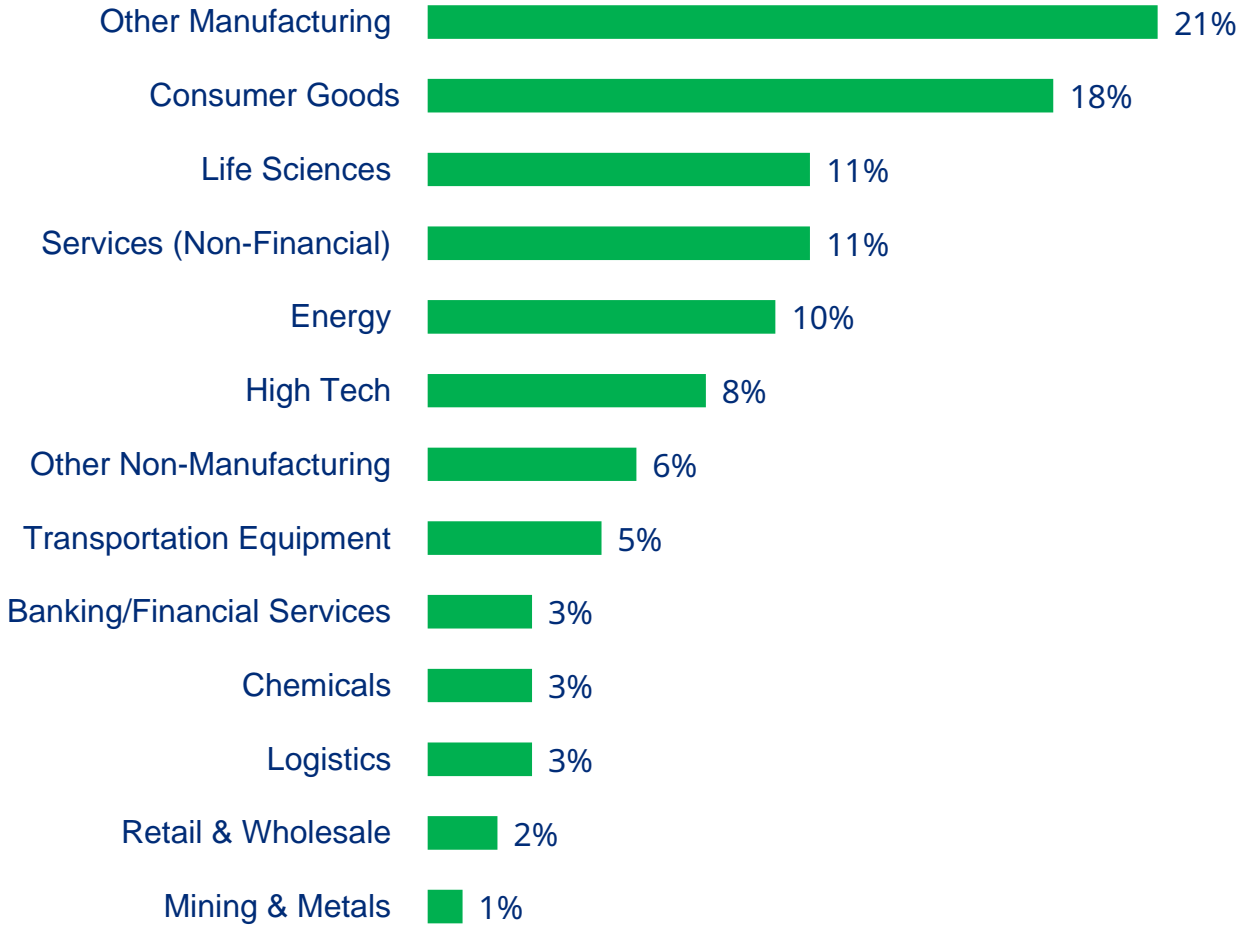
WBD

William Grant & Sons Distillers

Worley

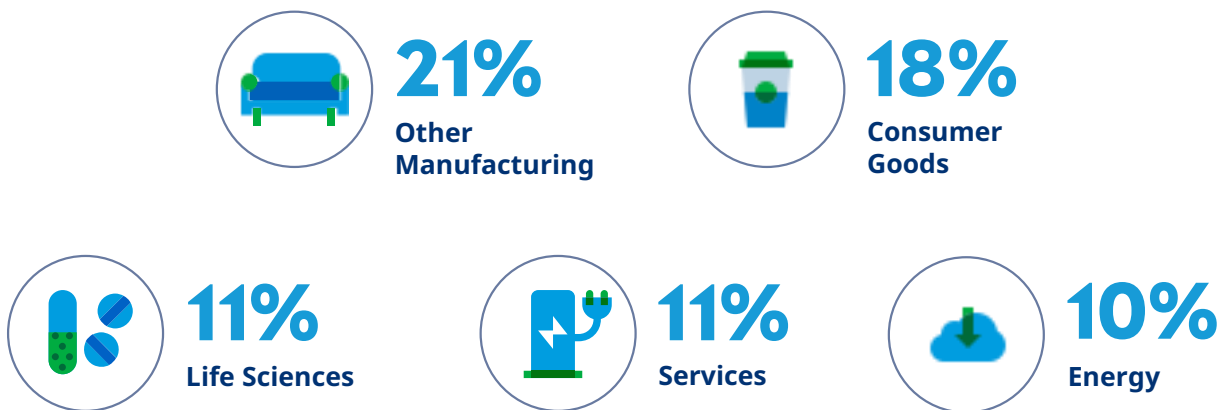
Participant Profile

Super Sectors



N=120

Top 5 Super Sectors



N=120

Note: In total 13 super sectors are represented in the survey. Remaining super sectors represent less than 10% of the participating organizations.

Executive Summary



Survey Results

General Practices

At what ages do you accept apprentices?

In which locations does your company operate and where do you employ apprentices?

How many apprentices do you currently employ?

How many apprentices do you currently employ in each age category?

How many apprentices do you currently employ in each location?

How many apprentices do you currently employ in each age category and in each location?

For which areas do you hire apprentices?

What is the average duration of your apprenticeships for each age category?

Pay Practices

Do you pay above the Government Apprentice Rates?

What is your current standard starting rate/salary?

What is your current standard starting rate/salary for each age category?

What are you currently paying as standard after one year of employment (excluding any job/skills premiums)?

Aberdeen

East Midlands

East of England

London

North East

North West

Northern Ireland

South East

South West

The Rest of Scotland

Wales

West Midlands

Yorkshire

The Humber

Does your rate of pay differ across job families?

What is the differential as a % of your standard rate for each age category?

What is the differential as a % of your standard rate by job family?

What is the differential as a % of your standard rate by job family for each age category?

Do you pay a premium for scarce skills or for diversity candidates?

How frequently do you review your rates?

Retention

What was the voluntary turnover for your apprentices in 2022?

What was the voluntary turnover for your apprentices in 2022 for each location?

What was the voluntary turnover for your apprentices in 2022 for each area?

Do you agree or disagree that your current approach to pay supports the retention of your apprentices?

How effective are you at retaining your apprentices depending on where they are in their studies?

Other pay elements

Do you offer any allowances to apprentices?

Do you offer any incentives to apprentices?

Do you offer any benefits to apprentices?

Education

Do you expect your apprentices to continue their education?

Do you sponsor your apprentices' education?

For how long do you sponsor apprentices' education?

Where you sponsor education and the apprentice leaves, do you require them to reimburse some or all their study fees?

Confidentiality

To ensure the confidentiality of all data, a minimum number of observations is required in order for statistics to be displayed.

- Three organizations must report at least three observations for a variable in order for the mean and frequencies to be displayed.
- Four organizations and four observations are required for display of the median.
- Five organizations reporting at least five observations are required to display 25th and 75th percentiles.
- In single-answer questions the total may not equal 100% due to rounding.
- In multiple-answers questions organizations may indicate more than one option, therefore the total may exceed 100%.
- A double hyphen i.e. "--" has been indicated where there are insufficient data for analysis

About Mercer

Mercer is a leading global provider of consulting, outsourcing and investment services, with more than 25,000 clients worldwide. Mercer consultants help clients design and manage health, retirement and other benefits and optimize human capital. The firm also provides customized administration, technology and total benefit outsourcing solutions. Mercer's investment services include global leadership in investment consulting and multimanager investment management.

Mercer's global network of more than 20,000 employees, based in over 40 countries, helps ensure integrated, worldwide solutions. Our consultants work with clients to develop solutions that address global and country-specific challenges and opportunities. Mercer is experienced in assisting both major and growing, midsize companies.

The company is a wholly owned subsidiary of Marsh & McLennan Companies, Inc., which lists its stock (ticker symbol: MMC) on the New York, Chicago and London stock exchanges.

If you have questions

If you have questions regarding the survey or the report, call us or email us at:

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For further information, please contact your local Mercer office or visit our web site at: www.imercer.com

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Australia	Ireland	Singapore
Austria	Italy	South Korea
Belgium	Japan	Spain
Brazil	Malaysia	Sweden
Canada	Mexico	Switzerland
Chile	Morocco	Taiwan
China	Netherlands	Thailand
Colombia	New Zealand	Turkey
Denmark	Norway	United Arab Emirates
Finland	Peru	United Kingdom
France	Philippines	United States
Germany	Poland	Venezuela
Hong Kong	Portugal	
India	South Africa	