



Social Mobility  
Commission

# **Apprenticeships that work for all**

**A practical toolkit for employers, training providers and  
apprenticeship practitioners**

October 2021

# Apprenticeships are one of the best mechanisms available to build diverse, skilled and committed teams from the ground up



“When we trialled the apprenticeship scheme, we found such brilliant people we wouldn’t have come across if we had done things differently, and all the concerns some of our more traditional colleagues had disappeared. It gained momentum and changed the way people thought about talent.”

Nancy Lengthorn, Global Chief Inclusion and Culture Officer, MediaCom

# But the apprenticeship system needs to do more to realise its social mobility potential

Our research has found that:

- The apprenticeship levy has funded more higher-level apprenticeships that were more likely taken up by learners from privileged backgrounds.
- Disadvantage gaps exist for working class apprentices at every stage of the journey.
- COVID-19 has further exacerbated these dynamics.



# So many of you have asked us what you can do to support social mobility through apprenticeships - this toolkit is our answer



[www.socialmobilityworks.org/toolkit/apprenticeships-toolkit-data/](http://www.socialmobilityworks.org/toolkit/apprenticeships-toolkit-data/)

- ➞ It is designed as a roadmap for anyone working in apprenticeships who is committed to improving socio-economic diversity and inclusion.
- ➞ Use it as a toolbox rather than a handbook – this is not a linear process, and each context is different!



APPRENTICESHIP EXPERTS KASIM  
CHOUDHRY AND JESSICA  
OGHENEWEKE WILL BE HOSTING AN  
**INSTAGRAM LIVE ON**  
**@SOCIALMOBILITYSTORIES**

Tune in on Thursday 14  
October at 2.30pm

**Join us on Instagram Live  
at 2:30pm (in half an hour)  
[@socialmobilitystories!](https://www.instagram.com/socialmobilitystories)**

# Thank you so much for joining us

We welcome your questions and feedback! Get in touch:

-  [contact@socialmobilitycommission.gov.uk](mailto:contact@socialmobilitycommission.gov.uk)
-  020 7340 8397
-  @SMCommission
-  social-mobility-commission
-  @socialmobilitystories
-  [socialmobilityworks.org](http://socialmobilityworks.org)
-  [gov.uk/government/organisations/social-mobility-commission](http://gov.uk/government/organisations/social-mobility-commission)

**Social Mobility Commission**  
**Sanctuary Buildings**  
**20 Great Smith Street**  
**London**  
**SW1P 3BT**