

How do you plan to achieve success?



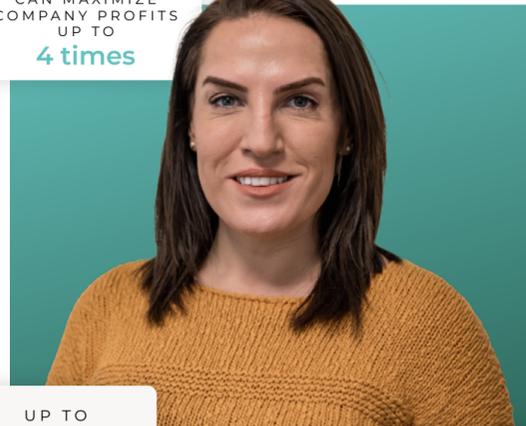
Business growth, client retention and increased profits, what do all these things have in common? Well, you can't achieve any of them without highly capable, dependable, and engaged employees. In times gone by, you would have formulated a plan to empower your employees, but the world has changed. We now have entirely new ways of working e.g., hybrid and remote, there's a large skills gap in the UK workforce, and unsurprisingly, nobody has a rule book for how we lead workforces in this new landscape. **So, how can you empower your employees and maximise their talents? To see just how important learning and development is to your future success, why not take our quiz and test your knowledge...**

Take the quiz

How do you plan to achieve success?



GOOD RETENTION
CAN MAXIMIZE
COMPANY PROFITS
UP TO
4 times



UP TO
£25,000
TO REPLACE
SOMEONE



HR'S HIGHEST
PRIORITY IS
**employee
retention**

Part 1: Your employees

Following the global events of the past two years, employees across the world are feeling exhausted and ready to look for new opportunities. This wave of departures is so vast, it's been titled the 'great resignation'. **In the UK alone, 69% of employees feel confident about moving to a new role in the next few months¹. So, what can you do to keep your best staff? What is important to your employees? Let's find out...**

Question 1:

What percentage of employees would stay at a company for longer if the business was investing in their career development?

54%

63%

78%

94%

Incorrect.

Believe it or not, 94% of employees would stay at a company for longer if the business was investing in their career development². So, it's clear that keeping your best staff is dependent on your learning and development strategy.

Next question

Sources: ¹The Guardian | ²HR News

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Question 2:

Employees with access to professional development opportunities are how much more engaged in their jobs?

6%

12%

15%

18%

Incorrect.

Employees with access to professional development opportunities are 15% more engaged in their jobs⁴. So, not only do employees want more learning and development opportunities, but they are more engaged and perform better when they receive them.

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Sources: ¹The Guardian | ⁴business.com

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Question 3:

What percentage of millennials say that opportunities to learn and grow are extremely important to them when applying for a job?

4%

29%

59%

78%

Incorrect.

59% of millennials say that opportunities to learn and grow are extremely important to them when applying for a job⁶. And, given that millennials will make up 75% of the workforce by 2025⁷, it's clear you need to start making your business appealing to them now.

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Sources: ¹The Guardian | ⁶Greenhouse Software | ⁷What To Become

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64% of L&D leaders are prioritising reskilling



FOCUS ON
upskilling

77% of employees are ready to learn new skills or completely retrain



Part 2: Create a resilient workforce

Learning and development will be key to the future success of your employees and your business. But, not just any learning. In today's fast-paced world, teaching that relies on 'facts' is essentially outdated the moment the lesson ends. So, what needs to replace this antiquated methodology is life-long learning – a desire for knowledge. If you can inspire this approach amongst your employees, then you are truly building a resilient workforce that can overcome any challenge.

Question 1:

In the next 5 years, what percent of the skills deemed essential today will change?

17%

29%

35%

65%

Incorrect.

In the next 5 years, 35% of the skills deemed essential today will change¹⁰. So, there's only one way to remain relevant in a post-coronavirus reality... commit to a lifetime of learning.

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Sources: ¹⁰Forbes

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Question 2:

According to The World Economic Forum, what percentage of all employees will need reskilling and upskilling to respond to changing work requirements in 2022?

6%

12%

35%

54%

Incorrect.

According to The World Economic Forum, 54% of all employees will need reskilling and upskilling to respond to changing work requirements in 2022¹². So, it's clear that you need to start thinking about your employee learning and development now.

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Sources: ¹²Entrepreneur

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Question 3:

When it comes to learning performance, what percentage is due to metacognition i.e., thinking about one's thinking?

6%

40%

69%

82%

Incorrect.

When it comes to learning performance, 40% is due to metacognition – organising and guiding one's own learning processes, thinking and actions – but most teaching methods do not prioritise these skills, as myths persist that learning relies on innate intelligence, rather than on developing skills and habits¹⁴.

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Sources: ¹⁴The World Economic Forum

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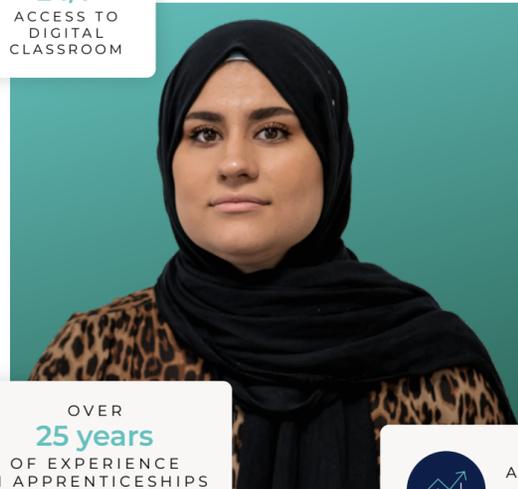
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Sources: ¹⁵The World Economic Forum

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ACCESS TO
DIGITAL
CLASSROOM



OVER
25 years
OF EXPERIENCE
IN APPRENTICESHIPS



DEGREE
APPRENTICESHIPS
ARE ON
the rise

Part 3: Have you considered degree apprenticeships?

Degree apprenticeships used to mean investing in a person with the goal of acquiring a qualified member of staff 4 years down the line. But this is no longer the case. Nowadays, degree apprenticeships are about developing and empowering your current employees and planning for future resources. What's more, degree learning has been modernised for the digital age. Gone are the time-consuming and paper-based correspondences. Now, it's cost-effective flexible learning that provides usable knowledge from day one to suit your workforce and your business.

Question 1:

From August 2020 to January 2021, how many apprenticeship students started in the UK across all learning levels?

Over 20,000

Over 70,000

Over 100,000

Over 160,000

Incorrect.

In the first two quarters of the 2020/21 academic year (August 2020 to January 2021), there were 161,900 apprenticeship starts¹⁶. This goes to show that apprenticeships are more popular than you may have first thought.

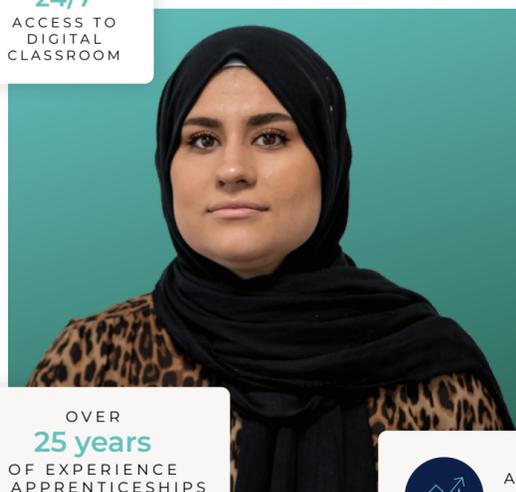
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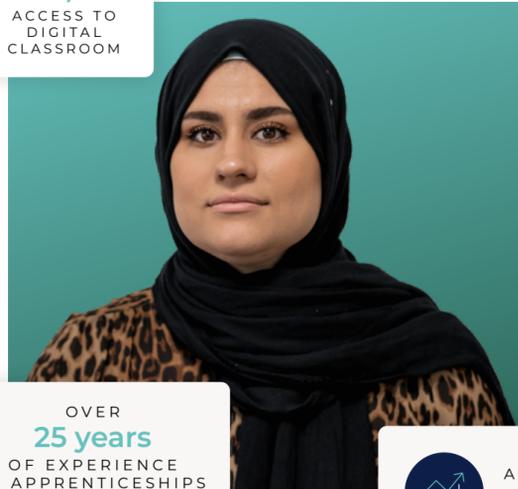
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Question 2:

How much time do employers need to dedicate to degree apprentices during working hours to support them in gaining new knowledge, skills and behaviours?

20%

60%

80%

90%

Incorrect.

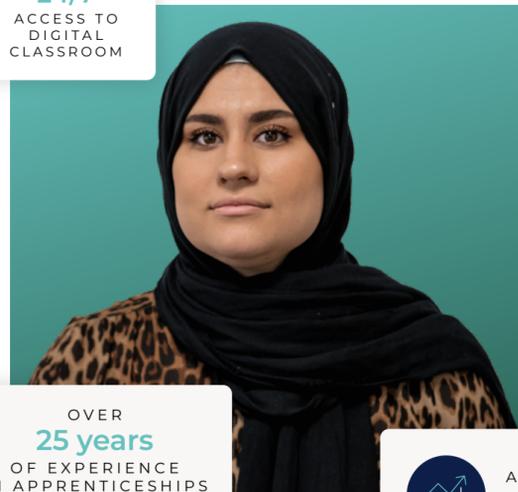
As an employer, you will support your degree apprentice by allowing them to use 20% of their working hours (over a 12-month period) to focus on gaining new knowledge, skills, and trialling these in the workplace. Historically, apprenticeships would have meant losing the student 1 day per week to classroom learning. But in today's digital age, learners attend smaller virtual sessions throughout the week and only leave the workplace 1 day per month.

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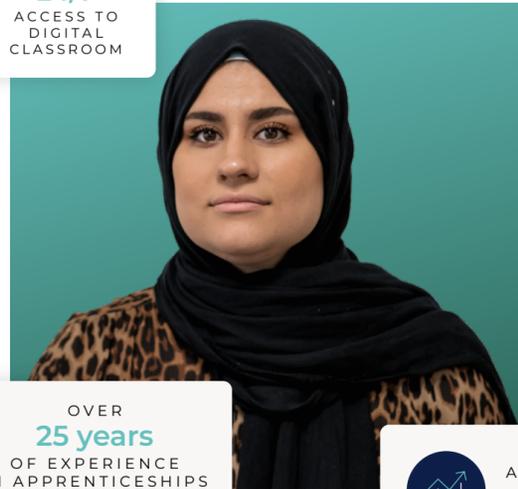
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What percentage of small to medium businesses reported increased productivity and performance with their apprentices?

Over 10%

Over 20%

Over 60%

Over 70%

Incorrect.

Over 70% of small to medium businesses reported increased productivity and performance with their apprentices¹⁸. So, as you can see, degree apprenticeships make good business sense – both for the employee and your bottom line.

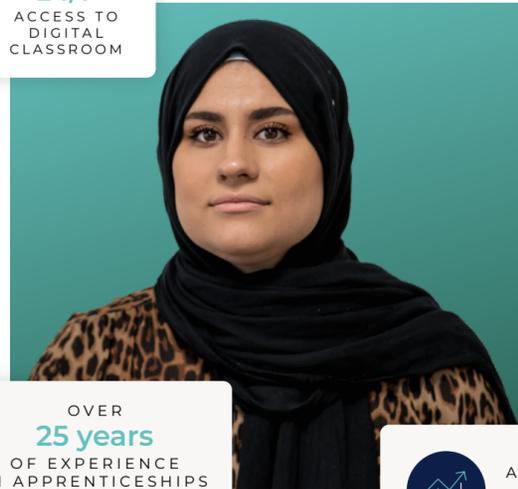
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So how did you do? Any surprise results that caught you out?

Whatever knowledge you have of degree apprenticeships, and wherever you are in your learning and development strategy, we can help.

At Arden, we have taken the concept of the degree apprenticeship and brought it into the digital age, fit for purpose in today's reality. By choosing degree apprenticeships with Arden, you'll be investing in the training and development of your high performers, helping them to advance their skills and knowledge, as well as boosting your employee retention rates. You will also have the opportunity to introduce new talent, bring innovation and fresh perspectives to your business and address any skills shortages.

To find out more about
degree-level apprenticeships...

[Check out our content hub](#)



Alternatively, to speak to us today, give us a call on

XXX-XXX-XXX

or email

XXXXX

with any questions you may have.