

ATTRACTING APPRENTICES: THE SEVERN TRENT APPROACH

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WONDERFUL ON TAP



BREAKING BARRIERS

2022

- Social Impact Strategy Launched *‘to help remove 100,000 people in our communities out of Water Poverty over 10 years’*

2023

- Reviewed our Schools Engagement Approach *Selected ‘Partner Schools’ with the most need, and commitment of 500 placements annually*

2024

- Co-founded the Midland Employer Alliance *Worked with 4 local businesses to pilot a 2-week work placement for Care Experienced young people*

2026

- Delivered over £15 million in Social Value to date *Having reached around 40,000 people so far*



OUR APPRENTICESHIPS

250 – 350 Apprentices on scheme

100 Apprentices hired each year

42 Apprenticeship programmes

Levels 2 – 6 offered (with majority at Levels 2-4)

98% Average retention

9.0/10 Engagement Score

9.3/10 Inclusion Score

Types of apprenticeships;

- Electrical Maintenance
- Mechanical Maintenance
- Leakage Technician
- Plumber
- Project Management
- Design Engineer
- Civil Engineer
- Hydrogeologist
- Planning & Scheduling
- Customer Contact
- HR
- Finance
- Solicitor
- Content Creation
- Technology Architect
- Data Analyst



THE ACADEMY



The Investment

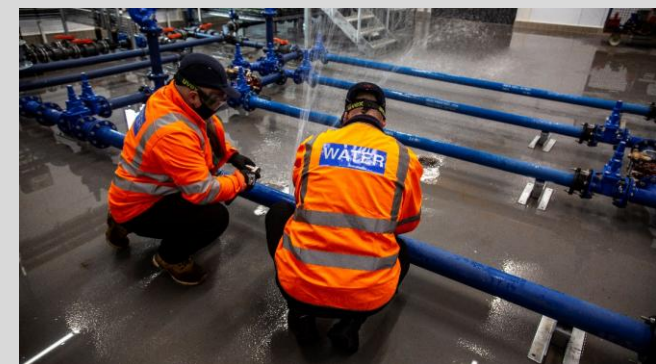
£10m purpose-built facility on an existing treatment works site
Opened in 2020
130,000 visitors since opening

In House Provision

Ofsted accredited
Apprenticeships in Water, Waste and Leakage
We offer functional skills in Maths and English - 100% pass rate

The Facilities

Fully operational test rig
Modern learning facilities; interactive simulation screens, virtual reality
Inclusive facilities; wellbeing room, subsidised canteen



BEYOND APPRENTICESHIPS – STW FOR LIFE!

- Continued growth - career pathways beyond apprenticeships
- Talent programmes including Future Leaders and Technical Specialisms
- Skilled by choice progression programmes in Operations
- Insourcing of Operational activity:
 - Mains Renewal, Major Scheme Delivery and Trunk Main Teams
 - Talent Development
 - Retained skills





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