



ROYAL MAIL, UNITED KINGDOM

Contact person for more information:

Name: Lily Heinemann

Department: Corporate Responsibility and Community Investment

E-Mail: lily.heinemann@royalmail.com

Training & Volunteering

Graduate and Apprentice 2014

Royal Mail Group has focussed its efforts attracting and developing young talent bringing jobs, skills and benefits to some of the hardest to reach. The company provides training, placements and support through apprenticeship and graduate schemes.



ACTIONS:

The UK has over one million 16-24 year olds not in employment, education or training today.

Royal Mail's programmes aim to end the cycle of unemployment, and underemployment and secure a sustainable source of future talent for the Company.

In 2013, Royal Mail ran three main apprenticeship programmes to attract and develop young talent: a Vehicle Technician Apprenticeship, Operational Management Apprenticeship, targeting those aged between 18 and 24, and the Advanced Apprentice Engineer programme, training future postal technology innovators whilst they study towards an Engineering BTEC or NVQ Level3.

In addition, Royal Mail ran its national Graduate schemes, creating a high calibre, senior leadership pipeline for the future.

The schemes cover Commercial and Professional Functions, as well as Operations and Logistics. Each scheme lasts between 18 months and 3 years and involves a number of on the job placements and training.

RESULTS and IMPACT:

Royal Mail doubled the intake of Operations graduates from 50 in 2012 to over 100 in 2013. Retention over the last 5 years is 84.4% compared to an industry average of 59.8%. Almost one-third of graduates have been female over the last 5 years and almost 18% Black, Asian and minority ethnic since 2011. In 2013, 100% of Commercial and Professional graduates that joined in 2009 had progressed to senior manager positions.

The Centre for Economics and Business Research estimates that the Group's apprenticeships have been worth £21.2 million to UK productivity since 2006. The schemes also result in an increase in skills, earning power and employability - benefiting the individuals, and the economy, throughout their career.

* AGR report 2013