Employer Audit 2025

Copy of Submission 2025 - Pennon Group

Employer Name

Pennon Group

Industry or Business Sector

Water Sector

Your Firstname

Louise

Surname

Tomsett

Job Title

Head of Organisation Design

Email Address

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Mobile

07772864999

These details will be used to contact you after you've submitted your information and data, to enable us to check and verify your submission.

1. What is the total number of full time equivalent employees currently employed by your organisation in the UK?

3620

2a. How many of the following does your organisation currently employ in the UK?

Graduates (on formal training & development programmes)

75

England:

Level 2 Intermediate Apprentices

14

Level 3 Advanced Apprentices

218

Level 4, 5, 6 or 7 Higher or Degree Apprentices

136

Scotland:

Modern Apprenticeships

Foundation Apprenticeships

Graduate Level Apprenticeships

Wales:

Foundation Apprenticeship

Apprenticeship

Higher or Degree Apprenticeship

Northern Ireland:

Level 2 Apprenticeship NI

Level 3 Apprenticeship NI

Higher Level Apprenticeships

T-Level work placement students

0

HND work placement students (paid roles)

Degree course placement students (paid roles usually lasting 6 or 12 months)

1

Other ‘earn and learn’ programmes (eg. sponsored students, cadetships, PhD students etc)

Please give details of these other programmes:

Please give the total number currently employed in each category. For example, if you have a two-year graduate development scheme, include the combined number of graduates in both years of the scheme.

Please note that ‘graduates’ refers to those recruited onto a formal graduate training & development programme, not general direct-entry employees who have a university qualification.

b. What type of roles do you offer graduates, apprentices and other 'earn and learn' employees?

Tick all relevant answers

- [x] Accountancy
- [ ] Actuarial work
- [ ] Armed Forces
- [x] Buying or purchasing
- [ ] Charity & voluntary sector
- [ ] Consulting
- [x] Engineering
- [x] Finance
- [ ] Investment banking
- [x] Law (solicitor or barrister)
- [x] Marketing
- [x] Media (broadcasting, journalism, advertising, PR etc)
- [ ] Police, ambulance, fire & other emergency services
- [x] Property or Surveying
- [ ] Public Sector
- [x] Retailing

- [x] Sales
- [x] Science, research & development
- [ ] Teaching
- [x] Technology (IT, software development, data analytics, etc)
- [x] Transport, logistics & supply chain

3a. Which of these other employment schemes and programmes do you support or provide?

Tick all relevant answers

- [ ] Traineeships
- [ ] Higher Technical Qualifications (HTQs)
- [ ] Higher Vocational Qualifications (HVQs)
- [x] Skills Bootcamps
- [ ] Introductory 'taster' courses for first-year university students
- [x] Internships or summer work placements for university students
- [x] Work experience for schools or sixth form colleges

b. Which of the following types of outreach does your organisation take part in for its recruitment and employment (eg. presentations, talks, careers fairs, emails, targeted promotions, sponsoring activities etc)**?**

Tick all relevant answers

- [x] Schools & sixth form colleges
- [x] Universities
- [x] Further education (FE) colleges
- [x] Armed Forces veterans

4a. How many graduates started work at your organisation over the last 12 months (between 1st August 2024 and 31st July 2025)**?**

18

b. How many graduates do you think will start work at your organisation in the next 12 months (between 1st August 2025 and 31st July 2026)**?**

25

c. What do you think the outlook is for graduates for the following year (from 1st August 2026 to 31st July 2027)**?**

Select one response

- (•) We are likely to have more graduates join our organisation
- ( ) It is likely to be similar to 2025-2026
- ( ) We are likely to have fewer graduates join our organisation
- ( ) Don't know

d. Are you planning to introduce any new graduate programmes in 2025-2026 or beyond, and if so, what will they be?

Yes, we are planning to introduce new graduate programmes in 2025–2026 and beyond, designed to align with future workforce needs and our organisational priorities. These new pathways will focus on developing specialist expertise alongside strong behavioural and

5a. How many apprentices started apprenticeships at your organisation in the last 12 months (between 1st August 2024 and 31st July 2025)**?**

England:

Level 2 Intermediate Apprentices

Level 3 Advanced Apprentices

44

Level 4, 5, 6 or 7 Higher or Degree Apprentices

24

Scotland:

Modern Apprenticeships

Foundation Apprenticeships

Graduate Level Apprenticeships

Wales:

Foundation Apprenticeship

Apprenticeship

Higher or Degree Apprenticeship

Northern Ireland:

Level 2 Apprenticeship NI

Level 3 Apprenticeship NI

Higher Level Apprenticeships

b. How many apprentices do you think will start apprenticeships at your organisation in the next 12 months (between 1st August 2025 and 31st July 2026)**?**

England:

Level 2 Intermediate Apprentices

100

Level 3 Advanced Apprentices

50

Level 4, 5, 6 or 7 Higher or Degree Apprentices

20

Scotland:

Modern Apprenticeships

Foundation Apprenticeships

Graduate Level Apprenticeships

Wales:

Foundation Apprenticeship

Apprenticeship

Higher or Degree Apprenticeship

Northern Ireland:

Level 2 Apprenticeship NI

Level 3 Apprenticeship NI

Higher Level Apprenticeships

c. What do you think the outlook is for apprenticeships for the following year (from 1st August 2026 to 31st July 2027)**?**

Select one response

- (●) We are likely to have more new apprentices than in 2025-2026
- ( ) It is likely to be similar to 2025-2026
- ( ) We are likely to have fewer new apprentices than in 2025-2026
- ( ) Don't know

d. Are you planning to introduce any new apprenticehips in 2025-2026 or beyond, and if so, what will they be?

We are actively exploring the introduction of new apprenticeship programmes for 2025–2026 and beyond, with a strategic focus on skills that support both our digital transformation and sustainability commitments.

6a. Please give details of the proportion of your current graduates who are in the following categories:

Please give percentages or approximate percentages for each category or tick 'data is not available'

Gender

Men

30

Women

70

Non-binary

%

☐ Data is not available

Ethnic Background

Black, Asian and minority ethnic

10

☐ Data is not available

Sexuality

LGBTQ+

%

☑ Data is not available

Age

19-24

40

25+

60

☐ Data is not available

Disabilities

Learning Difficulties and/or Disabilities (LDD)

%

☑ Data is not available

Social Mobility

From low-income family

%

Care-leaver

%

☑ Data is not available

Low-income families are usually defined as those where school-age children receive free school meals or the family has received Income Support.

b. Please give details of the proportion of your current apprentices who are in the following categories:

Please give percentages or approximate percentages for each category or tick 'data is not available'

Gender

Men

73

Women

27

Non-binary

%

☐ Data is not available

Ethnic Background

Black, Asian and minority ethnic

%

☑ Data is not available

Sexuality

LGBTQ+

%

Data is not available

Age

16-18

9

19-24

33

25+

58

Data is not available

Disabilities

Learning Difficulties and/or Disabilities (LDD)

%

Data is not available

Social Mobility

From low-income family

%

Care-leaver

%

Data is not available

Low-income families are usually defined as those where school-age children receive free school meals or the family has received Income Support.

7. How does your organisation assure the quality of its graduate training & development programmes, apprenticeships and degree course student placements?

Graduate Training & Development Programmes

Our organisation is committed to maintaining the highest standards in our graduate training and development programmes. We ensure quality through a multi-faceted approach that includes the following key elements:

Apprenticeships

Our organisation ensures the quality of its apprenticeship programmes through a structured, evidence-based approach that supports both personal development and business impact. Key measures include:

Degree Course Student Placements

Our organisation takes a proactive and structured approach to assuring the quality of degree course student placements. We recognise that placements are a critical part of academic and professional development, and we are committed to delivering a valuable

8a. What proportion of your graduates typically finish your graduate training & development programmes and progress into a permanent role with your organisation?

% of graduates who finish training & development programme

90

% of graduates who progress into a permanent role

80

For example, if 50 graduates started a 12-month training programme and 46 graduates finished the programme, and all 46 graduates continued into a permanent role, then you would enter '92%' in both boxes above. If only 40 graduates continued into a permanent role, you would enter 80% in the second box.

If you are unable to provide exact figures, please enter a range or estimate, such as '80-90%' or 'approximately 80%'.

b. What are the main reasons that your graduates don't finish their training & development?

Chose other opportunities outside the sector or personal reason

9a. What proportion of your apprentices typically finish their apprenticeships and progress onto another apprenticeship or a permanent role with your organisation?

% of apprentices who finish apprenticeships

80%

% of apprentices who progress to further apprenticeships or a permanent role

80%

For example, if 100 apprentices started a 2-year apprenticeship and 78 apprentices finished the programme and 72 apprentices continued onto another apprenticeship or a permanent role, then you would enter '78%' and '72%' respectively.

If you are unable to provide exact figures, please enter a range or estimate, such as '60-70%' or 'approximately 75%'.

b. What are the main reasons that your apprentices don't finish their apprenticeships?

Chose other opportunities outside the sector or change in personal circumstances

10. Which of the following national awards or recognition has your organisation received or achieved as an employer of graduates, apprentices or degree course placement students in the last three years?

Tick all relevant answers

- [ ] Sunday Times Best Companies to Work For
- [ ] The Times Top 100 Graduate Employers
- [ ] The Sunday Times Top 100 Apprenticeship Employers
- [x] The Times Top 50 Employers for Women
- [x] Investors in People
- [ ] B Corp Certification
- [x] National Apprenticeship Awards
- [x] UK's Best Workplaces
- [x] Social Mobility Employer Index
- [x] The 5% Club National Employer 'Earn & Learn' Awards
- [ ] Stonewall Top 100 Employers
- [ ] Inclusive Companies Awards
- [ ] Defence Employer Recognition Scheme
- [ ] Youth Employment's Good Youth Employment Charter
- [x] Armed Forces Covenant (Gold, Silver or Bronze Employer Recognition Scheme Award)
- [ ] Other national awards or recognition that your organisation has received for its recruitment, employment and training & development of graduates, apprentices or degree course placement students

Please give details

Awards that we've also achieved:

- Top 100 Employers 2024 for apprenticeship from the Department of Education.

Please include any additional national awards or recognition that your organisation has received or achieved for its recruitment, employment and training & development of graduates, apprentices or degree course placement students.

If you have any additional information or comments that you would like to make, please enter them here.

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