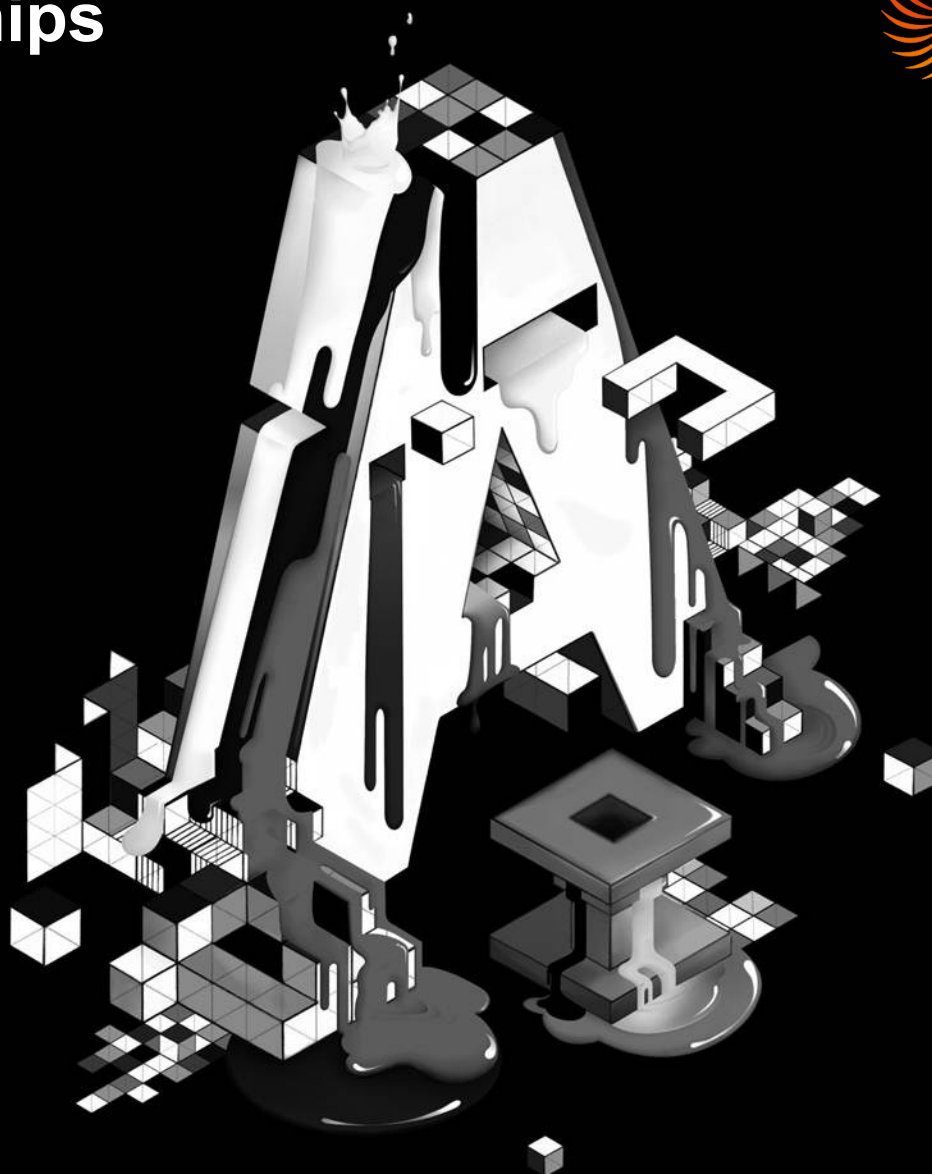


# Apprenticeships



Presented by  
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21/06/2013



Brought to you by  
National  
Apprenticeship  
Service

# What is an Apprenticeship?



**An Apprenticeship is a way for young people and adult learners to earn while they learn in a real job, gaining a real qualification and a real future.**

**Hiring apprentices helps businesses to grow their own talent by developing a motivated, skilled and qualified workforce.**



# Qualification levels

Apprenticeship frameworks fall into one of three categories:

Intermediate (Level 2) = 5 A\* - C GCSE

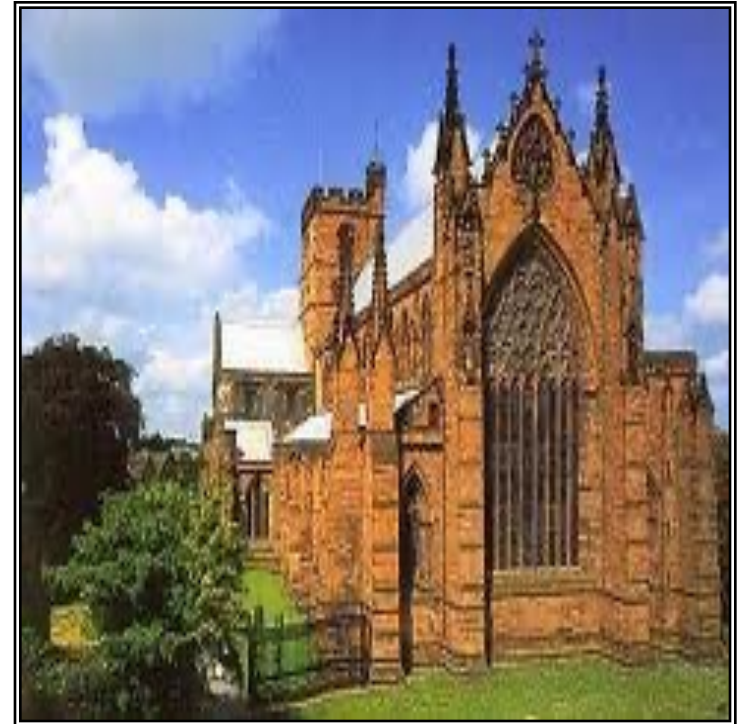
Advanced (Level 3) = 2 A Levels

Higher (Levels 4 to 7) = HND/HNC upward

These levels provide the individual with a mapped progression route within their career and allow for a mixture of vocational and academic study to be blended as part of CPD.

Most Apprenticeship frameworks follow a standard format that comprises:

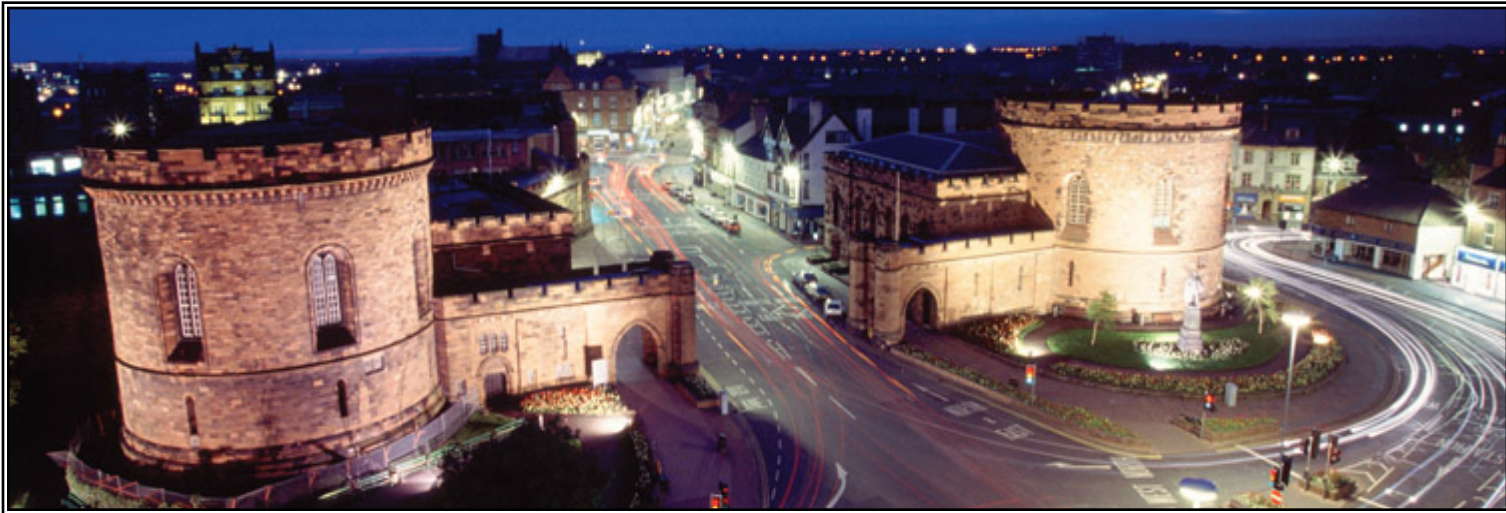
- A National Vocational Qualification
- Functional Skills
- A Technical Certificate



# Variety of Provision

There are more than 250 different types of Apprenticeships available offering over 1,400 job roles within a variety of industry sectors ranging from accountancy and construction to veterinary nursing and floristry.

This breadth therefore means you can consider offering a greater range of your staff an opportunity to develop further.





# Who can start an Apprenticeship?



Apprenticeships are open to all age groups above 16 years-old whether the individual is just leaving school, seeking to start a new career or are moving into a new role with their existing employer that requires new skills. There is no upper age limit for apprentices therefore existing staff members may participate.



# Financial Details

## Is there a cost for employers?

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As with all other employees, apprentices must receive a wage. The National Minimum Wage for apprentices is £2.65 per hour. However, as skills develop, many employers tend to increase wages in line with the return on investment an apprentice generates. Indeed many apprentices starting wages are significantly higher than the £2.65.

There is also the cost of the supervision, support and mentoring that you will need to put in place to support the apprentice who will require an induction and on the job training. This is where you shape and nurture your future staff to work in accordance with your requirements and standards.



# Financial Details

## What support is available?

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For any apprentice aged between 16 and 18 the cost of the training is 100% provided. For those apprentices aged between 19 and 24 the proportion of funding provided is up to 50% whilst the amount for those aged 25 and over is up to 40%. In August 2013 Advanced Learning Loans for all apprentices aged 24 and over on Advanced or Higher Level qualifications will be introduced.

### **Apprenticeship Grant for Employers - AGE**

Employers which have:

- up to 1,000 employees;
- haven't had an apprentice in the past 12 months; and
- want to take on an apprentice (or apprentices) aged 16 to 24;

may be able to get a grant of £1,500 per apprentice from the National Apprenticeship Service. The grant has been developed to support business growth by offering young people employment through Apprenticeships.

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Apprenticeship vacancies is the official online recruitment system for Apprenticeships in England and is managed by the National Apprenticeship Service. The system enables quality vacancies from employers like you to be viewed and applied for nationally by thousands of candidates that register onto our system, making it easy for you to attract and recruit apprentices.

Apprenticeship vacancies lets candidates search for your vacancies using selected criteria such as geography, occupation, job role and keywords.

There is no charge to employers for this service and you will receive continuous support from either your training provider or the dedicated NAS Apprenticeship vacancies team.



# Don't just take our word for it.



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Nearly every employer that takes on an apprentice (96%) reports benefits to their business

88% of employers who employ apprentices believe that Apprenticeships lead to a more motivated and satisfied workforce

80% of those who employ apprentices agree that they make the workplace more productive

Of 37 professional bodies representing 2,889,446 professionals (19% from construction, planning and built environment) 70% thought Higher Apprenticeships were a suitable way for professionals in their sector to become fully qualified

# What to do next

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Simple three step process:

- **Decide** on requirements and recruit.
- **Deliver** the Apprenticeship working with a training organisation.
- **Develop** your apprentice.

Visit [www.apprenticeships.org.uk](http://www.apprenticeships.org.uk) or call 08000 150 600



