

## Apprenticeships Programmes

An apprenticeship is a nationally recognised route to qualifications which involves completing a 'framework' which combines work-based and theoretical learning. Currently there are nationally agreed apprenticeship frameworks in 180 sectors

Apprenticeships are increasingly recognised as the gold standard for work-based training. Already, more than 130,000 employers offer Apprenticeships.

As employees, apprentices earn a wage and work alongside experienced staff to gain job-specific skills. Away from work, normally on a day-release basis, apprentices receive training to work towards nationally recognised qualifications. Anyone living in England, over 16 and not in full-time education can apply.

Apprenticeships can take between one and four years to complete depending on the level of Apprenticeship, the apprentices' ability and the industry sector. The minimum salary is £95 a week; however, many apprentices earn significantly more.

Key benefits:

- earn a salary
- get paid holidays
- receive training
- gain qualifications
- learn job-specific skills.



### Learn on the job

Apprentices learn on the job, building up knowledge and skills, gaining qualifications and earning money all at the same time. Apprentices work towards a work-based qualification such as a National Vocational Qualification (NVQ) and a 'Technical Certificate' which is another nationally recognised qualification within their chosen sector.

Employers all over the country recognise and value Apprenticeships as they show learners have been trained in the skills they need.

Apprenticeships typically take between one and four years to complete, depending on the type of framework. There is no set time to complete an Apprenticeship as they vary widely in content and size. The length of time taken will depend on the ability of the individual apprentice and the employer's requirements.

### Earn while you learn

Apprentices do real jobs for real employers. They are paid while they learn. When entering work, apprentices are paid from day one of their Apprenticeship.

There is no set rate of pay for apprentices, however all employed apprentices must receive a wage of no less than £95 per week and a recent survey showed that the average wage per week for an apprentice is now around £170 and in some job roles around £210 per week.

As skills develop, pay will increase accordingly. Some apprentices may also get additional money for essential books, clothing or equipment, or to help with a disability. As apprentices, learners receive the same benefits as other employees such as pension contributions, subsidised canteen and leisure facilities.

### Levels of Apprenticeships

There are three levels of Apprenticeship available for those aged 16 and over:

#### 1 - Apprenticeships (equivalent to five good GCSE passes)

- Apprentices work towards work-based Learning qualifications such as NVQ Level 2, Key Skills and a relevant knowledge-based qualification such as a BTEC Certificate or First Diploma.
- These provide the skills needed to Progress in a chosen career and allow Entry to an Advanced Apprenticeship.





## 2 - Advanced Apprenticeships (equivalent to two A-level passes)

- Advanced apprentices work towards work-based learning qualifications such as NVQ 3, Key Skills and a relevant knowledge based certificate or diploma such as a BTEC.
- To start an Advanced Apprenticeship Learners would normally have five GCSEs (Grade C or above) or have completed an Apprenticeship..

## 3 - Higher Apprenticeships

- Higher Apprenticeships work towards work-based learning qualifications such as NVQ Level 4 and a knowledge-based qualification such as a Foundation degree.



## Training.

Apprenticeships are designed with the help of the employers in the industry, so they offer a structured programme that takes you through the skills you need to do a job well.

There are targets and checks to make sure that the employer is supporting apprentices and individual apprentices are making progress.

As an employee apprentices will be in employment for most of their time as most training takes place on the job. The rest usually takes place at a local college or a specialist training organisation.

The amount of time spent completing an Apprenticeship varies according to the individual Apprenticeship. It could be anything from one day every other fortnight to two days every week.

Apprentices also spend time off the job with a training provider – often a local college or a work-based training provider – studying for vocational qualifications to acquire the knowledge needed which will be useful at work and in helping build a future career..

## Who are Apprenticeships for?

There may be different entry requirements for Apprenticeships depending on the occupational sector. You just need to be living in England and not taking part in full-time education.

Apprenticeships are open to all age groups above 16years-old whether someone is just leaving school, has been working for years or are seeking to start a new career.

Competition for places with employers can be fierce, so demonstrating commitment and awareness of responsibilities both to own needs and that of the company/employer is important.

All apprentices need to be happy to work as both part of a team and individually, and be able to use your own initiative.

Further information and guidance is available from the National Apprenticeship Service: [www.apprenticeships.org.uk](http://www.apprenticeships.org.uk) or from your local Further Education College or Connexions Service.