

# Apprenticeships

## Good for Business

National Apprenticeship Service

### Why would I take on an apprentice?

Employers all need a good, motivated workforce; but where can you find affordable, hard working staff that are willing to learn?

Apprentices make a valuable contribution to your business by enabling you to recruit and train new employees or train your existing staff.

As employees, apprentices earn a wage and work alongside experienced staff to gain job-specific skills. Off the job apprentices receive training to work towards nationally recognised qualifications.

Research has highlighted that employers offer Apprenticeship places because they understand the benefits that apprentices bring to their business – increased productivity, improved competitiveness and a committed and competent work-force.



### The business benefits

- Improved productivity
- Staff retention
- Relevant skills
- Government funded training
- Consumers prefer firms that employ apprentices
- Apprenticeships can help with plans to combat an aging workforce
- Apprenticeships help to avoid skills shortages

### The support

The National Apprenticeship Service offers a free expert support service for employers, to guide you through the whole process. We also provide 'Apprenticeships vacancies', a free online recruitment tool that matches potential apprentices with your vacancies. There are over 100,000 registered candidates on the website and most vacancies are well subscribed.

### The funding

The National Apprenticeship Service covers 100% of the training costs of Apprenticeships aged 16-18. For those aged 19-24 the training is part subsidised. This is paid directly to the organisation that provides and supports the Apprenticeship which in most cases is the training provider.

As an employer you would be expected to employ the apprentice and pay the relevant salary that reflects their skills, experience and age. The minimum salary that can be paid to an apprentice is £95 per week.



## The frameworks

Over 130,000 employers offer Apprenticeship frameworks suitable for hundreds of job roles across a wide range of industry sectors.

Depending on the sector and job role an Apprenticeship can take anything between one and four years to complete. It is a package of on-the-job training and qualifications.

There are over 190 types of Apprenticeship framework which fall into:

- Apprenticeships (level 2 equivalent to 5 GCSEs);
- Advanced Apprenticeships (Level 3 equivalent to two A-level passes); and
- Higher Apprenticeships, (equivalent to level 4 or in some cases a foundation degree).\*

\* These are currently only available in a small amount of frameworks

## The statistics

- Over 80% of those employers who employ apprentices agree they make their workplace more productive.<sup>1</sup>
- 81% of consumers say they would favour using a company that takes on apprentices.<sup>2</sup>
- The minimum wage for apprentices is just £95 per week. This means you can benefit from a young, enthusiastic employee for under £5,000 per year. However, research shows that the average salary is approximately £170 per week.
- 92% of employers who employ apprentices believe that Apprenticeships lead to a more motivated and satisfied workforce.<sup>1</sup>
- 83% of employers who employ apprentices rely on their Apprenticeships programme to provide the skilled workers that they need for the future.<sup>1</sup>

## Take on an apprentice today

Skills shortages are a key threat to the future growth of UK businesses. If you were thinking of recruiting or up-skilling your workforce, why not take on an apprentice and benefit from government funded training and recruitment support throughout?

**Call free on 08000 150 600 or go to [apprenticeships.org.uk](https://apprenticeships.org.uk) to find out more.**

1. Populus Research, February 2009

2. Return on Investment Research, University of Warwick, November 2008