

A guide to apprenticeships

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What is an apprenticeship?

- A paid job with real training
- Employed from day one through a contract of employment
- Real skills and knowledge acquired to be competent in an specific occupation
- On and off-the-job learning and development



What sectors are apprenticeships available in?

Apprenticeships are available to organisations of all sizes and are currently available in 1,500 occupations across 170 industries, varying from construction to manufacturing through to IT and the creative and digital sectors.



What levels of apprenticeship are available?

There are four levels of apprenticeship, each has an equivalent educational level.

Name	Level	Equivalent educational level
Intermediate	2	5 GCSE passes at grades A* to C
Advanced	3	2 A level passes
Higher	4, 5, 6 & 7	Foundation degree and above
Degree	6 & 7*	Bachelor's or master's degree

Apprenticeships can last from 12 months to 4 years.

Higher Apprenticeships

- Currently around 75 different higher and degree apprenticeships, including accounting, aerospace engineering, digital learning design and legal services.
- New apprenticeships are being developed all the time with more highly skilled apprenticeships coming on line each year.
- Large companies like Rolls Royce, GlaxoSmithKline, Goldman Sachs and BAE Systems offer degree apprenticeships.
- Smaller and medium-sized companies getting involved too.

What are the requirements for applying for an apprenticeship?

To apply for an apprenticeship an individual must be:

- 16 or over*
- Not in full-time education

Employers can offer apprenticeships to new entrants or use them to grow talent from among current employees.



Infinite
Possibilities

Apprenticeship reforms

Apprenticeship reforms

- The government will double the annual level of apprenticeship spending between 2010 to 2011 and 2019 to 2020 to £2.5bn
- This will be funded by the new apprenticeship levy.
- The levy will be paid by employers with a pay bill of over £3m from April 2017 - less than 2% of employers in the UK.
- The apprenticeship service will enable employers to directly manage their apprenticeship programmes and purchase training.

Apprenticeship reforms

These reforms include:

- Placing employers at the heart of designing new apprenticeship standards
- New Institute for Apprenticeships, led by employers to oversee standards and ensure quality and rigour
- Apprenticeships given equal legal protection, similar to degrees
- Apprenticeship targets for public sector bodies – 2.3% of workforce to be apprentices
- National Insurance contributions have been abolished for apprentices under the age of 25



Apprenticeship standards

What are apprenticeship standards?

- Short, simple, and accessible describing the skills and knowledge that an individual needs to be fully competent in an occupation
- They show what an apprentice will be doing and the skills required of them, by job role
- Trailblazer employer groups are coming together to design the standards
- The standards will improve the quality of apprenticeships through more rigorous assessment and grading.

Apprenticeship Information & Further Support

<https://amazingapprenticeships.com/>

- Amazing Apprenticeships
- Vacancy Snapshot
- Young Apprentice Ambassador Network