

Apprenticeship Challenge

Growing Gloucestershire's Apprentices!

There are a number of ways to take on an apprentice and we recognise that this can be complicated and time consuming. We want to help make this process as clear and simple as possible and invite you to speak to:

Sarah Danson – 01452 328318 Sarah.danson@glosfirst.co.uk

Sarah will be able to answer your questions and once she has a better understanding of your needs, can put you in contact with the right organisation - perhaps a **local apprenticeship training provider** who will:

- a. Help to assess your skills requirement and match it to one of the 200 apprenticeship courses available
- b. Take you through the details including funding, wages and advertising
- c. Help to write your vacancy and upload it on to the Apprenticeship Vacancy online service on your behalf
- d. Shortlist candidates for interview
- e. Support and mentor both your business and the apprentice throughout their training programme

Or an **Apprenticeship Training Agency** who will do all of the above but will also employ the apprentices on your behalf so that should business become slow or things do not work out, the agency will work with you and the apprentice to find a new Host Organisation.

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Business development

- 80% of those employers who employ apprentices agree they make their workplace more productive.
- 81% of consumers favour using a company which takes on apprentices.
- 88% of employers who employ apprentices believe that Apprenticeships lead to a more motivated and satisfied workforce.
- 83% of employers who employ apprentices rely on their Apprenticeships programme to provide the skilled workers that they need for the future.

Apprenticeships at work

- Are work based programmes designed around the employer.
- You can use an apprenticeship for your current or new staff.
- There are nearly 200 types of Apprenticeships suitable for hundreds of job roles within a variety of industry sectors ranging from accountancy and engineering to veterinary nursing and floristry.

Funding

- You can get funding for training of 16 - 18 year olds.
- You will be charged a competitive rate for training of anyone 19 years old.

Wages

The apprentice is employed by you like any other member of staff. The apprentice minimum wage is £2.60 per hour and applies to time working, plus time spent training that is part of the Apprenticeship. The wage applies to all apprentices aged under 19; and apprentices aged 19 or over in the first year of their Apprenticeship.