

**Our  
future.  
It's in  
our hands.**



Your chance to shape  
your company's future

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# Apprenticeships – shaped by you

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Apprenticeships are a great way to improve the productivity, loyalty and quality of your staff through on-the-job training and structured learning.

There are over 180 different Apprenticeships available across 80 different industry sectors, so there should be one to suit your business.

Designed by employers for employers, an Apprenticeship is a work-based learning programme that allows you to train both new and existing staff.

Our Apprenticeship programme is helping us to prevent a shortage of care workers in the future.

**Amanda Cable,**  
Workforce Planning and Development Officer,  
Gateshead Council Social Services Department

## Key facts

- ▶ The average net weekly wage for an apprentice is around £170.\*
- ▶ The number of people taking Apprenticeships has trebled since 1997.
- ▶ There are currently 130,000 companies reaping the benefits of Apprenticeships and this keeps growing.
- ▶ There are more than 180 different types of Apprenticeships available across 80 different industry sectors.

\*Source: BRMB research conducted on behalf of DIUS - Apprenticeship Pay 2007 Survey of Earnings by Sector.

# How your business could benefit

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Apprenticeships bring many proven business benefits including:

## **Improved productivity**

Apprentices receive relevant training, so have an immediate impact and make a real and meaningful contribution to your business.

## **Efficient, motivated staff**

By supporting your employees' development, you strengthen their skills and effectiveness and overall commitment to your business.

Recruiting apprentices is a key part of our business strategy, as it means people are trained up to meet our exact requirements now and in the future.

**Dave Fullen**

Production Manager, Express Engineering,  
North East engineering manufacturer



### Training tailored to your business

Because Apprenticeships are developed by employers for employers, they provide your workforce with expertise that's specific to your business and your industry.

### Cost effective recruitment

Apprenticeship learning providers can help you to recruit an apprentice, saving you the time and expense of advertising vacancies.

### Apprenticeship Vacancy Matching System

From January 2009 the Apprenticeship Vacancy Matching System will be available online. Through this new service you will be able to advertise your Apprenticeship vacancies and make contact with potential candidates quickly and easily. Help and support will be available from the new customer facing National Apprenticeship Service whenever you need it. The new service will be available through the Apprenticeship website

[www.apprenticeships.org.uk](http://www.apprenticeships.org.uk)

### A competitive business

Apprentices develop specialist skills that reflect your sector's latest industry standards, technology and working practices. This means you can meet the current and future skills needs of your business and stay ahead of the competition.

#### Key fact

- ▶ Employers rely on the Apprenticeship programme to provide the skilled workers they need for the future.



# Frequently asked questions

## Key facts

- ▶ Research has shown that apprentices are more likely to stay with their employer and very likely to be promoted.\*
- ▶ 77% of employers believe Apprenticeships make them more competitive.\*

\*Source: Independent research conducted by Populus on behalf of the LSC February 2008

## What are Apprenticeships?

Apprenticeships are work-based learning programmes. There are two different levels available; an Apprenticeship and an Advanced Apprenticeship.

Apprenticeships are also a great route for individuals to progress onto higher level (including degree) qualifications.

The following elements make up an Apprenticeship:

NVQ (Level 2 – equivalent to 5 good GCSEs; or Level 3 – equivalent to 2 A-Levels)

A qualification that develops practical job-related skills and knowledge

Key Skills


Essential transferable skills such as communication; working with others; and problem solving

Technical Certificate


Theoretical training

Employment Rights and Responsibilities

Employment law and policies



There is no doubt that the skills and enthusiasm shown by our apprentices has helped impress customers and win us new business. It demonstrates the importance of investing in staff training so that people can reach their full potential and we've found it also encourages dedication, commitment and a passion for the job.



**Leo Kostalas,**  
Managing Director, Neutronics UK,  
North East electronics company

### **Who can become an apprentice?**

They are available to any existing or new employees, aged 16 or over.

### **Where do they take place?**

Most of the learning is on-the-job at your premises. The rest can be provided by a college or specialist learning provider.

### **How long do they take?**

One of the key benefits of Apprenticeships is how flexible they are. They are designed to fit around the needs of the learner and the employer. Generally though, an Apprenticeship takes between one and four years to complete depending on the level and type.

### **Can I get help with the funding?**

The Learning and Skills Council (LSC) contributes towards the cost of the learning. This can be between £1,500 and £15,500 depending on the sector and is paid to the learning provider.

### **What are my responsibilities as an employer?**

Apprentices are employed by you from day one, so they are a member of staff just like your other employees. Apprentices over the age of 19 are subject to the National Minimum Wage legislation. Those under 19 should be paid a minimum of £80 per week (increasing to £95 per week from August 2009).

## Key facts

- ▶ 80% of employers believe their involvement with Apprenticeships has contributed to higher productivity.\*
- ▶ 80% of employers feel their staff turnover has reduced as a result of employing apprentices.\*
- ▶ 88% of employers believe Apprenticeships have led to a more motivated and satisfied workforce.\*

\*Source: Independent research conducted by Populus on behalf of the LSC February 2008



## Interested?

Call 08000 150 400 or visit  
[www.apprenticeships.org.uk](http://www.apprenticeships.org.uk) to find out how  
Apprenticeships could work for you.

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