

How Apprenticeships can
deliver for your business



VALUE

Great productivity.
Great staff retention.
Great rewards.

Apprenticeships deliver.

How can Apprenticeships deliver for your business?

Apprenticeships deliver for businesses and help them grow by:

- Reducing training and recruitment costs
- Increasing productivity and your bottom line
- Developing a skilled, motivated and qualified workforce
- Improving customer service results
- Providing financial return on investment.

More than 100,000 employers, in over 160,000 workplaces, currently use Apprenticeships to attract new talent, re-skill existing staff and tackle skill shortages. Apprenticeships are available to businesses of all sizes and from all sectors in England.

Employment is a fundamental part of an Apprenticeship. An apprentice must be employed in a job role with a productive purpose.

What is an Apprenticeship?

An Apprenticeship is an achievement to be proud of; it's a work-based learning programme for an employee who gains a nationally recognised qualification. Businesses can also celebrate the success and the value their apprentices add by showcasing them in the annual Apprenticeship Awards and in WorldSkills UK skills competitions.

There are over 250 different types of Apprenticeship frameworks covering 1,400 job roles, ranging from accountancy to textiles, engineering to veterinary nursing, business administration to construction.

They are available at three levels:

- Intermediate: equivalent to five A*– C GCSE's
- Advanced: equivalent to two A Levels
- Higher: equivalent to Level 4 and above qualifications.


The facts:

Three-quarters (75%) of employers believe that despite the economic crisis, apprentices are more important than ever to their businesses.

Source: 2012 Populus research

Four out of five employers say Apprenticeships are likely to play a bigger part in their future recruitment policy and three quarters of employers say Apprenticeships have reduced their recruitment costs.

Source: 2012 Populus research



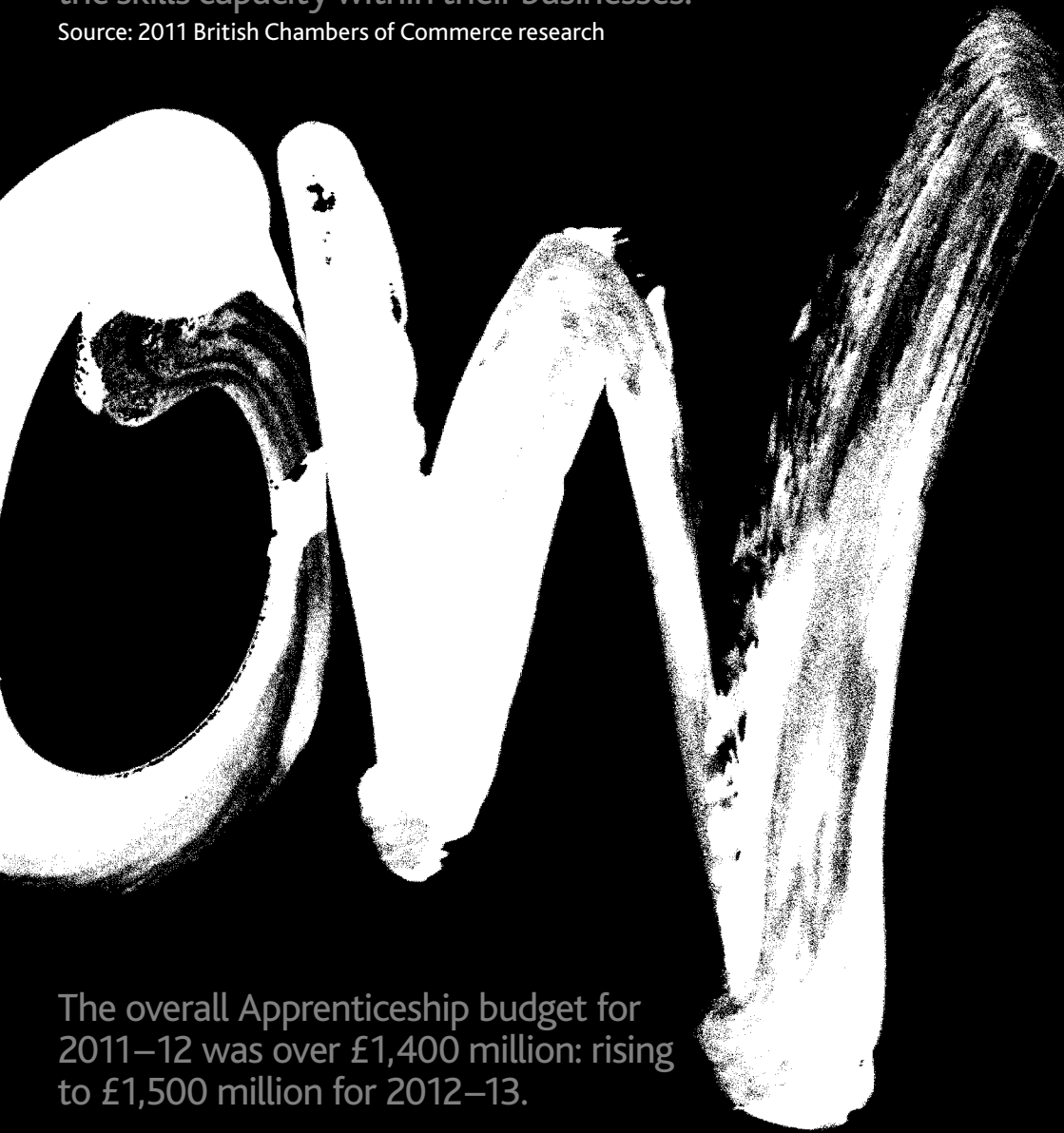
457,200 people started an Apprenticeship in 2010–2011, an increase of 63.5% compared with 2009–10.

85% of employers were satisfied and 66% very satisfied with the quality of the training provided by their provider.

Source: Evaluation of Apprenticeships – Employers. BIS research paper May 2012

Businesses that offer Apprenticeship programmes view them as beneficial to their long-term development. Most businesses (82 percent) employed an apprentice to build the skills capacity within their businesses.

Source: 2011 British Chambers of Commerce research



The overall Apprenticeship budget for 2011–12 was over £1,400 million: rising to £1,500 million for 2012–13.

Expert advice

The National Apprenticeship Service (NAS) is responsible for all elements of Apprenticeships in England. We work with businesses of all sizes to analyse training needs, identify relevant Apprenticeships and the best way of providing the training.

For small and medium sized employers (under 250 employees), NAS provides a responsive and customer focussed web and telephone service which offers a high quality, tailored experience to each employer.

For larger employers (employing between 250 and 4,999), our expert Apprenticeship advisers offer a dedicated, personalised support, responding to meet the employers needs around training and recruitment.

For businesses with more than 5,000 employees, our Apprenticeship advisers provide expert, impartial advice on whole workforce development strategies to all national, multi-site employers, accompanied by funding support for Apprenticeships which can include a direct grant arrangement. Our advisers help these large businesses to procure, promote and deliver the training they need in the way that works best for their business.

The National Apprenticeship Service strives continuously to make it simple for businesses to offer Apprenticeships by providing expert advice and new approaches that reduce bureaucracy and paperwork.

SIMPLE

What funding is available?

The National Apprenticeship Service funds:

- 100 percent of the cost of Apprenticeship training if the apprentice is aged 16–18 years old
- Up to 50 percent of the cost of the training if the apprentice is aged 19–24
- A contribution to the cost of the training if the apprentice is aged 25 or older.

Funding is paid directly to the organisation that provides and supports the Apprenticeship training. In most cases this will be a training provider. Large employers may be funded directly by the National Apprenticeship Service.

Apprenticeship Grant for Employers of 16 to 24 year olds (AGE 16 to 24)

AGE 16 to 24 is a £1,500 grant (per apprentice) to support the recruitment of apprentices by a business (who employ up to 1000 employees) and have not employed an apprentice in the last 12 months.

An employer, working with an approved Government funded training provider, can recruit up to ten apprentices.

An Apprenticeship adviser will give the employer advice and offer them information about the relevant training providers available. This could be a local college or private training organisation.

The training provider will:

- Describe the elements of the Apprenticeship programme and the AGE 16 to 24 offer
- Complete the paperwork
- Support the employer to recruit the apprentice(s) via Apprenticeship vacancies
- Claim the Grant on behalf of the employer and pay the employer at the prescribed time
- Support the employer and apprentice(s) throughout their programme.

For more information on AGE 16 to 24 visit apprenticeships.org.uk/AGE

Recruitment made easy – Advertise with Apprenticeship vacancies

If you are seeking to recruit, our free Apprenticeship vacancies online system enables you to advertise your Apprenticeship vacancies and find candidates who match your criteria. There are almost half a million current users of Apprenticeship vacancies, using www.apprenticeships.org.uk to search and apply for Apprenticeships. The system matches your vacancy with suitable candidates and will send a message alert to their inbox, inviting them to apply.

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