



Parents' Guide to Apprenticeships

#RETHINKAPPRENTICESHIPS

APPRENTICESHIPS ARE CHANGING. ARE YOU AWARE OF THE OPPORTUNITIES AVAILABLE TO YOUR CHILD?

Apprenticeships are going through a radical overhaul with employers designing new apprenticeship programmes for hundreds of

different job roles. With more and more diverse opportunities, there has never been a better time to rethink apprenticeships!

Rethink Apprenticeships!



WHAT IS AN APPRENTICESHIP?

First of all, an apprenticeship is a real job. Your son or daughter will be working approximately 80% of their time, whilst having 20% of their paid time dedicated to learning.



The idea is they become more experienced as they learn on the job, ask questions and solve day-to-day problems. They then supplement this experience with valuable theory. This means they gain industry-specific qualifications, sometimes even a degree(!), and real on-the-job work experience which helps them progress in their chosen career.



HOW LONG DOES AN APPRENTICESHIP LAST?

An apprenticeship must be a minimum of 12 months, but can be up to six years, depending on the level and job role chosen - so make sure they choose work they will enjoy.



Your son or daughter is not expected to be an expert in their field at the start of their apprenticeship. They develop appropriate skills, knowledge and behaviours during the programme. The idea is they become competent in a job they are working towards on *completion* of their apprenticeship.



DO THEY LEAD ONTO FULL-TIME EMPLOYMENT?

Yes. 91% of apprentices* are in paid work six months after their apprenticeship, compared to 74% of graduates**.

*DfE: Apprenticeships Evaluation 2017 / **HECSU: What do graduates do? 2017/18

Making it work...

FLO, GROOM & YARD ASSISTANT

Flo is currently studying Level 3 Horse Care through Haddon Training, doing what she loves, whilst riding for the GB Development Squad.

"I chose the apprenticeship route because I wanted to broaden my horizons and ensure I had the skills for my future career in horse care.

"Taking on an apprenticeship and working on Rectory Farm has been ideal."



HOLLY, CHARTERED ACCOUNTANT

Holly has achieved degree-level chartered status at age 22, having worked her way through the apprenticeship levels with MHA Monahans.

"My apprenticeship journey has allowed me to gain professional qualifications whilst working in an environment with lots of challenges and opportunities since the age of 17.

"It has been hard work but it is worth it and anything is possible!"



More stories: www.workwiltshire.co.uk/apprenticeships/apprentice-stories

Apprenticeship facts!

AGE

Your child can start an apprenticeship once they have completed year 11 (aged 16). However, believe it or not, there is no upper age limit. In fact, 39% of apprentices are now age 25+!



JOB TYPES

You can work towards an apprenticeship in almost any job role now. Even traditionally academic routes like Law, Journalism and Accountancy have apprenticeship routes, all the way up to degree-level and beyond!

COST

Apprenticeships do not cost a penny to the apprentice. The employer and government pay the training and qualification costs. That's right, no student debt at all!



LEVELS OF STUDY

Apprenticeships vary from Level 2 (GCSE Level) to Level 7 (Masters' Degree). It doesn't matter what previous qualifications you have there are apprenticeship opportunities open to all.

Take the learner quiz with your child at: www.apprenticesurvey.co.uk

Apprenticeship facts!

WAGES

The minimum wage for an apprentice is £3.70/hr, but wages vary considerably across sectors. Remember, your child won't get paid at all to learn at university or college, but will as an apprentice.



FUTURE WAGES

On average, former apprentices make just 1.8% less than graduates over their whole careers*. They also have no student debt and, depending on the industry, could make a great deal more.

*Barclays & CEBR: Productivity and Lifetime Earnings of Apprentices and Graduates 2016

DEGREE-APPRENTICESHIPS

There are more and more degree-apprenticeship opportunities. These are programmes where the apprentice will study on a university course part-time alongside work and gain a debt-free degree!



OPPORTUNITIES IN SWINDON & WILTSHIRE

The Local Enterprise Partnership is focused on creating more apprenticeship opportunities. It is working with employers to increase the number of apprenticeship starts at all levels, so hardworking young people can achieve their career ambitions here in Swindon & Wiltshire.

New opportunities

DSTL, DEGREE-APPRENTICESHIPS

The Defence, Science and Technology Laboratory (DSTL), based at Porton Down, partners specialist universities to offer degree-apprenticeships to young people across the UK. The job roles include Aerospace Engineering, Electronic Systems and Cyber Specialist.



The degree-apprentices start on circa £20,000pa, gain debt-free degrees, whilst still getting the university experience by studying at a university on block release or even for the whole first year of their degree.

HISTORIC ENGLAND, VARIOUS LEVELS

Historic England is developing heritage apprenticeships to train people in-house to care for, manage and conserve England's historic monuments.

The apprenticeship pathways will cover Archaeology, Conservation and Historic Advisor roles from Level 3 to Level 7 and should be ready for 2019.



These are just two examples of employers, here in Swindon & Wiltshire, reviewing their skills needs and turning to apprenticeships to get new talent into their companies. There are loads more examples!

Some advice...

DON'T GET TOO HUNG-UP ON LEVELS

Parents want their children to progress, so can worry about their child 'stepping back' to do a Level 2 apprenticeship when they might already have qualifications at Level 2 (GCSEs) or Level 3 ('A' Levels).

However, it's not that simple. The level is the most suitable starting point into a profession and covers the skills, knowledge and behaviours that particular employer wants to develop.

Think about the job available and whether your son or daughter would enjoy doing it, rather than the level. After all they can always move up levels at a later date.

WHAT THE FUTURE IS LIKELY TO HOLD

The Swindon & Wiltshire Local Enterprise Partnership has identified 5 key sectors it specifically wants to grow apprenticeship numbers in over the coming years:

- Advanced Manufacturing and Engineering
- Digital and Information Communication Technology (ICT)
- Finance and Professional Services
- Land-based Industries
- Life Sciences

This means they will work with employers in this region to develop more apprenticeship routes.



What next?



NATIONAL APPRENTICESHIP SERVICE

0800 015 0600 (option 2) / www.getingofar.gov.uk

You can call the National Apprenticeship Helpdesk to talk to a real person about apprenticeships or encourage your son or daughter to visit the above website for more information.



SWINDON & WILTSHIRE ANNUAL INTAKE

www.workwiltshire.co.uk/apprenticeships/apprenticeship-recruitment-dates

This website shows all the employers in Swindon & Wiltshire that are known to have yearly apprenticeship programmes.



BE PROACTIVE

Employers don't always know the opportunities available either. If you know of a company your son or daughter would like to work for, encourage them to email their CV and say they'd be interested in an apprenticeship opportunity.

Signpost the employer to Higher Futures for local support:
www.higherfutureshub.co.uk/business

BASED IN WILTSHIRE? VISIT

workwiltshire.co.uk

BASED IN SWINDON? VISIT

swindon.gov.uk/apprentices