

How will an apprenticeship affect child benefits?

For parents and carers to continue to receive benefits (e.g. Child Benefit/Child Tax Credit) after a young person has turned 16 they need to stay in full-time education (at a sixth form, college or on another approved training course). At the present, you cannot claim Child Benefit for a young person who starts an apprenticeship, although they will be earning their own wage.

For more information, visit www.gov.uk/child-benefit-16-19.

All employers require core skills of:

- Communication
- Reliability
- Problem Solving
- Self Motivation
- Follow Instructions
- Cope with change
- Maintain a positive attitude
- Team work

If you can understand the benefits and value of apprenticeships, you'll be in the best position to help young people make an important decisions about their future.

Get involved, see things differently and help your young person achieve an exciting and well-paid future!



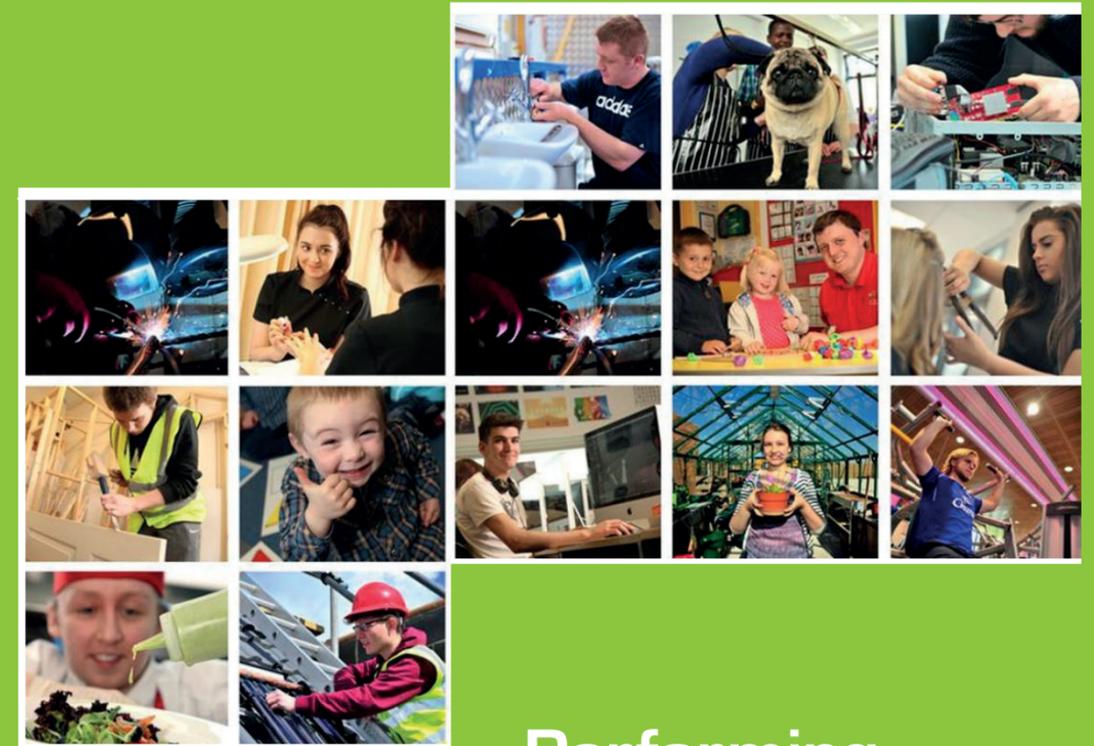
How do they get involved?

Young people can apply for an apprenticeship scheme, take a look at the vacancies on this website or search the government's national database of apprenticeships.

For further information including case studies from young people and parents please visit: <http://theapprenticeshiphub.co.uk/about/parents/>

Performing a REAL job... for a REAL business or employer

Apprenticeships



Performing a REAL job...

for a REAL business or employer

Salford City Council

What is an apprenticeship?

As a parent, carer or advisor, you want your young people to have the best possible start in their career.

Businesses at all levels, including well known brands such as Kellogg's, Next and RBS, now offer apprenticeship programmes to compete with the more traditional pathways and provide fast-track routes to progression.

As young people are finding it increasingly difficult to find work, an apprenticeship offers the chance to learn the skills that employers are looking for and also obtain some experience in a chosen field. The programmes could be the first step in an exciting and rewarding career for them.

It is a common misconception that young people need a degree to have a successful career. Apprenticeships are structured to provide the training, experience and qualifications that open up a route for apprentices to access all levels of job roles.

CASE STUDIES

Jack McClung – Road Safety Apprentice at Urban Vision

I am currently 4 months into my apprenticeship with Urban Vision. I believe that learning specific industry skills whilst on the job has improved my skills greatly. As well as becoming a fully accredited cycle instructor I have also started an NVQ in Business and Administration. I have also been involved in other aspects of the Road Casualty Reduction Group, such as performing tasks like programming driver feedback signs and recording speed counts. All the team have been extremely supportive and helpful to me and are keen to help me further my career in the Road Casualty Reduction Team.

CASE STUDIES

Gareth Clarke – Morson Projects – Junior Design Engineer

I chose the apprenticeship route as an alternative to doing my A-levels as this offered me more hands on experience. I am hoping to start my degree soon which will be funded by Morson.

FAQ's

What is involved in an apprenticeship?

Each apprenticeship is made up of:

- **A knowledge based qualification**
E.g. Level 3 Diploma in Construction and the Built Environment or Certificate in Principles of Business and Administration.
- **A work based qualification**
E.g. NVQ in Surveying, Property and Maintenance or NVQ Certificate in Business Administration.
- **Key skills**
E.g. communication, application of number, information technology, working with others, improving own learning and problem solving.

Typically one day per week is spent at a local college (for technical apprenticeships) and the rest of the time is spent in the business where they work on real tasks and learn from experienced colleagues.

How will the apprentice be supported?

Each apprentice will be allocated a mentor from the business who will be a more experienced colleague to provide a friendly face and helping hand to support you through your apprenticeship.

You will have regular reviews with your mentor and your line manager where they will provide you with some feedback so you know how you are doing and can identify any development areas and activities to help you to progress.

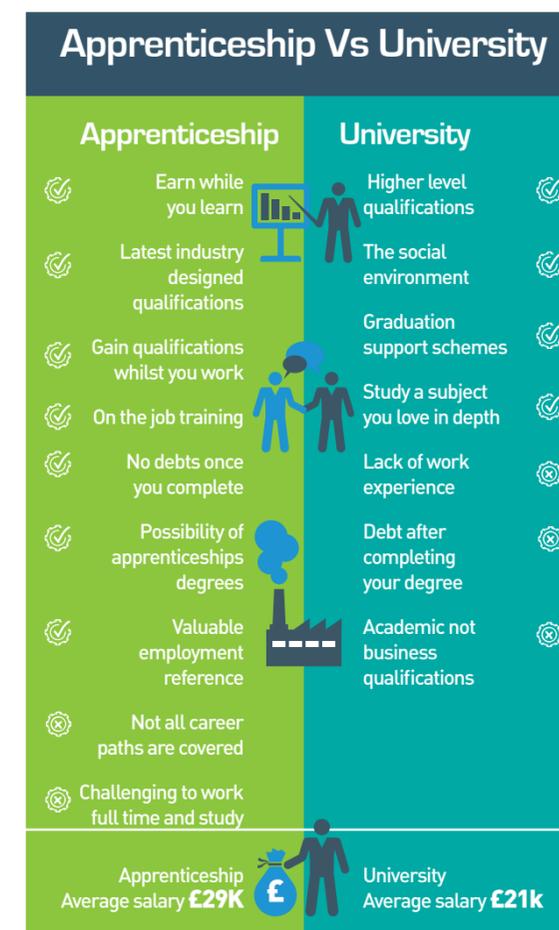
In addition to the apprenticeship training, they will also be invited to join colleagues and take part in any relevant company training.

What are the differences between apprenticeships and full time education?

While it is widely acknowledged that full-time education, such as college, sixth form or university is a proven route into employment, this route does not always offer the valuable work experience that an apprenticeship can offer and there's still no guarantee of a job at the end. Apprenticeships allow young people to earn while they learn, and the opportunity to develop the skills employers really want, including specific skills relating to their job, their company and their sector.

How does an apprenticeship compare to traditional university study?

An example is given below which illustrates how each pathway differs in relation to qualification and pay during each year of study. Please note the pay is an example and will vary depending on the company, industry and size of business etc.



How much will an apprenticeship cost?

An apprenticeship won't cost you a thing. Apprenticeships are fully-funded between the government and the employer so their only expense will be getting to and from work or training. And with full employment benefits, apprentices earn a salary while they learn.

What can a young person earn in an apprenticeship?

The minimum wage for an apprentice is £3.50 per hour (as of January 2018/ subject to change), but many employers pay more than this. In fact, some Higher apprenticeships can pay as much as £500 per week. However, more than just earning a salary, an apprentice will receive training in the skills employers want, increasing their future earning potential. Apprentices receive marked salary increases on completion of their training and the roles often offer great opportunities for progression.

Is an apprenticeship contract an employment contract?

Yes. Apprentices are employees just like any other, and they are entitled to be paid. They are also entitled to the other rights that employees enjoy. You should remember, though, that apprentices may be paid at a different rate to conventional employees.

Is the role permanent?

There is no guarantee of a job at the end of an apprenticeship but it has been widely shown to be a highly effective means of entering a profession. Bear in mind that training an apprentice involves a lot of work for the company in question. They are unlikely to carry out this work unless they are keen to take someone on at the end of it. Similarly, you should remember that apprenticeships provide employers with the opportunity to build a workforce with specific skills that they require.

How long will it take?

Apprenticeship training can take between one and five years to complete, but the length of an apprenticeship depends on its level, the industry and the skills the apprentice already has.

What do the different levels mean compared to GCSEs/A Levels/Degrees?

- Intermediate Apprenticeship – Level 2; equivalent to five GCSEs at grade C or above
- Advanced Apprenticeship – Level 3; equivalent to two A level passes
- Higher Apprenticeship –
- Level 4: equivalent to an HNC
- Level 5: equivalent to an HND or a Foundation Degree
- Level 6: equivalent to an Undergraduate Degree
- Level 7: equivalent to a Master's Degree
- Degree: Degree Apprenticeships offer a full degree, paid for by your employer.