

## Apprenticeships Myth Busting

There are many misconceptions about Apprenticeships...it's really time to sort them out!

### **Apprenticeships are just for drop outs...FALSE!**

Many young people are now opting for the Apprenticeship route after school, sixth-form or college where they can get real experience and a real wage as an alternative to sitting in a classroom. There are many young people who have worked with local businesses and have continued training beyond their Apprenticeship to attain degree and post graduate qualifications whilst still working and earning.

### **Apprentices are just school leavers brought into organisations for an extra pair of hands...FALSE!**

An apprentice is a paid employee of the company in a job role with a productive purpose. They're also respected and work alongside experienced staff who will train them on the job. More and more employers are taking on apprentices as a means of investment for the future of their company. Apprentices can be any age as long as they are 16 or over.

Employment is a fundamental part of an Apprenticeship and in this context is more than just having a contract of employment. An apprentice must be employed in a job role with a productive purpose.

### **Young people have no work ethic and will leave before the Apprenticeships finishes...FALSE!**

Eight out of ten apprentices believe that their Apprenticeship has improved their ability to do their job, provided them with sector-relevant skills and knowledge, and improved their career prospects (*Evaluation of Apprenticeships – Learners. BIS research paper May 2012*)

The Learning and Skills Council surveyed businesses throughout the UK on benefits of hiring an apprentice (*Populus - January 2009*). Of those surveyed: 81% said that employing apprentices generated higher overall productivity for their company.

92% said that their Apprenticeship programme better motivated staff and increased job satisfaction.

74% said that apprentices tended to be more loyal, remaining at their company longer than non-apprentices

Loyalty is a result of the young person following their chosen career and gaining transferable skills such as:

- working in teams
- problem-solving
- communication
- using new technology; and studying (in most cases) for a technical certificate, which provides further knowledge and understanding of the job

In today's economic climate, young people understand that Apprenticeships are a valuable opportunity. It is an employer's and training provider's responsibility to provide guidelines on what they will expect from the young person, as Apprenticeships can be demanding. They are however very rewarding; Apprenticeships train young people in the skills employers want and give them choices in their career.

### **Youth Apprentices aren't committed, have no respect for authority and will turn up late or not at all...FALSE!**

Apprentices are highly motivated people who are keen to learn and have the potential to become 'managers of the future'. They usually work harder and more effectively for your business than non-apprentices. Within BT Engineering, the apprenticeship teams show the highest level of employee satisfaction, currently running at 85%, and this is significantly higher than other (non-apprentice) teams.

The employer and training provider will have different ways of selecting their new apprentices from recruitment days which could involve group activities and tests to interviews.

The employer or training provider will then make sure that the young person has the right amount of support and that the training fits their personal requirements, offers the skills needed for the job and

satisfies national standards. They will also be there to help the young person through any difficult times.

The employer must give their apprentices an induction into their role, provide on-the-job training and pay their apprentices' wages.

Employment must be for at least 30 hours per week, except in the minority of circumstances where the learner cannot complete the full 30 hours. In these cases employment must be for more than 16 hours per week.

For all Apprenticeships commencing on or after 6th April 2012 the requirement to be employed under an Apprenticeship Agreement is a condition for completion of an Apprenticeship. Without it an Apprenticeship certificate cannot be issued.

**Youth Apprentices are not experienced enough to carry out a skilled role...FALSE!**

The purpose of the Apprenticeship is for the apprentice to learn on the job, building up knowledge and skills, gaining qualifications and earning money all at the same time. They will work towards a work-based qualification such as a National Vocational Qualification (NVQ) and other

nationally recognised qualifications. Employers all over the country recognise and value Apprenticeships as they show that you've been trained in the skills they need.

Apprenticeships typically take between one and four years to complete, depending on the type of Apprenticeship and the level. There is no set time to complete an Apprenticeship as they vary widely in content and size. The length of time taken will depend on the ability of the individual apprentice and the employer's requirements.

**What do employers really think...let's hear from a few!**

"FHM is really committed to helping young people. We found the apprentices at a local job fair which we held on the estate and took them on two years ago. Having local apprentices is great because it gives them ownership, and they are very proud of what they are doing. FHM knows that this can help with unemployment, as well as find really talented young people within local communities."

**Jan Hodgett – Training Manager, Frank Haslam Milan (FHM)**

"At O2, we're with apprentices because we're committed to helping our people grow and progress and we see the value they can offer. Our apprentices are given hands-on experience in a variety of job roles, and we've found that this is a great way to develop raw talent, ensuring they have the knowledge and skills we need to progress in the future."

**Ann Pickering – HR Director, Telefonica UK**

"You generally get out of life what you put in to it. An Apprenticeship is no different and gives young and mature people the opportunity to develop their professional and personal competencies in parallel....what more could anyone ask for?"

**Mark Barclay – Senior Vice-President, Airbus**