

AN EMPLOYER'S GUIDE TO HIGHER AND DEGREE APPRENTICESHIPS

Think apprenticeships are only suitable for 16-year-olds leaving school? It's time to take another look. Exciting apprenticeships are popping up at higher and degree level all the time, and they're ideal for anyone looking to train for a new occupation.

Train up employees for the future

Higher level apprenticeships are great for upskilling current employees or introducing new, highly skilled talent to your organisation. You'll pay the apprentice a salary and they'll undertake regular on-the-job training, while gaining qualifications at a level that suits them. It's a win-win – you'll fill skills gaps and produce long-term success in your organisation, and your apprentice will gain valuable work experience and qualifications.



Tailor the apprenticeship to suit your organisation

Your apprentice will spend most of the week at work (usually a minimum of 30 hours). They'll be learning from colleagues across all levels of the business, typically working closely with someone more senior who will review their progress and coach them. They'll also spend time attending college, a university or training provider, training at work or online. Some apprenticeships use a combination of options – as the employer, you decide which method works best.

Choose from a huge range of options

There are hundreds of different apprenticeships on offer, from accounting to aerospace engineering, with new options being developed all the time. Apprenticeship standards are designed by groups of employers known as 'trailblazers', who will make sure your apprentice develops the right skills and knowledge they'll need for the occupation. To find out more, visit the [Institute for Apprenticeships and Technical Education](#) website.



Understanding the different levels

There are various levels of apprenticeship available. Courses can take between one and six years to complete, depending on the level you choose.

Name	Level	Equivalent educational level
Intermediate	2	5 GCSE passes (grade A* - C or 9 - 4)
Advanced	3	2 A-level passes / Level 3 Diploma / International Baccalaureate
Higher	4, 5, 6 and 7	Foundation, Bachelor's or Master's degree
Degree	6 and 7	Bachelor's or master's degree



READY TO GET STARTED? HERE ARE THE NEXT STEPS...

- 1 EXPLORE YOUR OPTIONS**
 Visit our Fire it up website ([apprenticeships.gov.uk](https://www.apprenticeships.gov.uk)) for plenty of hints and tips.
- 2 SHAPE YOUR APPRENTICESHIP**
 Use our [Find apprenticeship training](#) tool to find the right standard and training provider.
- 3 SPREAD THE WORD**
 Upskill a current employee, or create a vacancy using our [Recruit an apprentice](#) tool to advertise the apprenticeship.
- 4 CHOOSE YOUR APPRENTICE**
 Manage the applications using our online tool or via your own website.