

7 REASONS TO EMBRACE APPRENTICESHIPS

As an employer with a pay bill of less than £3 million per year, taking on an apprentice comes with plenty of exciting benefits. From funding to flexible training and opportunities to upskill existing employees, here are 7 reasons to get involved.

At least 95% of your apprentice's training costs will be paid for

You'll cover your apprentice's salary and 5% of their training costs, and the government will cover the rest of their training up to the funding band maximum. There's other funding available too – for example, employers with fewer than 50 people won't pay the 5% co-investment amount if their apprentice is between 16 and 18 years old.

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Your apprentice will make valuable contributions

Frameworks are being phased out and replaced by new standards. Standards are developed by employers and industry experts to be occupation focused, which means the learning happens throughout the apprenticeship. There's an assessment at the end to prove the apprentice can carry out all aspects of the job – so they're ready to make valuable contributions.

You can fill skills gaps in your organisation

There is a huge variety of standards to choose from, each designed to set out the skills, knowledge and behaviours needed for an occupation. This means they're responsive to the wants and needs of your organisation – now and in the future. If there's a specific standard you're looking for that isn't currently available, you can join a 'Trailblazer' group to develop it. Find all the details of how to get involved on the [Institute for Apprenticeships and Technical Education](#) website.

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They create opportunities to bring in new talent at any level

Anyone over the age of 16 who's living in England can apply for an apprenticeship. There are different entry requirements for each standard, depending on the industry, job role and apprenticeship level. Apprenticeships are available from Level 2 (GCSE equivalent) right through to Levels 6 and 7 (equivalent to a bachelor's or master's degree). Some may also offer additional professional qualifications, such as ACCA.

They'll help you to upskill or retrain current employees

Apprenticeships aren't only suitable for bringing in new employees. They're also ideal for upskilling or retraining existing employees – of any age, and at any level. The important thing is that the apprentice will develop new skills to help them succeed in their chosen occupation.

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You can work with your provider to deliver training flexibly

An apprentice must spend at least 20% of their time completing off-the-job training – but the style, location and timing of training varies. It can be delivered in a way that suits you and your training provider, allowing your apprentice to learn the knowledge, skills and behaviours required for their role. It could be a block of time in a residential setting, or online learning to fit around an apprentice's shifts.



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Our free online tools make it easy to manage your apprenticeships

You can use our online tools to [Recruit an apprentice](#) and [Find apprenticeship training](#). And soon, we'll be giving more power to employers of all sizes by asking you to join the award-winning apprenticeship service. Once you're on board, you'll be better equipped to manage your apprenticeships and choose quality training providers and end-point assessment organisations.



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.