

Employer's Guide to Apprenticeships

Apprenticeships ensure that your workforce has the practical skills and qualifications your organisation needs, now and in the future.

Did you know?

- 92% of employers who employ Apprentices say that Apprenticeships lead to a more motivated and satisfied workforce;
- 83% of employers who employ Apprentices rely on their Apprenticeships programme to provide the skilled workers that they need for the future;
- Your existing staff may be eligible to enrol on to an Apprenticeship programme.

What are Apprenticeships?

Apprenticeships are work-based training programmes designed around the needs of employers and leading to nationally recognised qualifications. You can use Apprenticeships to train both new and existing employees. Over 200 different Apprenticeship qualifications are available at Intermediate and Advanced Level. An Intermediate Apprenticeship is equivalent to 5 good GCSEs and an Advanced Apprenticeship is equivalent to 2 A Levels.

How long will it take? Depending on the job role, delivery method and previous experience of the Apprentice the programme could take 1 – 2 years.

How is it delivered? Apprenticeships are mostly delivered in the workplace. Some qualifications involve classroom delivery and this can take place at College or on employer premises. The College offers a range of day release, block release and 1:1 tuition options to suit the needs of employers.

How much will it cost? Training for 16 – 18 year old learners is free. The College will subsidise training for Apprentices over 19 years old. These subsidised course fees will vary but are likely to be in the region of £500 - £1000 depending on the qualification.

Apprentices need to be in employment for a minimum of 30 hours per week and should be paid the national minimum wage appropriate to their age group. For 16 – 18 year old Apprentices this is £2.73 per hour. Employers can pay more than the minimum wage if they wish to and many organisations do choose to pay more.

What do employers say about Abingdon & Witney College?

‘This had been our first involvement with the apprenticeship scheme and it has been of great benefit to the organisation. Our apprentice has embraced our team culture and contributed to a very good working environment. We’ve been so impressed with our apprentice’s work ethic we have opened up apprentice positions throughout our national offices. When we approached the College they helped us find an apprentice and have been very supportive throughout, the induction was so comprehensive we felt like experts when we introduced the scheme the next time”

James Bradley, Rapier Employment

“The Apprenticeship programme has worked well for us as an organisation and has over all been very worthwhile. Our Apprentice has been a great asset to us and we have been able to offer him a permanent position on his own merit.”

Alison Oakes, Scion Technical Services Limited

“I had been trying to recruit a new apprentices to my team for some time and had tried all the usual methods including advertising locally but none of the applicants were suitable. I contacted Abingdon & Witney College and they told me about their free Apprenticeship Recruitment Service. The College quickly shortlisted a number of suitable applicants for me and I was able to find the right person to join us. Our new Apprentice truly has been an asset to our team and is learning new skills very quickly. I would definitely use the College recruitment service again.”

Clare Shepherd, Head Gardener, Magdalen College

Why should you work with Abingdon & Witney College?

We offer:

- Free training for 16 – 18 year old Apprentices
- Heavily subsidised training for Apprentices over 19 years old
- Free recruitment service to all employers
- Dedicated account management for all your training needs
- Wide range of Apprenticeships available
- Bespoke delivery models to suit your business

Call us on 01235 216 216 to discuss all your Apprenticeship training needs, or email apprenticeships@abingdon-witney.ac.uk for more information.