

APPRENTICESHIPS – FREQUENTLY ASKED QUESTIONS FOR PARENTS

The UK Apprenticeship programme has changed significantly over the past decade. They offer a structured programme combining the knowledge, skills and behaviours and in many cases, the combination of industry recognised qualifications (including degree level), to provide exceptional platforms for apprentices to progress their development and their career.

With the focus on building, knowledge, skills and behaviours, apprentices build talent for employers to invest in and offer longer term careers, continuing education and development in their roles.

Apprenticeships are so far removed from the old YTS programme of the 1990's, as they are regulated by agencies including as Ofsted, The Department for Education (DfE), and The Institute for Apprenticeships and Technical Education (IfATE).

Apprenticeships are based on 'Standards' that provide the structure of the learning the programme needs to cover. These standards are created through consultation with employers, to ensure the content reflects the employers needs and skills to build the future.

Major businesses have been and continue to be involved in the creation of new Apprenticeship standards, and currently, there are over 600 Apprenticeship standards available! The list of different Apprenticeship standards can be found by visiting the Institute for Apprenticeships website - www.instituteforApprenticeships.org

The Apprenticeship programme is tiered, dependant on the level of education being delivered.

- Level 2 – Intermediate Apprenticeship – Equivalent to GCSE education
- Level 3 – Advanced Apprenticeship – Equivalent to A level education
- Level 4 – Higher Apprenticeship – Equivalent to HND or foundation degree
- Level 5, 6 and 7 – Degree Apprenticeship – Equivalent to undergraduate degree/master's degree

Apprentices typically start their career within their chosen industry at a Level 2 to 4 standard (usually dependant on their knowledge within that chosen field). Once they complete that Apprenticeship, and with the support of their employer, they can seek to progress their educational programme all the way up to Level 7 (master's degree standard).

This means young people have opportunities that may enable them to secure a degree longer term, the same as a university yet offering the advantage of earning money as they learn, rather than building significant debts that will take a lifetime to repay. In today's world, that is worth thinking about!

Apprenticeships offer an alternative pathway to College or University. They still require individuals to be committed to study, completing academic work along the way. Apprentices will balance study with workplace learning, gaining real skills, building work ethics and behaviours and becoming valuable assets to their employers.

We welcome speaking with you or your child to explain these options and suggest you visit our Apprenticeship page on our website <https://www.peta.co.uk/26/453/becoming-an-apprentice>, where you can see some of the videos from current Apprentices, who have made positive choices for their continuing education and careers. Alternatively, see the frequently asked questions below.

How long does an Apprenticeship take?

Between 13 months to 4 years, dependant on the Apprenticeship standard being studied.

Would I be an employee during my Apprenticeship?

As an apprentice you have the same employment rights and are protected by employment legislation .

How much will I be paid as an apprentice?

The national minimum wage for an apprentice under the age of 19 or in your first year of your Apprenticeship is £4.81. After the age of 19 (or 18 if you have completed your first year of your Apprenticeship), you will be entitled to the working National Minimum Wage. The pay rates for all age groups from April 2022 are:

- Under 18 - £4.81
- 18 to 20 - £6.83
- 21 to 22 - £9.18
- 23 and over - £9.50

The current average salary for PETA apprentices in their first year is £14,000, which is £6.73 per hour (40-hour week), almost 40% above the minimum wage.

Do I get paid holiday when doing an Apprenticeship?

Yes: You will receive at least 20 days paid holiday per year plus national/public holidays.

Are there a minimum number of hours I must work?

Yes: As a full-time apprentice, you must work a minimum of 30 hours and no more than 40 hours per week.

Do I have to be aged between 16-24 to do an Apprenticeship?

No: Most apprentices enrol on an Apprenticeship between the ages of 16 to 19 as the Apprenticeship is an attractive alternative to university. However, there is no upper age limit and in fact, it is becoming common practice for employers to train existing staff through Apprenticeships, to help further their career development.

Can I get a degree from doing an Apprenticeship?

Yes: Whilst most Apprenticeships will result in an NVQ, HNC or a HND qualification, Higher Level Apprenticeships (HLAs) currently offer qualifications from Level 4 to Level 7 (Master's degree).

If my child is successful in securing employment as an apprentice, will I lose my child benefit?

As an Apprenticeship is considered full time paid employment, then child benefit no longer applies. However, the average annual wage for an Apprentice through PETA is around £14,000 which results in a monthly 'take home' (after tax and national insurance), of more than £1,100.

If you consider child benefit for your first child is £21.80 per week, and £14.45 for each child thereafter, the most you are receiving for your child benefit per month (on a 5-week month) is £109.00 (per child). So if your child is living at home, charging a nominal 'housekeeping' rent means your child can contribute to the upkeep of the home. It teaches them the value of money, whilst still enabling them to have a good sum of money left over, to save and to spend!