

Apprenticeships

“Be All That You Can Be”

Presenter: Mary Gannon



Apprenticeships

- What is an Apprenticeship?
- What does an Apprenticeship cost?
- What are the benefits of an Apprenticeship?
- Who is eligible and how to recruit Apprentices?



Apprenticeships

What is an Apprenticeship?

A combination of practical, work based training with study, usually one day a week, towards a framework of nationally recognised qualifications.

Usually takes between 1-4 years to complete.

Mutual trust and the expectation of high quality training together with employment opportunities.



Apprenticeships



What does an Apprenticeship cost?

Direct costs

There is an Apprenticeship National Minimum Wage which applies to all 16 -18 year olds and to those aged 19 and over in their first year of their Apprenticeship.

Higher Apprentices must be paid at the National Minimum Wage.

Indirect Costs

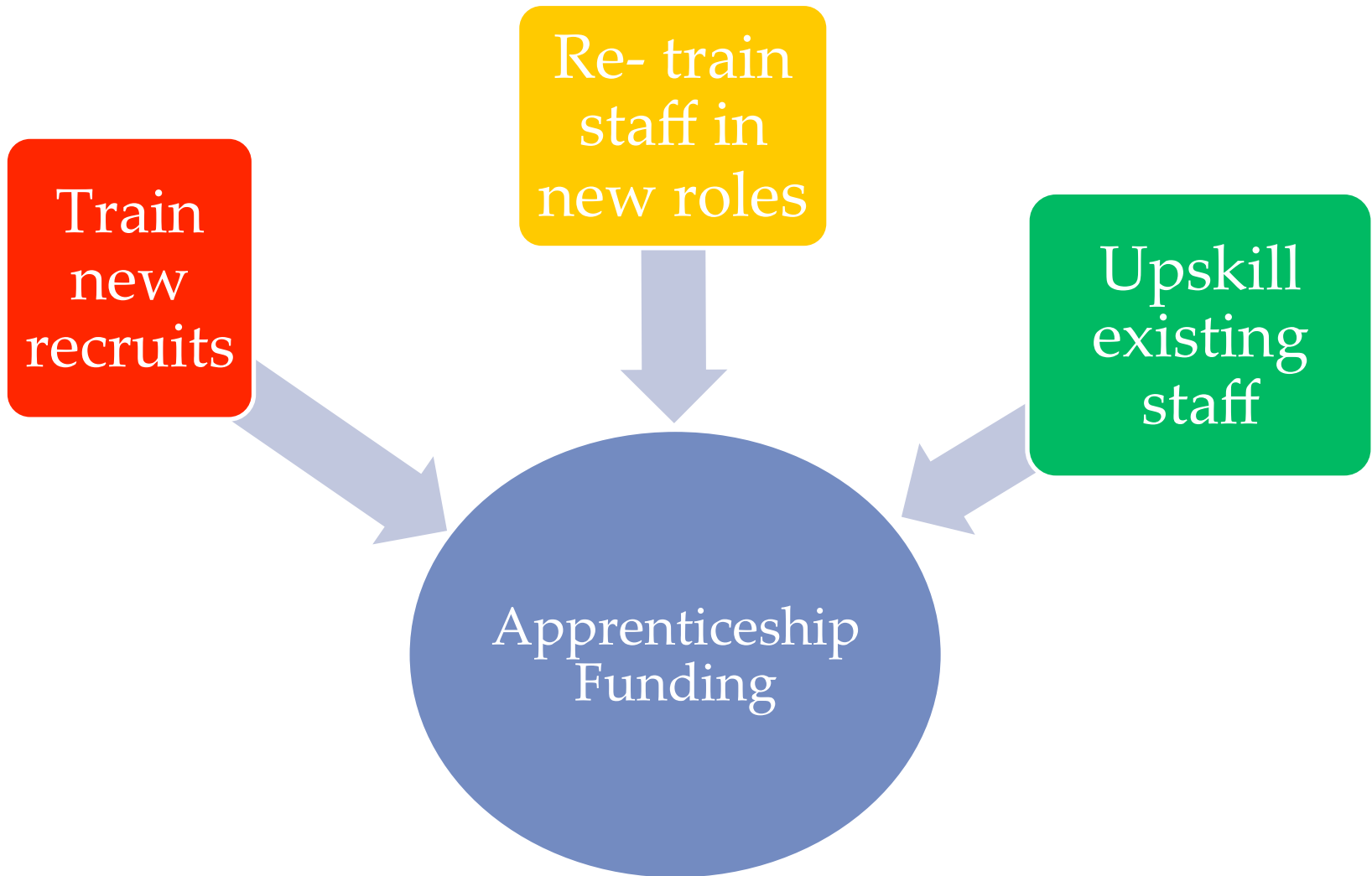
Release of Apprentice to college or training provider.

Workplace mentor/coach.

Guidance and support - most Apprentices will be relatively new to the world of work.



Apprenticeship Funding



Apprenticeships



What are the benefits of an Apprenticeship?

A more engaged workforce: 92% of employers who employ Apprentices believe that Apprenticeships lead to a **more motivated and satisfied workforce**

Lower staff turnover, reduced recruitment costs: 83% of employers who employ Apprentices, rely on their Apprenticeship programme to provide the skilled workers that they need for the future

Increased competitiveness: 80% of those employers who employ Apprentices agree they **make their workplace more productive**

A better image and greater customer satisfaction: 81% of consumers favour using a company which takes on Apprentices

Apprenticeships



Who is eligible and how to recruit Apprentices?

Apprenticeships are available to new recruits and existing staff **of all ages**

Free to advertise online at Apprenticeship Matching Service

Information at school/college open days

Traditional recruitment (job centre, online adverts, agencies etc)

Most Apprenticeships start in September however the **Science Higher Apprenticeships have a January start in line with employer feedback**

Apprenticeships



All qualifications are fully funded - **No Fees**

Bridgend College attainment rates are **above national average for 10 years**

A **dedicated WBL liaison officer** will be allocated to each Apprentice/ employer to ensure the apprenticeship runs smoothly and serve as a point of contact

Employers will receive **regular detailed feedback** on the progress of their Apprentices towards each framework component

Apprentices have access to all Bridgend College **facilities, learning resources and support services**



Apprenticeships



Mechanical Engineering

Sports Turf Management

Electrical Engineering

Horticulture / Agriculture

Fabrication & Welding

Life Sciences

Motor Vehicle Maintenance

Civil Engineering

Construction Plant
Maintenance

Construction

Building Construction

Management



Apprenticeships in Wales



Life Sciences - first cohort commenced January 2017 and has 100% retention

Chemical Sciences Higher Apprenticeships anticipated commencement January 2018

Plus

Potential for Food Sciences Higher Apprenticeships as employer participation increases



Apprenticeships

Successful partnerships this year:

BTG - Llandysul

Ortho Clinical Diagnostics - Pencoed

PCI Pharma Services - Tredegar

Biocatalysts Ltd - Nantgarw

Zimmer Biomet - Bridgend



Thank you for
listening

Any Questions?



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