



APPRENTICESHIP FAQ'S FOR EMPLOYERS

catch
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WHAT IS AN APPRENTICESHIP?

The current apprenticeship standards have been developed by employers and set the criteria for what are considered as essential skills, knowledge and behaviour required to carry out a job role. There are a range of different apprenticeship standards that cover a variety of different job roles and levels.

CAN EXISTING STAFF JOIN AN APPRENTICESHIP PROGRAMME?

Yes, provided that during the apprenticeship they will learn substantive new skills. Rules around 20% off the job training still apply and this will need to be considered when choosing the apprenticeship route as an option.

WHY SHOULD I EMPLOY AN APPRENTICE?

Apprentices can bring a wide range of benefits to an organisation: it can help to fill any skills gaps and you have the opportunity to nurture a new employee to help support future growth of the business. 94% of Catch22 apprentices stay with the same employer on completion of their apprenticeship and 51% of companies said that the average time for an apprentice to reach management in their organisation was 5 years or less.

HOW MUCH TIME WILL BE NEEDED FOR TRAINING?

Apprentices need to receive off-the-job training for 20% of their time on programme. The rest of their time is spent with you carrying out the job role and becoming a valuable part of your workforce.

HOW MUCH WILL I NEED TO PAY AN APPRENTICE?

As of the 1st April 2019, the minimum apprentice wage is £3.90. If the apprentice is aged 19+, they can only be on this wage for a year and then it must increase to at least the national Minimum Wage. We would always encourage employers to pay a higher rate; apprentices are more likely to stay if they feel valued.

ARE THERE ANY INCENTIVES TO EMPLOY AN APPRENTICE?

If you recruit an apprentice who is aged between 16 to 18 or who is 19-25 and has a Educational Healthcare Plan or has been in Local Authority Care, you will receive a grant of £1000 from the government. This is paid in 2 instalments during the apprenticeship programme.

WHAT ARE MY RESPONSIBILITIES AS AN EMPLOYER?

As an employer, you need to make sure there is a genuine job available with a contract of employment long enough for the apprentice to complete their apprenticeship. The duration will depend on the type of apprenticeship the apprentice is undertaking. The job role must allow the apprentice to develop the skills, knowledge and behaviours set within the apprenticeship standards. You will need to allow the apprentice time to study and attend at least 20% off the job training. The apprentice will need support in their new role, so a mentor or manager must be available to provide this support.

HOW MUCH WILL THE TRAINING COST ME OR MY COMPANY?

The total cost of the training will depend on if your company is a Levy or Non-Levy employer (see Apprenticeship Offer). Catch22's Contract and Compliance Team will assist your business in managing the Digital Services Account where applicable.

CAN THE APPRENTICESHIP BE TAILORED TO MY BUSINESS?

The Catch22 Operations Team will work with your business to identify a bespoke programme offering added value.

FOR MORE INFORMATION PLEASE CONTACT OUR APPRENTICESHIP TEAM

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