

Employing apprentices in the School and Children's Workforce

National Apprenticeship Service

Why would I take on an apprentice?

Apprenticeships can make the school and children's workforce more effective by addressing skills gaps directly, both to improve the skills of existing staff and to help you secure new staff with the skills you need by offering them clear training and career pathways.

Apprenticeships deliver skills designed around the needs of your school or organisation. Apprentices train 'on the job' while assisting with your organisation's day-to-day workload and bring in the new skills they acquire while training towards nationally recognised qualifications.

The word from employers

"With apprentices ... you have that blank canvas. Every school is different and expects different things from their staff. By showing commitment to the apprentice, providing a role model, with a high level of support we keep them in post."

Sue Durose, Forsbrook Primary School

"The benefit to Cramlington Learning Village has not only been in the increased number of support service personnel, but in securing enthusiastic, passionate staff that understand the educational ICT support industry."

Line Manager, Cramlington Learning Village

"Training for teaching assistants is relatively limited and the programme allowed us to train a young person to work with special needs children. An Apprenticeship is an ideal way of introducing a young person to this environment."

Belinda Whale, Marshlands Primary School

The business benefits

Bringing younger people into the workforce can bring many benefits to employers in the school and children's workforce. Apprentices tend to be eager, motivated, flexible and loyal to the employer that invested in them.

An increasing number of school and children's workforce employers are now using Apprenticeships to help them succeed. This includes primary and secondary schools, specialist schools, academies, children's centres, voluntary and community sector nurseries, third sector organisations and Local Authorities delivering youth and children's social care services.

Here are just some of the business benefits that employers in the sector who have employed apprentices have highlighted:

- Apprenticeships enable you to train your current workforce and grow the workforce of the future
- Apprenticeships are particularly useful in developing formal structures and career paths for support staff
- Offering Apprenticeships can raise the profile as an employer within the local community
- Employing young people provides a way of engaging with pupils
- Apprenticeships improve staff morale, effectiveness and retention
- They allow you to develop the skills of local people and involve them in the delivery of a key local service
- Employing apprentices allow flexibility in the workforce and value for money for employers

How can the National Apprenticeship Service help you get started with Apprenticeships?

The National Apprenticeship Service can provide you with the following services:

- Support the development of the internal business case for Apprenticeships
- Assist you with finding a suitable college/training provider
- Help you to identify the most appropriate Apprenticeship framework(s)
- Free advice and support with recruiting apprentices through Apprenticeship vacancies – an online web-based system that matches employers with potential apprentices
- Tailored support with recruitment, sifting and selection
- Free training for 16-18 year old apprentices
- Subsidised training for 19+ apprentices
- Ongoing support, review and monitoring throughout the length of the Apprenticeship

The funding

Apprenticeships funding is available from the National Apprenticeship Service. If the apprentice is aged 16-18, you will receive 100 per cent of the cost of the training; if they are 19+, you will typically receive up to 50 per cent. This is paid directly to the organisation that provides and supports the Apprenticeship, which in most cases is the training provider.

As the employer, you would be expected to employ the apprentice and pay the relevant salary that reflects their skills, experience and age. The minimum salary that can be paid to an apprentice is £95 per week but most employers in the school and children's workforce tend to integrate the apprentice within their existing salary scales.

Types of Apprenticeships

There are over 190 Apprenticeship frameworks available and many of these fit into the school and children's workforce, covering a wide range of occupational areas. Each framework can be suitable for several job roles. These include:

- Accounting
- Active Leisure and Learning
- Advice and Guidance
- Amenity Horticulture
- Business Administration
- Children's Care, Learning and Development
- Cleaning and Support Service Industry
- Community Development
- Customer Service
- Design
- Food Manufacture
- Health and Social Care
- Hospitality and Catering
- Information and Library Services
- IT and Telecomms Professionals
- Laboratory Technicians
- Security Industry
- Sporting Excellence
- Supporting Teaching and Learning in Schools

Take on an apprentice today

The next step is to discuss your exact training requirements with an Apprenticeship representative. If you haven't been in contact with us, please call 08000 150 600 or visit apprenticeships.org.uk

Apprenticeships. Good for business.