

HELP THEM
BE ANYTHING

THEY
WANT TO BE*



* (AND DO ALMOST ANYTHING **THEY** WANT TO DO)

APPRENTICESHIPS AN EMPLOYER'S PERSPECTIVE



Over the years we have consistently employed fresh new talent through the apprenticeship programme. It's always great to have an extra pair of hands but the benefits don't stop there. Your decision to employ an apprentice has its roots in sound business acumen. There is a real return on investment.

It starts with the knowledge that you're recruiting highly motivated individuals at the start of their careers, who bring an enthusiasm to the work place. The training and mentoring, that is an integral part of the apprenticeship framework, allows you to effectively grow your own workforce. Your apprentices know your business, understand the needs of your customers, and in their own way contribute daily to your strategic goals. The opportunity for apprentices to gain a recognised qualification is also a great encouragement for them because they have a meaningful way of charting their progress towards becoming a valuable member of the team.

Offering young people the opportunity to have a voice in the world of work will bring a fresh perspective that compliments the experience of your existing workforce. Over time your apprentices learn the benefits of becoming a leader, whatever their position within the organisation, and rise up through the company.

In today's business environment it's not enough to simply provide a great customer service. The most successful organisations are those that give something back to the community. For your business, apprenticeships offer a win win outcome in meeting this goal. You are not only actively reducing unemployment in the local area but are also inspiring a future generation while equipping young people with the skills to make a difference in tomorrow's workforce.

TYPES OF APPRENTICESHIPS AVAILABLE

The Learning and Skills Service offers a range of Apprenticeship Frameworks to support specific needs to your business including:

- Business Administration
- Customer Service
- Information & Communication Technology
- Retail Level
- Health and Social Care – Adult Care
- Support Teaching and Learning
- Children and Young People's Workforce
- Professional Cookery
- Construction
- Woodwork/Joinery
- Fenestration/Roofing Products
- Trowel/Bricklaying
- Fitted Interiors
- Construction & Civil Engineering Services
- Painting and Decorating
- Cycle Mechanics
- Management
- Team Leading
- Accountancy

If your area of work is not listed here, let us know and we can help you find a good provider who specialises in what you do, or custom design a framework with you.

For further information about apprenticeships and the support available to your business please contact:

The Apprenticeship and Traineeship Team

Telephone: 01670 622114

APPRENTICESHIP KEY FACTS

- Apprenticeships are available to anyone over the age of 16, who is not in full-time education or qualified to Level 4.
- The individual can be a new or existing employee.
- An apprenticeship generally takes between one and four years to complete, depending on the needs of your business and the level of apprenticeship undertaken.
- You will be required to pay either the National Minimum Wage or National Living Wage for apprentices.
- An Apprenticeship Grant for Employers worth up to £1,500 may be available to support your decision to employ an apprentice. Funding will depend on the size of your business.

HOW WE CAN HELP

We can assist your business to recruit apprentices by offering the following services:

- Arranging to meet with you to discuss your requirements.
- Identifying the appropriate apprenticeship for your business.
- Assisting with free design and advertising of your apprenticeship vacancies.
- Identifying appropriate apprenticeship candidates for your business through our screening process.
- Supporting you throughout the apprenticeship programme.
- Providing outstanding apprenticeship training and support.

BENEFITS TO YOUR BUSINESS

If you have not already thought about taking on an apprentice, it may be worth considering the numerous benefits this could provide your organisation including:

- An affordable way of recruiting and helping to grow your business – an Apprenticeship Grant for Employers may be available worth £1500 per apprentice.
- Good return on investment - apprentices gain transferrable skills and often rise up through the organisation over time to become invaluable members of the team.
- High quality of work – through experience by attending the off the job training, the apprentice gains skills relevant to the workplace.
- A committed workforce – running an apprenticeship scheme can help to create a dedicated and committed workforce as apprentices tend to feel loyal to the company that trained them.
- Bridging the skills gap - you can hire an apprentice with the enthusiasm and talent you are looking for and then train them up for a specific role in order to help your company move forward.
- Industry specific training – apprentices receive relevant, practical training and gain valuable industry qualifications.
- Train up future managers – apprenticeship schemes can be one way to coach and develop managers for the future by training someone in the style of your business.
- A fresh perspective – address an ageing workforce by tapping into a younger market that can also bring new ideas to the workplace.
- Develop your existing workforce – managing and mentoring an apprentice is a great development opportunity for your exiting workforce, particularly for staff who do not currently have people management responsibilities.
- Social benefits – such as reducing unemployment in your local area and also inspiring future generations of business owners by passing on entrepreneurial skills and experience.



Contact us to find out more

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Northumberland

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