



Modern Apprenticeships



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What is a Modern Apprenticeship?

- Work-based training towards an industry approved qualification - with financial support for your business.
- A Modern Apprenticeship supports your business to train your employees. It also helps employees gain essential skills.

How does it work?

- When you take on a new employee they might not have all the skills you need right now. Similarly, a current employee might need new skills to take on a different role.
- Modern Apprentices get the skills they need while working, and a training provider helps them get a recognised qualification – meaning they'll be a real asset to your business.

Who pays for it?

- Your business pays the employee's salary. A Modern Apprentice is just like every other employee - so you still have to pay their salary while they're being trained.
- Skills Development Scotland contributes towards the cost of the training, and pays the training provider directly.

Who is eligible?

- Modern Apprenticeships are available for anyone living in Scotland and are suited to all sorts of industries.
- Every employee aged 16 to 24 is eligible for funding which contributes towards training, provided there's a Modern Apprentice framework.
- In some sectors over 25's are also eligible for funding support.

Who's involved?



TRAINING PROVIDER

The role of the training provider is to:

- Register the Modern Apprentice with SDS and the relevant Sector Skills Council
- Manage the training
- Assess the individual throughout the process



EMPLOYER

The role of the employer is to:

- Employ the Modern Apprentice
- Pay their wages
- Develop the training plan with the training provider



MODERN APPRENTICE

The role of the Modern Apprentice is to:

- Commit to undertake the training whilst in employment





Modern Apprenticeships training providers

Training providers can help you find Modern Apprentices, deal with the funding for training, and offer support for Modern Apprentices and employers.

Training is organised and delivered through a training provider. It's up to the training provider to organise the training and make sure your employee is properly registered on the scheme. The training could combine college and workplace learning, and professional development.

It's the training provider's job to make sure each Modern Apprentice obtains the intended qualification. To do this, they need the support of the employer and commitment from the Modern Apprentice.

You can search for training providers on the Skills Development Scotland website.

www.ourskillsforce.co.uk/modern-apprenticeships/modern-apprenticeship-training-providers/

How do I take on a Modern Apprentice?

You've decided that a Modern Apprentice is good for business, so what do you do next?

1. Find out what types of Modern Apprenticeships are available.

Our Skillsforce website allows you to search by A to Z or by industry:

www.ourskillsforce.co.uk/modern-apprenticeships/types-of-modern-apprenticeships/

2. Find a training provider.

You can search for a training provider on the Our Skillsforce website:

www.ourskillsforce.co.uk/modern-apprenticeships/modern-apprenticeship-training-providers/

3. At any time throughout the process you can speak to your local Employer Engagement Adviser.

Call the Helpline to get their contact details: 0800 783 6000

DID YOU KNOW?

96% of employers reported that Modern Apprentice completers were better able to do their jobs.

85% of employers were satisfied with the relevance of the training provided.

(Source: The Modern Apprenticeship Employer Survey 2012)

The information on this leaflet is from Skills Development Scotland and was produced by Tiree Community Development Trust.

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Are there other sources of funding?

As well as the Modern Apprentice scheme, ran by Skills Development Scotland, there are other sources of funding available.

Commonwealth Games Skills Legacy - Payments of £1,500 for 16 to 19 year olds who undertake a Modern Apprenticeship in sports or 2014 Games-related discipline.

- www.ourskillsforce.co.uk/funding-for-skills/employer-recruitment-incentive/

Employer Recruitment Incentive - Employers can receive a payment of £1,500 when they take on a young person aged 16 - 29 who is facing significant challenges. -

www.ourskillsforce.co.uk/funding-for-skills/employer-recruitment-incentive/

Adopt an Apprentice - This helps cover the wage and recruitment costs - up to £2,000 - of taking on a Modern Apprentice who has been made redundant from another employer. -

www.ourskillsforce.co.uk/funding-for-skills/adopt-an-apprentice/

CITB: Construction Industry Training Board

CITB provide additional funding to employers who employ an apprentice that is undertaking a construction based apprenticeship. A grant for attendance at college, up to a maximum of £6,000 for a two-year course or £10,250 for three or four year as well as transport & accommodation costs is available.

www.citb.co.uk/levy-grant/claiming-grants-available/apprenticeship-grant-scotland/

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I'm still not sure about something. Is there someone I can speak to??

There are members of the Our Skillsforce team at Skills Development Scotland who can advise you further, and answer any questions you have.

Contact them on 0800 783 6000.