



European Union
European
Social Fund



Every
Week is
Apprenticeship
Week
in Kirklees!

Parents Guide to Apprenticeships

For more information please contact
01484 213858 (ask for Works Better)
www.WorksBetter.co.uk



Works Better 15-25 is part funded through the European Social Fund is delivered in partnership with C&K Careers across the Kirklees district. It pulls together two projects aimed at supporting young people, these are the Leeds City Region Employment Hub, managed by West Yorkshire Combined Authority and the Youth Engagement and Progression Programme, managed by the City of Bradford Metropolitan District Council.

Background Information

Over 22,000 people in the region undertook an apprenticeship in 2018/19. You can be any age to start an Apprenticeship, but they are particularly popular with young people and employers as they provide an opportunity to get a foot in the door working for a local company.

Salary

Apprentices aged under 19 (or aged over 19 but in the first year of their apprenticeship) will earn £3.90/hour

Apprentices who are aged over 19 and have completed the first year of their apprenticeship are entitled to the minimum wage:

Minimum wage levels:

- Aged 19-20 - £6.15/hour
- Aged 21-24 - £7.70/hour
- Aged 25 and over - £8.21/hour

These figures are correct as at April 2019.

You gain a qualification as well as being paid

Depending on your academic ability you can study an apprenticeship at either Level 2 (the equivalent of studying 5 GCSEs) or Level 3 (the equivalent of studying 3 A Levels). If school and GCSEs were a challenge then a Level 2 might be a good option to start with. If studying GCSEs was okay, then a Level 3 might be best.

The apprenticeship level for each job is set by the employer which means that if the vacancy is advertised as being at Level 3 but if the applicant doesn't have the necessary GCSEs they would be unlikely to be successful in applying. However, some employers might be prepared to start the position at a Level 2 and then change it to a Level 3

after a year if the apprentice had demonstrated that they had the ability to learn at a higher level.

A number of employers are now offering 'Degree Apprenticeships'. This is a longer period of study and involves studying a degree as part of the on-the-job training. These are still not widely available but if found they can offer the opportunity to be paid whilst gaining a university degree.

How long does an Apprenticeship last?

Most apprenticeships last between 1½ and 2 years. Unlike college, there is no final exam, so the apprenticeship finishes when the programme of learning is completed. Some courses may take longer, particularly if you transfer from a Level 2 to a Level 3 mid-way through the study.

Working Week & Additional Training

Most employers will view an apprenticeship as a 'proper job' and as such the role will be subject to the same rules as other positions within the company i.e. hours or work, holidays etc.

In most cases the apprenticeship will involve some studying outside of the workplace. This could be either 1 day/week at the local college or a longer solid block (e.g. a week to a year) at a training centre. The amount of training will depend on the apprenticeship.

Some employers may cover the travel costs, but this is not a legal requirement.

What happens after the Apprenticeship?

Whilst most employers use Apprenticeships as a means to employing people – there is no

requirement for them to offer a full-time position at the end.

In the worst-case scenario, a person completes their apprenticeship and leaves with a qualification that is either the equivalent of 5 GCSEs (Level 2 Apprenticeship) or 3 A Levels (Level 3 Apprenticeship). These qualifications are very attractive to other employers and demonstrate to them that the applicant has the ability to work at this level.

Will this affect any benefits payments?

If your child is not in full-time education and working in paid employment or completing an apprenticeship, they are not considered to be your dependant. This means any benefits for them will stop. You will also be no longer entitled to child maintenance through the statutory system (through the Child Support Agency or the Child Maintenance Service).

If your child is 18 or older they will be expected to give you money towards the cost of the rent and council tax based on how much they are earning. An amount will be deducted from your benefit, called a non-dependant deduction

If you receive working tax credits they may be affected, depending on whether you have any other dependent children. If you're claiming housing benefit and/or council tax reduction tell your the Council straight away if your child leaves education or training and starts work. Your child is no longer considered to be your dependant so the amount of housing benefit and/or council tax reduction you receive may go down, depending on your income and circumstances.

For more specific information please contact your local Universal Credit office.