

## Apprenticeships: Building a Winning Team

On 17th June Cranfield University Technology Park hosted a free seminar at its offices, looking at how small and growing businesses could benefit from apprenticeships and traineeships to build their team.

### Top Tips:

The South East Midlands Local Enterprise Partnerships' (SEMLEP's) Anna Morrison was joined by WSRS's Charlotte Walsh - a former apprentice herself at the recruitment firm - to explain how the apprenticeship and traineeship programme works. The event presentation is available to download [here](#) and in addition, these are our top tips from the event:

### Apprenticeships for the Future

- The Government plans to create 3m new apprenticeships over the next five years, open to all ages over 16 years
- It's all about working and learning at the same time - meaning that an apprenticeship could even suit existing staff looking to upskill for a new role
- Apprenticeships aren't just for manufacturing or engineering! Today's programme covers everything - from accounting to warehousing
- Apprenticeships have huge proven benefits for firms, with 90% of apprenticeships staying after completing their programme

### How it Works

- Different levels are available, with an Intermediate Apprenticeship through to a Higher or Degree Apprenticeship
- The expected duration of an Apprenticeship should be for a minimum of 30 hrs per week
- Apprenticeships can be on a fixed term or permanent contract, and include all the normal benefits of employment including sick and holiday pay
- The educational element can be flexible - ranging from 100% workplace learning to day release or block training by a service provider

### Finance

- There is a separate minimum wage for Apprentices, which will rise to £3.30 per hour from 1 October 2015. However, employers are encouraged to pay a 'living wage' appropriate to the area and role
- Employers also contribute to training costs for over 19 year old apprentices - dependent on the the age of the apprentice and the training provider
- The Apprenticeship Grant for Employers (AGE) for up to £1,500 per role can be applied for against the cost for an apprentice from 16-24 years old, with receipt after approximately 20 weeks. More information about the AGE grant can be found [here](#)

### Traineeships

- Established in 2013, traineeships are for 16-24 year olds, providing a bridging programme which can feed into an apprenticeship
- A traineeship could be for 6 weeks to 6 months and will contain a high-quality work placement with an employer. There is no commitment to take a employee on permanently. However, it is required that employers offer a interview experience as part of the programme

### The Speakers:

#### Anna Morrison

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In partnership with:



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