

The Value of Apprenticeships

A recent study carried out by the University of Warwick Institute for Employment Research (IER) demonstrated that Apprenticeships are an investment by employers and where the investment is nurtured, the returns to the employer are significant.

The aim of the study was to provide a detailed assessment of the contribution of employers to the provision of Apprenticeship training and to indicate the long term benefits to the employer.

The study concluded that;

- The cost of Apprenticeship training is recouped relatively quickly.
- Recruiting from the external labour market is seen as more expensive because of recruitment and induction costs.
- Supply in the external labour market is limited.
- Apprentices provide a pool of skilled people to select from for future promotion.
- Apprentices are seen as loyal, more likely to stay with the company and steeped in company values.
- Apprentices bring new ideas into organisations.

www.apprenticeships.org.uk

“ Improve your bottom line
Apprenticeships deliver real returns to your bottom line. In a recent survey*, the majority of employers said that Apprenticeships helped them to improve productivity and to be more competitive. They also said that training Apprentices is more cost effective than hiring skilled staff, leading to lower overall training and recruitment costs. ”

* Apprenticeships survey conducted by Populus on behalf of the Learning and Skills Council, February 2009.

Employer feedback >

“The college are extremely helpful and they make things so easy for both myself and the students.

“By employing staff through the college I know I am gaining staff who want a career in the Hospitality industry. It makes my job easier because my staff have already made a commitment to work in the hospitality industry and have the ability to accept the demands of the job.

“I’ve also found that trainees are more likely to stay with my business because they value the time I have invested in them.

“The Apprenticeship and Train to Gain schemes are great for our business and really help reduce our training costs.”

Alex Abdel-all owner of Alex’s Restaurant & Café Bar in Wolverhampton

“We pride ourselves on the quality of service that we deliver to all our clients and by using the Apprenticeship Programme we are able to recruit and train our employees using our training methods. In fact, our current Audit and Accounts Manager initially started here as an Apprentice.”

Dilip Patidar, Director, Lancaster Clements Limited



SAVE TIME & MONEY!

Take advantage of our **FREE APPRENTICESHIP RECRUITMENT SERVICE**

We offer a fully supported, professional recruitment service that includes:

- Free advertising
- Advice and guidance with creating job descriptions
- Links to the National Apprenticeship Service
- Access to full and part time students
- Administrative support with the selection process; including communication with applicants
- Shortlisting of candidates
- Key Skills tests

city of
wolverhampton
college



Apprenticeships

Business Benefits



Funded Training for your staff



FREE Apprenticeship Recruitment Service



Good for business

Apprenticeships ensure your workforce have the skills and qualifications your business needs

TRAINING
QUALITY
STANDARD

Apprenticeships Good for Business



What are Apprenticeships?

They are work-based training programmes designed around the needs of your business. Apprentices learn on-the-job, working alongside experienced staff to gain job-specific skills. Off-the-job, Apprentices receive training to work towards nationally recognised qualifications, ensuring your staff are fully equipped with the knowledge and skills they need to help you maintain your competitive advantage.

Who are they for?

You can use Apprenticeships to train both new and existing employees. Funding is available to train Apprentices.

What Apprenticeships are available?

- Accountancy
- Beauty Therapy
- Brickwork
- Business Admin
- Carpentry & Joinery
- Childcare
- Creative Industries
- Customer Service
- Electrical
- Engineering
- Hairdressing & Barbering
- Health & Social Care
- Horticulture
- Hospitality
- IT
- Marketing & Communication
- Motor Vehicle
- Painting & Decorating
- Plumbing
- Polymer Processing
- Retail
- Sport & Leisure

How long does an Apprenticeship take?

The length of an Apprenticeship varies depending on prior skills levels of the Apprentice, the qualification being obtained and industry sector. Generally, Apprenticeships take a minimum of 9 months to complete.

The Business Benefits

- 80% of those employers who employ Apprentices agree they make their workplace more productive.
- 81% of consumers favour using a company which takes on Apprentices.
- 88% of employers who employ Apprentices believe that Apprenticeships lead to a more motivated and satisfied workforce.
- 83% of employers who employ Apprentices rely on their Apprenticeships programme to provide the skilled workers that they need for the future.

www.apprenticeships.org.uk



How Much Will it Cost?

The National Apprenticeship Service covers the full training cost for Apprentices aged 16-18. Apprentices aged 19+ are also eligible for funded training.

Your business would employ the Apprentice, offering them a minimum wage of £2.50 per hour and release them for college attendance when required. The wage applies to all Apprentices aged under 19; and Apprentices aged 19 or over in the first year of their Apprenticeship. If they are 19 or over and have completed the first year of their Apprenticeship they must be paid at least the National Minimum Wage rate for their age.

Need a part-time employee?

Employ a part-time Apprentice from as little as £40 per week.

Why Choose Us?

- City of Wolverhampton College continuously **invests in new technology** to ensure its training facilities remain state-of-the-art and in line with industry.
- We have been **awarded the Training Quality Standard** which recognises our commitment to delivering quality training and development solutions for employers.
- Our training can be **delivered at a time and location to suit you** – we can deliver training to fit in with your shift patterns, at your workplace, at college or a combination of both.
- We can access a wide range of **workplace funding** to make your training budget go further.
- We can help you to **improve your competitive advantage** and business performance within your industry.
- We pride ourselves on providing a **high level of customer service** – you will be allocated an Account Manager who can help you with all of your training and recruitment needs.

Facts & Figures

We achieve some **great results**:

- 77% success rate in Motor Vehicle Apprenticeships
- **100%** success rate in IT Apprenticeships
- 81% success rate in Advanced Apprenticeships and 77% success rate in Level 2 Hairdressing Apprenticeship - more than 10% above the national average.
- 87% success rate in Engineering Apprenticeships
- 71% success rate in Customer Service Apprenticeships
- **100%** success rate in Business Admin Apprenticeships
- 88% success rate in Beauty Therapy Apprenticeships
- **100%** success rate in Accountancy Apprenticeships



If you want to join more than **130,000 other businesses** who are already reaping the benefits of employing Apprentices, call **Employer Services** now on **01902 317691** or email employerenquiries@wolvcoll.ac.uk

An Account Manager will contact you within 24 hours of receiving your enquiry.

“ I would put the success of the business down to our Apprentices. ”

Pat Wright, Owner, Cannock Road Garages