

Apprentices, why not try one?

At this time of year many young people will be considering ending their academic studies and entering the world of work. The opportunities available are many, as an employer it is a great time to consider taking on an apprentice in roles such as dry lining, ceiling fixing, partitions installer, plastering, design, estimating, planning, quantity surveying or other business supporting roles, administration, human resources or accounts.

The [road to a quality apprenticeship](#) has been published by Education and Skills Funding Agency (ESFA) to help employers understand the steps involved in delivering high quality, successful apprenticeships in their businesses. It is practical guide to aid employers of any size, the [road to a quality apprenticeship](#) provides links to information that employers can use to help them achieve a quality experience for their apprentices while maximising the benefits for their business.

Did you know:

- Apprenticeships have been shown to benefit recruitment and retention for businesses, to attract a more diverse pool of candidates, and to have a positive impact on productivity and wider staff morale.
- An apprenticeship is a paid job in your business, with training.
- Apprenticeships are for people of all ages, and you can use them to upskill your existing staff as well as to train new recruits to your business.
- Apprenticeships are available at qualification outcome levels 2 to 7, that's GCSE level right up to Masters.
- An apprentice must spend 20% of their time in 'off the job' training; some of that will be

delivered by a training provider who you select, but some of it can involve activities in your workplace that extend your apprentice's learning outside of their day-to-day role.

- The employer has total control and responsibility for the remaining 80% of the apprentices on the job training.
- There are over 500 apprenticeships available, covering a diverse range of roles in many different sectors. It's highly likely you'll be able to find an appropriate apprenticeship for the roles in your business, including back office functions.
- You'll select a training provider to work with to deliver your apprenticeships; these include colleges and independent training providers.

There's lots more to find out when you're considering apprenticeships, and FIS can help you with all the information you need. If you're an employer FIS can show where apprenticeships can benefit your organisation and support you in your organisation's apprenticeship journey. For more details, please see [FIS Apprenticeships and qualifications](#)

The devolved governments continue to provide incentive grants for employers that take on apprentices, the date the apprentice starts training may be beyond the grant closure date. Employers need to set up an apprenticeship service account and register the apprentice [create an apprenticeship service account](#) to be eligible:

In England

From 01 June 2021 employers of all sizes in England can apply for extra funding to help them take on new apprentices. The boost to the [apprenticeship incentive scheme](#) was confirmed by the Chancellor in the Budget in March. Business can apply to claim £3,000 for each new apprentice hired as a new employee from 01 April until 30 September 2021. The cash incentive is designed to help more employers invest in the skilled workforce they need for the future as part of the government's Plan for Jobs.

This is in addition to the £1000 available for:

- aged 16 to 18 years old

- under 25 with an education, health and care plan or who has been in the care of their local authority.

In Scotland

£5,000 for employers taking on or upskilling a 16 to 24-year old apprentice, and for those aged up to 29 years who are disabled, care leavers and Minority Ethnic.

£3,500 for employers taking on or upskilling an apprentice aged 25 plus.

In Wales

Until 30 September 2021 businesses will be able to claim up to £4,000 for each new apprentice, they hire under the age of 25.

FIS have two pre-employment programmes that can help employers select individuals for apprenticeships or other competence outcome qualifications.

BuildBack

FIS BuildBack accepts individuals from a range of backgrounds including HM Forces Career Progression candidates, charitable organisations and clients put forward by the Department for Work & Pensions (DWP). To help prepare the candidates for work, each learner receives training in Drylining Fixer, Boarder or Finisher and are supplied with Personal Protective Equipment, a set of tools and a CSCS Provisional Card. We ask employers to provide a two week work placement, so these candidates can demonstrate what they can do. This may ultimately lead to the organisation offering a full-time work opportunity and will also add new talent to your workforce. All of this is free of charge to employers. For more details please see: <https://www.thefis.org/skills-hub/recruitment-induction/buildback/>. FIS can then help with the onward journey of individuals into qualifications depicting competence.

KickStart

The second programme is the governments Kick Start Scheme where employers are required to offer a 6 month work placement and DWP support the individual by paying National Minimum Wage for 25 hours per week. The host employer receives a grant payment of £1500. FIS complete all the administration to place individuals free of charge. For more

information please see: <https://www.thefis.org/skills-hub/recruitment-induction/kickstart/>

George Swann FIS Skills and Training Lead says *“Now is the ideal time to recruit the workforce of the future via apprenticeships and meet your organisations succession planning needs. FIS can help with advertising vacancies, selection and recruitment, claiming funding and identifying a training provider. For more information on the apprentice options available to employers and the process please see the FIS Apprentice – Guidance for Employers [FIS Apprenticeships and Employers](#). If you would like to discuss this, we will be happy to help.*

Contact FIS on 0121 707 0077 or email info@thefis.org

