

## Agenda, Where to find apprenticeships, Q&A responses



# Higher & Degree Apprenticeships Explained

Keele University- Thursday 28<sup>th</sup> February 2019

5.15pm to 7.30pm

## PROGRAMME

Time	Activity	LEAD
5:15 - 5:45	Arrival & Buffet (Visit stands)	Keele Apprenticeship Team
5:45 - 6:00	Welcome	Terry Dray (Associate Director for Employability and Employer Engagement)
6:00 - 6:45	What is a Degree Apprenticeship?: The Opportunities & Challenges  Facilitated Q&A using Mentimeter	Huw Morgan (Business Engagement Manager) & Jane Tunnicliff (Head of Employer Engagement & Training at NSCG)
6:45 - 7:05	From Vocational Learning to a Degree	Simon Rimmington (Head of Foundation Year Centre)
7:05 - 7:15	The Higher Apprenticeship Student Experience	Chris Norman (Degree Apprentice)
7:15 - 7:20	Closing Remarks - Higher Horizons	Rebecca Barber ( Higher Horizons NCOP Hub Manager at Keele)
7:20 - 7:30	Networking	Keele Apprenticeship Team

## **Where to go to find Higher and Degree apprenticeship vacancies**

As apprenticeships are recruited to by the employer - it is first and foremost a job with training - there are a number of places these vacancies can be found.

This means you might need to do a bit of research and work to find your ideal apprenticeship vacancies.

### **The Government 'Find an Apprenticeship' Service**

The government hosts a service to find apprenticeship vacancies. Not all employers advertise there vacancies here but, it is a good place to start:

<https://www.findapprenticeship.service.gov.uk/apprenticeshipsearch>

### **UCAS - The Universities and Colleges Admissions Service**

UCAS have a page of useful information on their website here:

<https://www.ucas.com/alternatives/apprenticeships/apprenticeships-england/how-find-apprenticeships-england>

There is also a link to the Career Finder page for vacancies which are being advertised through UCAS. This is only likely to cover Universities who are offering a recruitment service to employers and will not include all apprenticeship vacancies.

<https://careerfinder.ucas.com/jobs/apprenticeship/#browsing>

If you are unsure of whether to opt for a standard degree or an apprenticeship, it is advisable not to delay a standard UCAS application as the window for this often closes before some employers start apprentice recruitment - keep your options open.

### **Not Going To Uni**

Not Going To Uni also offer a searchable database of apprenticeship vacancies:

<https://www.notgoingtouni.co.uk/apprenticeships-223>

### **General Information**

Do not be afraid to contact employers direct. If there is an employer you are interested in working for or a particular sector, search to see if they have an apprenticeship programme. Many employers are just starting to set up apprenticeships so, don't be afraid to ask if they may be offering any opportunities in future.

## Questions and Answers from Degree and Higher Apprenticeships Explained Event

### Where will I find apprenticeship vacancies?

You will find apprenticeship vacancies in a number of places. Our handout from the event is part of this composite document. It outlines some of the places to look.

### Which employers take on most apprentices?

A vast range of employers across a number of sectors are taking on apprentices - and the number is growing. Around 2% of English companies are paying the apprenticeship levy (you have to have an annual payroll bill of over £3m to pay it). Payments started in May 2017 and unspent levy will start to be paid back to the government from April 2019. Employers who have been slow to get involved are now starting to take action. Public sector organisations are required to have 2.3% of their staff as apprentices so, NHS Trusts and local authorities tend to be big apprentice employers. Large companies are often involved too and, Rate My Apprenticeship shows some of the top employers (by satisfaction, not number of apprentices): <https://www.ratemyapprenticeship.co.uk/advice/students/best-apprenticeships-uk>

### What is the average salary of an apprentice whilst studying?

The average apprentice salary is around £17,000. Salaries at degree level can be much higher depending on the apprenticeship and the employer. Reed offer a breakdown of average salaries across apprenticeship type. Bear in mind where apprenticeships are at the lower levels (i.e. at GCSE - level 2 or A level - level 3 equivalent), they are likely to attract a lower salary level. Details of Reed's salary exercise are here: <https://www.reed.co.uk/average-salary/apprenticeships>

The apprentice minimum wage is set by age:

Age	From 1 April 2018 (current) Rate per hour	From 1 April 2017 Rate per hour
25 and over (National Living Wage)	£7.83	£7.50
21 and over	£7.38	£7.05
18 to 20	£5.90	£5.60
Under 18	£4.20	£4.05
Apprentice (all apprentices under age 19 AND any apprentice, regardless of age, in first year of apprenticeship)	£3.70	£3.50

*The likelihood is that Degree level apprenticeships will attract a higher salary.*

### Doing an apprenticeship, do I really get access to the best tutors at the Uni?

As an apprentice there is you would have access to the same high quality tuition as a student following a standard degree route. In Universities like Keele, who do well at both teaching and research activities, you can expect your tutors to engage in teaching which is informed by their own cutting edge research. It is also highly likely that you will be working with staff who understand the practical application of your learning, probably through recent industrial experience and/or strong links with employers.

**What makes you stand out from other applicants when applying for apprenticeships?  
How do I best prepare for an apprenticeship interview with an employer?**

You need to think about the fact that an apprenticeship is not just training and consider it to be competitive job interview process. Your employer will want to know what you can contribute to their business so, make sure you think about the skills you currently have and how you might develop these from your learning into the workplace. It is always a really good idea to have thoroughly researched your employer and the areas where the apprenticeship might be based and make an attempt to understand what some of the challenges for the business might be like.

Your employer will want to know that you are highly motivated - working and learning is hard. So, being able to demonstrate how you have balanced and priorities a number of tasks at once would be advantageous.

They won't be expecting the finished article but, by showing understanding of the demands and commitment will help.

All About School Leavers has an easy read guide to some things you might like to consider: <https://www.allaboutschooleavers.co.uk/articles/article/8/how-to-stand-out-from-the-crowd>

The Guardian also recently produced an article: <https://www.theguardian.com/careers/what-employers-look-for-apprentices>

### **How much competition is there for apprenticeship places?**

Apprenticeships are a competitive business and you should expect competition for places. There is no consistent data around applicant numbers. It very much varies by apprenticeship and employer. The good news is that the number of apprenticeship opportunities is growing and more and more employers are getting on board.

However, it is a competitive process and, as the cycle of vacancies often falls after the January UCAS deadline, it is recommended to keep your options open and apply the direct route as a backup plan.

### **Will I learn alongside other students at university?**

#### **Will I be able to mix with other Uni students who are not doing apprenticeships?**

In terms of on your programme, this will depend very much on the University and the degree or higher level course which is part of your apprenticeship. In some instances, apprentices are taught alongside other students, in others you might be part of a cohort of just apprentices from different companies. If you are with an employer who trains a lot of apprentices in that particular apprenticeship, you may even find your cohort consists of apprentices with the same employer.

Either way you will have opportunities to experience many aspects of University life and mix with other students through learning outside of your course, using the University facilities and events. Student Unions are usually a good way to mix with a diverse range of students. You may even wish to join one of the many clubs and societies on offer.

### **Do I get to use all the Uni resources as well as having a job?**

We would expect you to be able to access all the resources of the University whilst working. University services often have extended opening hours to account for different learners' patterns of attendance. You will find many things designed to give flexibility for all students

including online resources. From the University perspective, whilst you are first and foremost an employee, you are also one of our students.

Some employers will work directly with the University to agree the level of access to some services. For example, as you are an employee they may wish you to prioritise raising issues or seeking support within the business. We will all work together to support you in the best way possible. You may find that some Universities are able to offer you accommodation whilst others will not because of your employed status. This is something your employer should be able to advise on.

### **Is there a list of universities that are training apprentices?**

There is not a list of Universities but the current list of all providers permitted to deliver apprenticeships is held in the Register of Apprenticeship Training Providers:

<https://roatp.apprenticeships.sfa.bis.gov.uk/download>

Most Universities are registered to deliver apprenticeships but it is important to make the distinction that not all are delivering and, will probably have a fairly limited offer as it will be dependent on employers contracting with them to deliver training.

### **What commitment does an employer typically expect post-graduation?**

This will depend on your employer but broadly, organisations see apprenticeships as a means of developing their own talent. If you are successful in your work and apprenticeship, most employers will want to retain you in a job - they will already have invested in your development. All apprentice jobs are required to cover the duration of your training so, provided you achieve, you should be in a great position to complete.

An employer should not issue a contract which places any financial penalties on you if you leave within a given time after award of your apprenticeship.

### **Can I talk about apprenticeships at the Keele Open Days?**

We would be happy to talk to you about apprenticeships at our forthcoming Open Days. The next one up is the 15th June. You can find out more and book your place via:

<https://www.keele.ac.uk/discover/opendays/undergraduateopendays/>

### **Are there any apprenticeships in the Arts and Hums areas?**

There are a limited number of apprenticeships in the Arts and Humanities area but, as the apprenticeship standard is created by groups of employers, they tend to be in areas where employers have identified a training need. Often these are at levels lower than degree level. You can search all apprenticeships which are currently available and those in development on the Institute for Apprenticeships and Technical Education website:

<https://www.instituteforapprenticeships.org/apprenticeship-standards/>

Most of these will be located in the 'Creative and Design' route, although there may be opportunities of interest in education or business.

### **What kind of apprenticeships are on offer for students studying maths/physics?**

As apprenticeships are designed around a job role, rather than particular studies, you may wish to consider which sectors and professions your skills would be valuable in. You might wish to browse some of the apprenticeships available via the 'Engineering and manufacturing'

and 'Health and Science' routes on the IfATE website:

<https://www.instituteforapprenticeships.org/apprenticeship-standards/>?

Consider which jobs would interest you and fit with your aspirations. Although a degree or higher qualification will be one outcome of your qualification, you will also be committing to a job for the duration so, will need to feel stimulated by the work.

**How long would I study for my degree as an apprentice?**

The duration of study depends on the apprenticeship standard. When this is written by employers and training providers they will make a judgement on how long it will take to develop competency in a job through the combination of work and your studies. Typically this ranges from 36-60 months for a level 6 Undergraduate Degree Apprenticeship.

**To be clear does it go in the following order of study ... an apprenticeship first, then a higher apprenticeship, then a higher degree apprenticeship?**

In answer to this question, there are several level of apprenticeship Level 2 (GCSE) are classed as intermediate, Level 3 (A level) are advanced, Level 4 and above are Higher and anything at Levels 6 and 7 which include a Degree are Degree Apprenticeships.

To be clear, although apprentices can progress in a linear way through apprenticeships, they may equally move between routes e.g. A levels to Apprenticeship Degree to standard Masters Degree. Similarly, if you already have a Bachelor's Degree, there is nothing to prevent you doing another type of degree via apprenticeship.

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Will you make the PPT slides available to delegates?**

All slides are included with this email.