

# CORNWALL APPRENTICESHIPS

## APPRENTICESHIPS - KEY INFORMATION FOR EMPLOYERS

### Apprenticeships are for:

- Anyone aged 16 years +, no upper age limit.
- Employers who want to attract and train new staff in any job role.
- Employers who want to develop existing staff, up to degree or masters level.

### Employer responsibilities:

- Employ your Apprentice for the duration of their Apprenticeship.
- Support and mentor your Apprentice and review progress with your training provider.
- Allow your Apprentice to attend off the job training and support their training within the workplace.
- Sign an Apprenticeship Agreement.
- Pay at least the apprentice minimum wage (£4.30 from 1st April 2021), including when the Apprentice is attending any off the job training.
- Employers can choose to pay any amount above the minimum to attract the right candidate.

### Available Funding & Costs:

- Most employers contribute just 5% towards the cost of training and assessment, which can be as low as £125. [Government pays the remaining 95%]
- Employers with less than 50 employees won't pay anything towards the training and assessment for Apprentices aged 16-18 and some 19-24 year olds.
- No requirement to pay NI contributions for apprentices under the age of 25 on earnings below the higher tax rate.
- Employers receive £3,000, paid in two instalments for taking on an Apprentice from 1st April 2021 – 31st September 2021. Plus, an additional £1,000 for Apprentices aged 16-18 (and 19-24 where they have previously been in care or have an Education, Health and Care Plan).
- Other funding may be available i.e. the CITB Levy for construction employers, the Skills for Care Workforce Fund for social care employers.

### More information and advice:

Visit [www.cornwallapprenticeships.com](http://www.cornwallapprenticeships.com)

Email [info@cornwallapprenticeships.com](mailto:info@cornwallapprenticeships.com)

# Apprenticeship Myths

## **Apprenticeships are only for young people**

**FACT:** Apprenticeships are available to all ages; anyone over the age of 16 living in England can apply. There are different entry requirements depending on the industry, job role and apprenticeship level.

## **Apprenticeships are only for entry level jobs**

**FACT:** Apprenticeships are available from Level 2 (GCSE equivalent) to Level 6 and 7 (equivalent to a Bachelor's or Master's degree).

## **Apprenticeships cannot be used for existing staff**

**FACT:** Apprenticeships can be used to upskill and/or retrain employees of any age, including older workers or existing staff. As long as the apprenticeship is giving them new skills to enable them to achieve competence in their chosen occupation.

## **Training Providers have to advertise apprenticeship vacancies for us**

**FACT:** As an employer you are free to advertise your own apprenticeship vacancies as you wish. However, most training providers will offer a free and comprehensive recruitment service.

## **Apprentices don't make loyal employees**

**FACT:** National research reports two thirds of Apprentices stay with their employer upon completion of their Apprenticeship.

## **Apprenticeships are only available in manual industries**

**FACT:** Apprenticeships are available in most occupations and industries, ranging from nuclear to fashion, and from banking to defence. There is an Apprenticeship to fit most job roles.

## **Apprenticeships are time-consuming and a drain on resources**

**FACT:** Most apprenticeship training is on-the-job, but it doesn't mean taking on an apprentice will put a drain on employer resources. All new employees need time to settle and get to know the business and job when they're new. Although an apprentice may need additional help to begin with, before you know it, your apprentice will be putting what they've learned into practice and working independently.

**Your next step:  
visit [www.cornwallapprenticeships.com](http://www.cornwallapprenticeships.com)**