

Grow your career with an apprenticeship in York



A local guide about apprenticeships for young people and parents or carers

What is an apprenticeship?

An apprenticeship is a job with training. You will work alongside experienced staff, gain job-specific skills, earn a wage and get holiday pay. This route often leads to permanent employment or university.

Apprentices are subject to normal employee terms and conditions. They have a contract of employment for a minimum of 12 months and usually work and train for at least 30 hours per week. However they can be completed on a part time contract.

Apprenticeship levels

Equivalent to

- Intermediate — Level 2 — GCSEs (you usually start at this level)
- Advanced — Level 3 — A levels
- Higher — Level 4 & 5 — Certificate of higher education and foundation degree
- Degree — Level 6 & 7 — Bachelor's and master's degree

Training

An apprentice benefits from on-the-job training with the employer and off-the-job training with a training provider. The training provider supports the apprentice and employer while delivering the theoretical side to the apprenticeship e.g. the NVQ, ensuring it links in with the apprentice's job role.

There are a number of ways of receiving training:

- Day release at college, a training centre or university
- Block placements (e.g. one full week spent at college)
- Workplace learning with the training provider
- Online master classes and tutorials

Entry requirements

Every apprenticeship has its own entry requirements. English and maths GCSEs are usually a minimum requirement for any level of apprenticeship. However it's about more than good grades; employers want candidates who are committed, motivated, enthusiastic and reliable.

Benefits and prospects

Earn and learn

Apprentices have to be paid at least the minimum apprentice wage of £3.90 per hour, however apprentices in York earn on average **£184 per week (£4.97 per hour)** in the first year of their apprenticeship.

Higher and Degree apprenticeships can pay over £300 per week.

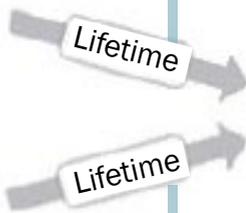
After the first year, all apprentices must be paid at least minimum wage for their age.

Future options

The majority of apprentices (90%) will stay in employment, with 71% staying with the same employer.*



Higher Apprenticeship



Those who complete a higher apprenticeship earn, on average, £150,000 more over their lifetime than their peers who do not achieve a higher qualification – similar earnings to graduates*

Employability

Apprentices are trained in the skills that employers are looking for. They will receive a minimum of one year's paid employment, gaining transferable skills which provide a great foundation for a future career.

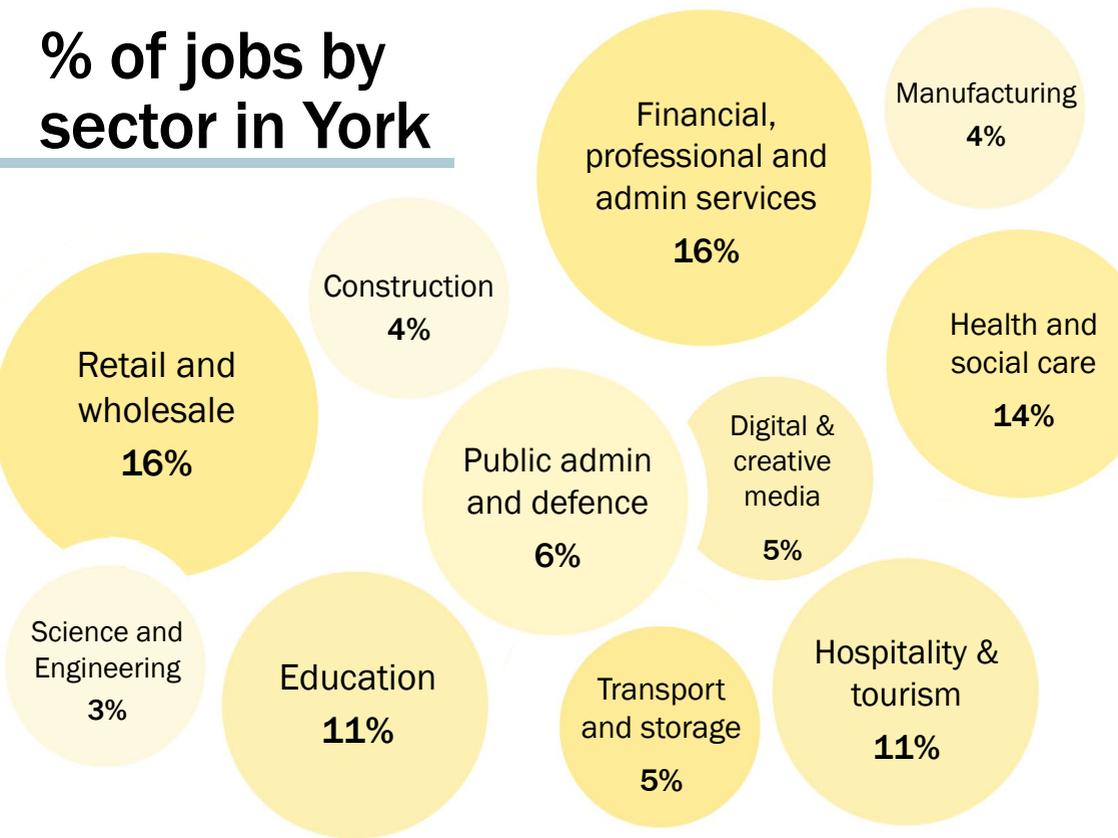
A choice of industries and employers

There are over 850 different apprenticeship frameworks or standards covering most job roles.

As well as local businesses, many larger, national employers take on apprentices including the NHS, the BBC and HSBC.

*Source: National Apprenticeship Service 2017

% of jobs by sector in York



In 2017/18 over 1,100 people started an apprenticeship in York

Recent apprenticeship vacancies in York

Intermediate

Medical Admin - Jorvik Gillygate Practice - £157 per week

Gardener - Joseph Rowntree Foundation - £351 per week

Advanced

Crown Prosecution Officer - Crown Prosecution Service - £350-£404 per week

Accountant - Townends Chartered Accountants - £239 per week

Higher and Degree

Supplies Coordinator - Ramsay Healthcare UK Ltd - £247 per week

Railway Engineer - Amey Group Plc - £346 per week

Many apprenticeship vacancies in York are with small to medium sized businesses (less than 250 employees).

Local success stories

Hannah Middleton (Previously attended Fulford Sixth Form)

Paralegal Apprentice with Quality Solicitors Burn & Company

Hannah Middleton is the first paralegal apprentice to be appointed in York. The 19-year-old wanted to go straight into a career after completing her A Levels. She says: “Going to university did not appeal to me. There is no guarantee you will get a job when you have finished”.

Hannah is doing her Advanced Paralegal apprenticeship, supported by Damar Training and currently works in the Litigation department.

She completes her studies as part of an online class whilst at work and at home. She also meets with her tutor once a month. Hannah has also spent time in family law and regularly attends court. She adds, “I’m really enjoying what I do. I love the variety – no two days are the same and every case is different. My ambition is to go to a higher level in the profession by becoming a legal executive or study a law degree”.



Shane Fenton (Previously attended Archbishop Holgate’s)

Ambulance Care Apprentice with YorMed



Shane joined the YorMed team when he was 15 alongside his GCSEs before becoming a full-time Ambulance Care Assistant Apprentice.

Shane’s manager said: “Shane developed maturity beyond his years for the role, providing professional, compassionate support to patients and their relatives. He is often the first point of call for problem solving and his medical knowledge and how to use equipment is vast. Shane has seen first-hand how the apprenticeship scheme is beneficial; it gave him focus and a career he is proud of and is now progressing onto his advanced level 3 qualification. He attends careers fairs at schools to talk about his job and promote the apprenticeship route as an alternative to sixth form, college and university. Seeing him develop and pick up so many skills, from patient handling, first aid, how to resuscitate a person using a defibrillator and assist with administering medications is phenomenal”.

Examples of employers who hire apprentices in York

Apprenticeships are a great opportunity to kick-start your career, with both smaller and larger employers, locally or further afield.

SIEMENS

AVIVA

LNER
LONDON NORTH EASTERN RAILWAY

purenet

**Garbutt
& Elliott**

BBC

fera

**Haxby
Group
Pharmacy**

**CITY OF
YORK
COUNCIL**

NetworkRail

COVANCE



Nestlé

NHS

York Teaching Hospital
NHS Foundation Trust



ARMY
BE THE BEST



S Y L
SIMPSON



HISCOX

Legend

Higher and Degree apprenticeships

Higher apprenticeships provide an opportunity to gain Level 4 qualifications or above which includes: higher national diploma, foundation degree and bachelor's degree. With some now offering the opportunity to progress to Level 7 (master's degree). Typically, they take from one to five years to complete and involve part-time study at a college, university, or training provider.

They are a great alternative to full-time university, however competition can be tough – partly because there is currently a limited number of vacancies, but also because apprentices don't pay for the training, therefore there is no student debt and they come with a wage and a contract of employment.

Entry requirements can include at least five GCSEs grades A*-C (9 - 4 on the new grading system), including English and maths subjects, and Level 3 qualifications, including A levels, NVQs, or a BTEC. Some employers will expect or require applicants to have studied subjects relevant to the apprenticeship.

In 2018/19 so far, over 59,000 people started a higher or degree apprenticeship in the UK and numbers are growing rapidly.

Developments in York

City of York Council is working with employers, training providers and higher education institutions to grow higher and degree apprenticeship vacancies in the city. With a strong focus and funding from government on apprenticeships, there is a real increase in businesses wanting to recruit talented apprentices.

To search and apply, go to: www.gov.uk/apply-apprenticeship

Please note: many employers advertise these vacancies on their own website.

Recent higher and degree apprenticeship vacancies in and around York

Plowman Bros - Design Engineer (Higher)

Garbutt & Elliott - AAT Private Clients Assistant (Higher)

City of York Council - Facilities Management (Degree)

Nestlé - Operations (Degree)

Searching and applying

General apprenticeship vacancies:



[gov.uk/apply-apprenticeship](https://www.gov.uk/apply-apprenticeship)

Construction apprenticeship vacancies:



tinyurl.com/citbapprenticeships

Don't be afraid to approach employers direct with a CV

To receive the York vacancy and events e-newsletter, find out more information, or if you'd like to recruit an apprentice, contact the council-led York Apprenticeship Hub:



york.gov.uk/yorkapprenticeships



york.apprenticeships@york.gov.uk



@yorkapprenticeships



@yorkapprentices



01904 553732

Five top tips on applying:

- 1.** Have a genuine interest in the position you are applying for.
- 2.** Read the job description carefully. Your answers to questions should link in with the key elements of the apprenticeship.
- 3.** Do your research and demonstrate that you know about the company.
- 4.** Tailor your answers to the job description. Use examples from work experience, school or college studies, volunteering or hobbies.
- 5.** Ensure you use spell check and a sensible email address.