

Employing an apprentice in Frome



Why Apprenticeships?

Help to boost your business

You can now employ apprentices at all levels, from school leavers to people that want to further their careers or change direction completely.

Apprenticeships last a minimum of 53 weeks, with apprentices spending at least 20% of their time on training with your chosen provider. This makes apprenticeships a viable way to expand the skills within your workforce. There is no age-limit, and training can be adapted to suit your business needs.

Benefits of taking on an apprentice

Choosing an apprentice is an effective way for any business to grow talent and develop a motivated, skilled and qualified workforce. Apprenticeships can bring new people and skills into your business, or they can be offered to existing staff to provide them with the training and qualifications you may want them to gain to help your business grow.

96% of apprentice employers say their business has benefited, and that overall productivity has improved by **76%**.

Other benefits of apprenticeships include:

- Increasing employee satisfaction
- Reducing staff turnover and recruitment costs
- Diversify and freshen up your workforce
- Training can be adapted according to the needs of your organisation

How much will it cost?

If you have a payroll of under £3 million per annum, you will only pay 5% towards the cost of training and assessing your apprentice so is a great way of bringing training, skills and qualifications into your business without incurring huge training costs.

Employers with fewer than 50 people working for them will not have to pay the 5% contribution for an apprentice who is aged between:

- 16-18 years old
- 19-24 years old and who has previously been in care or who has an Education, Health and Care plan provided by their local authority. All employers will receive £1,000 if, at the start of the apprenticeship, the apprentice falls into either of the two categories above.

The current minimum apprenticeship wage is £3.70 per hour; however, it may be better to pay a little more to attract the right apprentice into your business.

Selecting a training provider

Frome Town Council is keen to help match businesses in and around Frome with a suitable training provider. Once selected, your training provider can give you the help and support you need when you take on an apprentice. This can include:

- Finding the right apprenticeship for you
- Preparing your apprentice for your organisation
- Making sure your apprentice is working in the appropriate environment
- Finding the right pace of learning for your apprentice
- Working with you to make sure your apprentice is learning the relevant skills

Hiring an apprentice

Your training provider may be able to find a suitable apprentice for you, or you may wish to find an apprentice directly. If so, Frome Town Council can help you find the right person for the apprenticeship.

We are here to help you throughout the recruitment process, from help writing your apprenticeship advert to assisting with interviewing and selection.

Pre-apprenticeships and traineeships

More and more business, of whatever size, are looking at ways that they can give back to their community. Many are doing this by taking on young people as Trainees on what are called Pre-Apprenticeship programmes.

These programmes are aimed at 16 – 24 year olds who are struggling to enter the workforce due to lack of skills, confidence and qualifications. You can help by offering a young person a Traineeship placement for between 6 weeks to 6 months to give them the confidence they need to help them move up to an Apprenticeship role or into full-time employment.

Contact

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