

Could an apprentice help your organisation?

This week is National Apprenticeship Week, running from Monday 8th to Sunday 14th February.

Recruiting an apprentice can help bring fresh talent and skills to organisations, or boost the existing skills and knowledge of staff, helping employers build a workforce with future ready skills. In fact, a [report](#) by the Department for Education published in March 2020 showed that of 4,000 employers, 86% felt apprenticeships helped to develop the relevant skills needed by the organisation.

And, with the [Government](#) extending their incentive to employers who take on a new apprentice before 31 March 2021, there is no better time to consider how an apprentice can support your organisation.



Six reasons to embrace apprenticeships

1. Your apprentice will make valuable contributions

Frameworks are being phased out and replaced by new standards. Standards are developed by employers and industry experts to be occupation focused, which means the learning happens throughout the apprenticeship. There's an assessment at the end to prove the apprentice can carry out all aspects of the job, so they're ready to make valuable contributions.

2. You can fill skills gaps in your organisation

There is a huge variety of standards to choose from, each designed to set out the skills, knowledge and behaviours needed for an occupation. This means they're responsive to the wants and needs of your organisation – now and in the future.

3. If you can't find a standard to meet your business needs, you can help develop one

If there's a specific standard you're looking for that isn't currently available, you can join a 'trailblazer' group to develop it. Find all the details of how to get involved on the [Institute for Apprenticeships](https://www.institute-for-apprenticeships.org.uk/) website.

4. They create opportunities to bring in new talent at any level

Anyone over the age of 16 who's living in England can apply for an apprenticeship. Apprenticeships are available from Level 2 (GCSE equivalent) right through to Levels 6 and 7 (equivalent to a bachelor's or master's degree). Some may also offer additional professional qualifications, such as ACCA. You'll set the entry requirements for each of your apprenticeships. You can check the relevant standard to see the typical entry requirements.

5. They'll help you to upskill or retrain current employees

Apprenticeships aren't only suitable for bringing in new employees. They're also ideal for upskilling or retraining existing employees – of any age, and at any level. The important thing is that the apprentice will develop new skills to help them succeed in their chosen occupation.

6. You can work with your provider to deliver training flexibly

An apprentice must spend at least 20% of their time completing off-the-job training – but the style, location and timing of training varies. It can be delivered in a way that suits you and your training provider, allowing your apprentice to learn the knowledge, skills and behaviours required for their role. It could be a block of time in a residential setting, or online learning to fit around an apprentice's shifts, for example.

Want to find out more?



The Academy at Central Bedfordshire Council offers a variety of apprenticeship programmes including customer service, business administration, Adult Care, Early Years and education (Teaching Assistant). As well as supporting apprentices, The Academy works closely with employers, offering free training for the apprentice's mentor.

For more information please contact The Academy at Central Bedfordshire Council on 0300 300 8131 or email academy@centralbedfordshire.gov.uk.

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