

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. You would be employed for a minimum of 12 months and usually work and train for 37 hours per week. However they can be completed on a part time basis.

Apprenticeship levels		Equivalent
● 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 delivers the theoretical side to the apprenticeship. This supports the skills, knowledge and behaviours you will be developing for that job role.

There are a number of ways of receiving training:

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

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

In the first year, apprentices must be paid at least the minimum apprentice wage of £4.30 per hour, however vacancies in York are offering on average **£233 per week or £6.30 per hour*** (starting salary).

After 12 months, all apprentices must be paid at least minimum wage for their age.

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.**



Future options

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

Employability

Apprentices are trained in the skills that employers are looking for. They 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

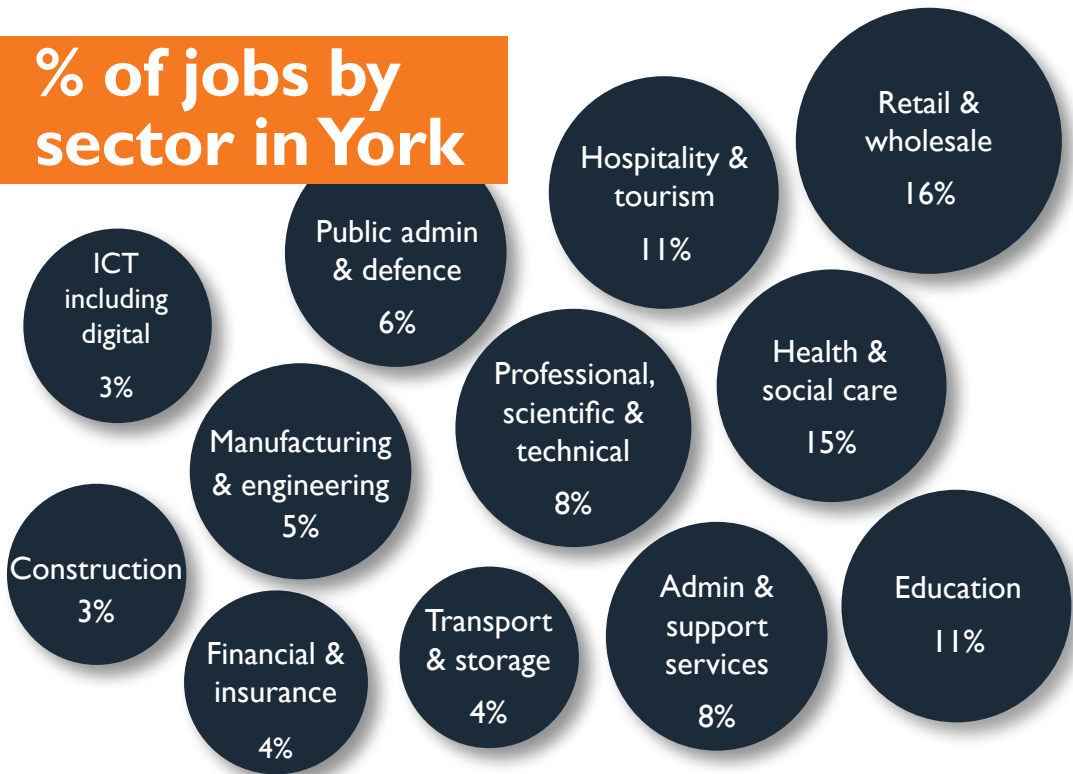
There are over **600** different apprenticeship standards covering most job roles.

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

*Source: www.gov.uk/apply-apprenticeship, average wage of York vacancies within 10 miles at 13.08.21

**Source: National Apprenticeship Service 2017

% of jobs by sector in York



In 2018/19, 1350 people started an apprenticeship in York

Recent apprenticeship vacancies in York

Intermediate

Pharmacy Assistant - Priory Medical Group - £172 per week

Construction Operative - B Jeffrey Construction Ltd - £233.60 per week

Advanced

Lettings Adviser - Countrywide Surveying Services - £250 per week

Automation Engineer - Potes Smart Homes Ltd - £267.30 per week

Higher and Degree

Quantity Surveyer - McCarthy & Stone Development - £346.15 per week

Communications Assistant – Morgan Sindall Plc - £576.92 per week

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

Local success stories

Libby Bolton

**Indigo Greens
Estate Agents**

Previously of Vale of
York Academy

“I decided to go down the apprenticeship route as I always knew that I wanted to get straight into a working environment. I also thought that each day would be different and overall I would get a better understanding of the career path I wanted to take.

On a day-to-day basis, I talk to buyers and sellers and take enquiries, typically to either book a viewing or ask for a valuation. I also make sure all my correspondence with clients is kept up to date and on the system. My favourite thing to do is to go on viewings as you get to see all types of houses.

The training has helped me massively and I have learnt so much about the different aspects of estate agency work. I love the fact that the role is so varied. I would say if you know what career path you want to go down, then you should definitely consider an apprenticeship. Since starting I have gained a lot of confidence and it's made me realise I can do so much when I put my mind to it. This is the happiest I've ever been.”



Alfie Thompson

City of York Council

Previously of
Archbishop
Holgate's

“During my apprenticeship I've been involved in lots of different areas of work, including air quality, licensing (personal and premises licences), out of hours enforcement and trading standards issues. My apprenticeship has given me both theoretical and practical experience.

My level of confidence has increased and I have built some great relationships with colleagues, as well as giving me experience of dealing with the public.

The best advice I could give is to explore all the different progression routes when you finish school. University is not the only option. An apprenticeship offers the best of both worlds and the experience you gain will be vital in years to come.”



Examples of employers who hire apprentices in York

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

McDonald's

S Y L
SIMPSON

HISCOX

Legend

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

Higher and degree apprenticeships

In 2018/19, over 75,000 people started a higher or degree apprenticeship in the UK and numbers are growing rapidly

Higher apprenticeships provide an opportunity to gain Level 4 qualifications or above which includes: higher national diploma, foundation degree bachelor's degree and master's degree. Typically, these apprenticeships take between 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 is tough - partly because there is a limited number of vacancies, but also because apprentices don't pay for the training (**saving up to £27,000 of student fees**). They also receive a wage and a contract of employment.

Entry requirements usually include at least five GCSEs grades 9-4 or A*-C (including English and maths), as well as a Level 3 qualification such as A level, NVQ, or BTEC. Some employers require applicants to have studied subjects relevant to the apprenticeship.

Developments in York

City of York Council is working with employers, training providers and higher education institutions to grow higher and degree apprenticeships in the city. However as vacancies are still limited, you may want to expand your search area to include travel-to-work areas such as Leeds.

To search and apply, go to [gov.uk/apply-apprenticeship](https://www.gov.uk/apply-apprenticeship)

Note many employers advertise their vacancies on their own website

Recent higher and degree vacancies in and around York


Audit and Accounts - BHP Chartered Accountants

Buyer/Quantity Surveyor - McCarthy and Stone Development Ltd Shop Manager - Peacocks Clothing

Communications Assistant - Morgan Sindall Plc

Searching and applying

General vacancies:

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

Construction vacancies:

 tinyurl.com/citbapprenticeships

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

For more information, to receive the York vacancy and events e-newsletter, 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](https://www.facebook.com/yorkapprenticeships)

 [@yorkapprentices](https://twitter.com/yorkapprentices)

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.