

MODERN APPRENTICESHIP INFORMATION FOR EMPLOYERS

About Modern Apprenticeships

“Modern Apprenticeships (MAs) are used by many employers to train new employees and up-skill existing members of staff. A Modern Apprentice could be a new recruit or an existing member of staff who would benefit from significant new knowledge and skills. Modern Apprentices get the skills they need while working to achieve a recognised qualification – meaning they’re a real asset to a business. Skills Development Scotland (SDS) contributes towards the cost of training via a training provider that works with the business.” *Skills Development Scotland*

Training for Care can help your organisation to recruit an MA

Training for Care has a contract with SDS to provide MA training and there are **three** main approaches we would recommend to employers wishing to recruit a Modern Apprentice.

1 Give one of our students a work experience placement

Training for Care runs *Employability Fund* courses for young people who are interested in a care career. Students on these courses attend a half day tutorial session at Training for Care once a week to assist them in acquiring employability skills and care sector knowledge and attend a work placement 4 days per week for up to 8 weeks. Employers who offer work experience placements get the opportunity to assess the young person’s suitability for employment and, if things go well, they may choose to offer the student a job. The young person can then progress onto one of our MA programmes to gain an SVQ qualification in social care or childcare.

2 Advertise a vacancy through the SDS MA website

Training for Care can advertise a vacancy for your organisation through Skills Development Scotland’s MA website <https://www.apprenticeships.scot/take-on-an-ma>. Once applications have been received we will work with you to assist with recruitment as required by your organisation and will interview the candidate for our MA programme.

3 Advertise a vacancy through your organisation’s normal channels

Your organisation advertises a job vacancy identifying it as an MA post. Once a potential employee has been identified we will work in partnership with you and interview the candidate for our MA programme.

Training for Care recommends that all potential MA trainees should be given a trial/probationary period by the employer before commencing their training, to ensure that they are settled and ready for assessment.

Benefits to Employers

- The opportunity to try out a potential employee by offering a work placement
- Assistance with staff recruitment and identification of appropriate applicants
- Motivated young people looking for a career will be attracted to apply
- New or existing employees under 20 years of age will be fully funded
- New or existing employees between 20 and 25 years of age will be partially funded
- New or existing employees between 20 and 29 years of age with additional support needs who are eligible for MA Enhanced Funding (Disabled/Care Experienced) will be fully funded

FAQs Overleaf

FAQS

Q How much do I need to pay a Modern Apprentice?

National minimum wage levels for apprentices are set by UK Government (info at www.myworldofwork.co.uk), but how much you pay is at your discretion and many employers choose to pay more.

Q What hours should they work?

Their hours should be in accordance with your usual business practices. Annual leave and sickness absence should also comply with your company's policies and procedures.

Q Will they need time out of the workplace for training?

This depends on the type of apprenticeship they are doing and their level of experience. We have a range of delivery models including weekly or monthly day release and evening programmes. More details can be found at www.tfcscotland.org.uk in relation to specific programmes or please contact us to discuss further.

Q What qualification does the apprentice achieve?

Childcare MAs at practitioner level will gain Social Services Children and Young People SCQF7 SVQ3. Social Care MAs working at assistant level will gain Social Services and Healthcare SCQF6 SVQ2. Candidates will also achieve IT and numeracy core skills.

Q How long does it take to complete the qualification?

Completion can range from 9 to 16 months depending on the type of apprenticeship they are doing and their level of experience. There is some flexibility to fit with individual needs with some students achieving ahead of schedule and other requiring additional time depending on circumstances. Course duration information can be found at www.tfcscotland.org.uk.

Q How much supervision does an MA need?

In addition to the usual supervision requirements of any inexperienced or new member of staff MAs benefit from having a mentor in the workplace to support their learning. We request that employers assign a named mentor to each MA with whom our assessor will liaise closely. This ensures all parties involved understand what is required of them and it will help the assessment process to run as smoothly as possible.

Q How do I apply?

Application forms are available for download on our website www.tfcscotland.org.uk. Completed applications should be signed by both the candidate and the employer and should be sent to Training for Care, 12 – 14 Logie Green Road, Edinburgh, EH7 4EZ or a scanned copy of the signed application form can be sent to info@tfcscotland.org.uk. Please get in touch with us by email or by phone 0131 556 7773 if you would like us to send you an application form or wish to discuss any aspect of our SVQs or Employability provision.