



SOTHERBY ROAD | MIDDLESBROUGH | TS3 8BT



**Interested in taking on an apprentice  
or just want more information?**

**CALL TODAY!  
01642 282 222**

# **EMPLOYERS GUIDE TO APPRENTICESHIPS**

**Childcare, Dental Nursing and Health & Social Care**

**We have enthusiastic apprentices  
ready for you to select to be part of your work force.**



**OVER 80% OF THOSE EMPLOYERS WHO EMPLOY APPRENTICES AGREE THEY MAKE THEIR WORK PLACE MORE PRODUCTIVE**

## WHAT IS AN APPRENTICESHIP?

Apprenticeships are work-based training programmes designed around the needs of employers. you can use apprenticeships to train both new and existing employees. most of the practical training will be 'on the job' at your premises and the knowledge will be delivered at shape training once a week



## SHAPE TRAINING

If you would like to see your business grow and staff succeed, you can be confident that Shape Training will support you to achieve that target. We work with many local employers enhancing their business by developing employees' skills which benefit their company.

## We Can Be Your Recruitment Solution!

Using our extensive experience and robust matching process, we help you select apprentices who are right for your business.

## A Positive Difference!

Our apprentices take part in a Shape induction to prepare them for work, so from day 1 they will make a positive difference to your company.

## Let's Be a Team!

We work in partnership with employers to support Shape learners, tailoring their training to benefit your business, your productivity and your profitability.

## We go the extra mile!

When you take on a Shape apprentice you may have the opportunity to take on a Level 1 trainee for FREE! Please ask your Engagement Officer for more details.

**92% OF EMPLOYERS WHO EMPLOY APPRENTICES BELIEVE THAT APPRENTICESHIPS LEAD TO A MORE MOTIVATED & SATISFIED WORKFORCE**

**ONE IN FIVE EMPLOYERS ARE HIRING MORE APPRENTICES TO HELP THEM THROUGH THE TOUGH ECONOMIC CLIMATE**

# SAVE £5428

AGE OF EMPLOYEE	MIN WAGE PER HOUR	COST PER WEEK 30hrs pw	COST PER ANNUM 30hrs pw
21+	£6.08	£182.40	£9484.80
18-21	£4.98	£149.40	£7768.80
16-17	£3.68	£110.40	£5740.80
<b>APPRENTICE</b>	<b>£2.60</b>	<b>£78</b>	<b>£4056</b>

These rates are subject to change, information was correct at time of printing- July 2012

## EMPLOYER'S RESPONSIBILITIES

You need to give apprentices a contract of employment, an induction into their role and provide on-the-job training. You are responsible for paying your apprentices' wage of £2.60 an hour (£2.65 from October 2012). Employment must be for at least 30 hours per week, training at Shape is included in these hours. You need to be willing to employ an apprentice for at least 12 to 24 months

## WHAT WILL YOU DO WITH YOUR SAVINGS?

Take on another apprentice? (You will still save £1372.80, two apprentices are cheaper than one 21 year old employee). Develop your business and its facilities? Buy new equipment or uniforms?

**83% OF EMPLOYERS WHO EMPLOY APPRENTICES RELY ON THEIR APPRENTICESHIPS PROGRAMME TO PROVIDE THE SKILLED WORKERS THEY NEED FOR THE FUTURE**