

Apprentices – know the facts

What is an Apprentice?

Apprenticeships combine practical training 'on-the-job' with study. Apprentices earn a salary and work alongside experienced colleagues to gain job-specific skills. A lot of Apprentices are school leavers but not all and anybody 16 or over, living in England and not in full-time education can apply.

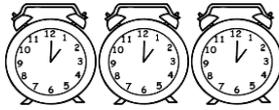
Our existing staff can undertake apprenticeships too to gain new skills, experience and a qualification.

apprenticeship roles

Apprenticeships are available in 1500 different occupations and the Company currently employs a number of Apprentices in a range of areas including Medical Engineering, Estates, Facilities, Community Equipment and Procurement. Our ambition is to grow our apprentice workforce significantly and by 2022 to have a robust and well developed workforce with the skills and knowledge to have a really structured career path with the organisation.

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The Company uses Schedule 21 as a guide to pay new recruits to the apprentice scheme. This pays a % of the final salary for the role and ensures a consistent and simple approach that reflects the length of training and offers yearly progression of salary. **Our rates are very competitive with starting salaries (2019/20) of between £14,250 and £14,700 depending on the type of apprenticeship.** The expectation on completion of the training is that the pay would reflect the Grade for the role.



Apprentices would normally be expected to work for at least 30 hours per week.

Employees under the age of 18 are entitled to two days off per week, a daily rest break of 12 consecutive hours and a rest break of at least 30 minutes if the working day lasts more than 4.5 hours. Young workers normally will not work more than 8 hours a day and 40 hours a week.

For employees aged 18 and over usual working time directive rules apply.



Apprenticeships can last from 1 to 4 years, depending on the level of qualification the apprentice is studying for.



Most of the training is 'on-the-job' and other training is dependent on the role.



We want to attract new talent to develop a motivated, skilled and qualified workforce who are able to bring in a lot of fresh ideas that can greatly benefit an organisation and patient care.

Apprentices are likely to need extra support but this doesn't mean they can't work unsupervised. For some Apprentices this could be their first job since leaving school so may need some help to settle into the workplace.



What about out of hours work?

Apprentices can work out of hours but for young workers (under 18) you need to ensure that you adhere to the above rules. For Apprentice roles where substantive staff work 24/7, the Trust guidance is that while Apprentices are able to work the full range of hours the regularity of anti-social hours should be less. i.e. weekend and night shift working a maximum of once in a six week time period.



If you think an Apprentice role with Calderdale and Huddersfield Solutions is for you please look on NHS jobs or our website at [to ADD CAROLE](#) and use the key word 'Apprentice'. We hope to see you soon ☺