

Question: What do the Food and Drink industry have in common with Youth Work, Paralegal Practices and Horticulture?

Answer: They all offer Modern Apprenticeships!!!!

We've all seen the term 'apprenticeship' appear more frequently on the news, in the press and in the recruitment sections of job search websites. To start with the term 'apprenticeship' has had something of a makeover!! The new name is now 'Modern Apprenticeship' (MA) and they can be offered to school leavers, college leavers and even university graduates.



They can vary in length, level and content but they all must include the 5 core skills that employers want, namely – Communication, Numeracy, Problem Solving, Team Working and IT. There are now frameworks in place for over 80 different types of MA covering industries as diverse as Aquaculture, to Health Care and Creative and Digital Media.

There is huge demand from employers to have a young skilled workforce and many combine on the job learning with additional qualifications in-house or through a college or training provider. The duration of an MA can vary depending on the role, remit and qualification structure that the modern apprentice is signed up to. They are definitely on the increase and some are even beginning to creep into the school curriculum.

At Calderglen we are very excited for our young students who will shortly complete their Engineering Foundation Apprenticeship with East Kilbride Group Training Association at the end of May.





A wee word about equalities:

Apprenticeships are available to both sexes. We need more young people to be challenging job stereotypes. With new and emerging technologies such as Digital Skills, Renewable Energies and Artificial Intelligence the potential is there for individuals to base subject choice on where jobs of the future will be, regardless of gender.

So you might well be wondering what on earth is a Foundation Apprenticeship (FA) and what value does it actually have?

A Foundation Apprenticeship is a blended learning approach which brings together learning in the classroom with work based experience and an accredited qualification. Pupils are released from class and work with real employers on real projects, gaining the equivalent of a Higher Award in a vocational subject. Some of the elements of an actual Modern Apprenticeship (MA) are included, meaning that the young people already have a head start in the workplace.

And it just gets better ...

Breaking news – the following universities are currently accepting FA Engineering as part of entry: University of the Highlands and Islands, Robert Gordon and also Strathclyde Engineering Academy.

In fact UCAS (Universities and Colleges Admissions Service) have just launched their brand new website which proudly features its very own [apprenticeships advice service](#) .featuring post-16 and post-18 opportunities. You'll also find a dedicated [degree and professional apprenticeships section](#) which profiles current programmes in more detail.

So back to Modern Apprenticeships...

Now that we know more about an MA, how do we find one? There are quite a few websites which specialise in advertising MA's for example www.apprenticeships.scot and www.apprenticeshipsinscotland.com. On these you will find a variety of types of apprenticeships.

Other websites such as www.apprenticeships.qa.com have more of a focused approach, advertising specific types of MA e.g Digital Marketing, IT Systems & Networking, Software & Web Development, Project Management and Business.

You might also wish to contact companies "speculatively" that is, you approach them directly to see if they would consider taking you on as an apprentice. You might do this by sending the companies you'd like to work with a copy of your CV with a covering letter/e-mail or by phoning or visiting them in person. You could also contact local colleges and training providers and seek advice about contacting companies they provide off the job training for.

Timing is everything!! Although you can find MA opportunities at any time of the year, the main recruitment period tends to be from January to April as most MA programmes will be looking for school leavers to start in August. This means you must start looking well before you will be leaving school!!!

So what next?

Your Modern Apprenticeship won't limit what you can do in the future – it's likely to open up your opportunities.

Our research shows that most people (92% of those surveyed) who complete an apprenticeship are still in work six months later. And 70% of those former apprentices stick with the same employer, too.

In some industries, you can work your way up through an apprenticeship programme to the highest level of Professional Apprentice. In others, you might end up going on to an HND or Degree course.

It's a win win situation! – you come out at the end with a qualification and experience – both things that employers want to see on your CV.

Over 15,000 companies offer Modern Apprenticeships, including many of Scotland's top employers.

GET A JOB

A proper job with a proper employer - many of Scotland's biggest and best businesses are involved.



Let's Recap!!

- An MA can be an alternative pathway to traditional routes of college, training and university but it can also be an opportunity for someone who has done any of those things. Anyone aged 16 – 25 is eligible to become an MA.
- It's a way of being paid for doing a full time job and learning at the same time, acquiring skills and knowledge that will be used everyday in the job.
- The duration of a Modern Apprenticeship is determined by the employer but the experience, skills and knowledge that the MA gains will stand them in good stead for other jobs.
- Many will offer the opportunity to gain further qualifications either through training or college support.