

people:skills:jobs:



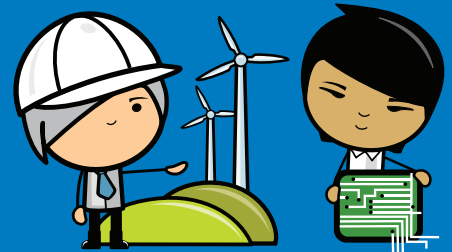
Department for

**Employment
and Learning**

www.delni.gov.uk

APPRENTICESHIPS WHICH ONE WORKS FOR YOU?

INFORMATION LEAFLET FOR EMPLOYERS



ApprenticeshipsNI is a Northern Ireland apprenticeship programme. It offers apprenticeships at Level 2 and/or the higher Level 3, in a diverse range of work areas. It can be available to both existing and newly recruited employees. Employers play a vital role in the ApprenticeshipsNI programme by ensuring quality instruction in the workplace and supporting 'off-the-job' training i.e. the training time spent with a local Training Supplier.

How it works

Apprentices must be employed on a permanent contract with a Northern Ireland based company to work a minimum of 21 hours; this includes the time spent on the 'off-the-job' training. The Training Suppliers used are contracted with the Department for Employment and Learning to deliver training for regulated qualifications and their assessment. The employer arranges quality in-house work instruction with the apprentice working alongside experienced staff as they learn the trade. Apprenticeships usually take between two to four years to complete with the apprentice gaining Vocational Qualifications. A Personal Training Plan is discussed and agreed between the employer, the partnered Training Supplier and the apprentice. There are over 100 apprenticeships to choose from and each has a structure (or framework as it is more commonly known). Sector Skills Councils, Standard Setting

Bodies and Industry Representative Bodies work with employers and partners to develop the Occupational Standards thus ensuring that training is relevant and tailored to the needs of the sector. Wages are agreed between the employer and the apprentice however minimum wage rates do apply. Specialist Support Services can be made available to apprentices requiring additional support e.g. for those with a disability or with personal, social and / or learning needs.

Benefits

By investing in apprenticeships you help build Northern Ireland's reputation as a region of highly skilled workers. Providing relevant training can help avoid skills shortages and increase productivity. As an employer and business person you can reap a range of business benefits. A motivated and loyal workforce will help prepare your business for future challenges. It is widely held that employers can use apprenticeship programmes to identify the leaders and managers of the future. For those aged under 25 years the Department for Employment and Learning undertakes to pay the full costs of the 'off-the-job' training included in the ApprenticeshipsNI framework for the duration of the apprenticeship and contribute 50% of funding for those aged 25 years and over. You can also receive incentive payments at the completion of each apprenticeship. The overall funding is determined by the complexity and level of the apprenticeship framework followed. Employer incentive payments can range from £250 to £1,500.

**YOU OWE IT TO YOURSELF AND YOUR
EMPLOYEES TO FIND OUT MORE**

Employer experiences



Northern Ireland Electricity (NIE) own and operate the Power Transmission and Distribution network. This involves recruiting and developing employees including apprentices for the planning, development, construction and maintenance of the network. NIE appreciate the value of the ApprenticeshipsNI programme and has committed to Apprentice programmes for more than 30 years, firmly believing that the best way to develop highly skilled, motivated, enthusiastic and committed employees is through the Apprenticeship programme. Harry McCracken, Managing Director said:

“Many of our apprentices have attained additional skills, over and above their normal job roles. This has led to a multi-skilled workforce enabling NIE to improve productivity and business efficiencies, meet Government Regulatory targets and deliver a business benefit to the company. An apprenticeship provides the opportunity for individuals to develop their career to the maximum potential. A number of our senior managers started their career as an apprentice.”

Fusion Heating Ltd offers products and services in five key areas - Renewable Technologies, Domestic Services, Social Housing, Energy Performance Certificate and Manpower Services. They believe that if they don't encourage people into the plumbing trade then they are contributing to the skills shortage already facing the sector so they offer excellent training and development opportunities to all of their staff to enable them to progress and develop in that sector as well as the more traditional energy areas. Bill Cherry, Managing Director said:

“As a SME-business we need to be able to exploit all market sectors and our apprentices, working through the ApprenticeshipsNI programme, are a vital part of the team in this regard.”

Phoenix Gas was first established in 1996 as a gas transmission and distribution business and the core objective was to build and operate one of the most modern and environmentally friendly downstream natural gas network systems in Western Europe. Now local, national and international partnerships have delivered an investment of over £500 million into the Northern Ireland economy through the wider Northern Ireland natural gas industry. Peter Dixon, Group Chief Executive, Phoenix Energy Holdings said:

“The ApprenticeshipsNI programme has helped us train and develop the apprentices we need for the long term success of our business. Our apprentices add to our organisation making it more effective, competent, productive and competitive by addressing our skills gaps directly.”

HEAT Ltd specialises in the design, installation and maintenance of central heating systems in the social housing market sector within the UK, Northern Ireland and the Republic of Ireland. HEAT devised a strategy to develop an apprentice training programme to produce central heating engineers skilled in plumbing, electrics and gas. John Morgan, Resource and Communications Director said:

“The overall benefit to HEAT is the development of a cohort of committed technical experts who will be sufficiently motivated to make long-term contributions to the company. Apprenticeships are a sound response to skills shortages and we are showing our commitment to building a better future for Northern Ireland through the ApprenticeshipsNI programme.”

To find out more and view a full list of Training Suppliers and Frameworks visit nidirect.gov.uk/apprenticeshipsNI

Helpline: **0800 0854 573** (Monday - Friday 9:00 am to 5:00 pm)

Text Freephone: **0800 3280 824** (For use by deaf people or those with communication difficulties).

Email: ApprenticeshipsNI@delni.gov.uk

Some areas of information in this leaflet are subject to change.
This leaflet can be made available in other formats if required.