

Apprenticeships Myth Buster

Thank you for attending our Technology and Skills event at the Wolverhampton Science Park on the 3rd May. A number of interesting points were raised at the event and in response to these and the apprenticeships survey that was commissioned before the event, the Black Country LEP have put together this mini guide to deal with some of the common myths that surround apprenticeships.

MYTH

“Apprenticeships aren’t available or are unsuitable for the skills of my business?”

New standards have been designed by employer groups to specifically meet the needs of the industry. The standards include not only job skills but also the required behaviours and include a final test called an ‘end point assessment’.

[Click here to see the full range of apprenticeships available](#)

MYTH

“Apprenticeships are only for trades and administrative roles?”

There is currently a huge range of apprenticeships from introductory to degree level They’re not just for trades and administrative roles as they range from manual tasks to managerial skills.

[Click here to see the full range of apprenticeships available](#)

MYTH

“Apprenticeships are only for young people and school leavers?”

Historically this is correct but in recent years the age limit has changed. Any person of any age can become an apprentice. As an employer, you can also use the apprentice role to upskill existing staff taking on new roles.

[Click here for a technical guide on employing apprentices](#)

MYTH

“In my business, employing graduates are the only way to fill high paid vacancies?”

Many employers have found that by taking on degree level apprenticeships, the new starter will not only benefit from training but also the apprentice can be taught the company values during the apprenticeship. Many high status careers value the skills that are taught during an apprenticeship.

[Click here to find out more about High degree apprenticeships](#)

MYTH

“I’ve heard of people employing apprentices but they still weren’t able do the job at the end of their apprenticeship?”

The government have recently introduced an End point assessment. This is like a final exam which takes place once the apprenticeship comes to an end. The employer has to sign off the apprentice and confirm that they’ve met the standards that have been set out for them.

[Click here to find out about the end point assessment](#)

MYTH

“Every company has to pay the apprentice levy?”

Only 2% of companies will even pay the levy but none levy paying companies will be expected to pay up to 10% of the apprentices training fees as well as the apprentice wages.

[Click here to find out about the apprentice levy, when you have to pay it and when to report your payments](#)

MYTH

“I can use the apprentice levy to train my workforce?”

You can only use your apprenticeship levy pot to fund apprenticeship training. It cannot be used for other types of training.

[Click here for a fact sheet on employer rules](#)

MYTH

“I can use the apprentice levy to pay the wages of my apprentice?”

No. The levy can only be used to pay for the training costs associated with the apprentice.

[Click here for information on apprenticeship funding including details on funding bands and the apprenticeship levy](#)

MYTH

“Apprenticeships aren’t what they used to be?”

Fact – New reforms have introduced new employer led requirements. A minimum training term and an end point assessment involving the employer to ensure that apprenticeships are of a high and robust standard to support your business for many years to come.

[Click here for the apprenticeships standards funding rules for 2016 to 2017](#)

All of the above information is available online from 3rd party sites. All information and links were correct at the time of writing.