

# IT apprenticeships: a guide for employers

## What are IT apprenticeships?

IT apprenticeships enable you to recruit and train new staff. An IT apprentice works for you, while learning the skills they need to become a valuable team member. Their training typically lasts 1-2 years.

**On-the-job training**  
at your workplace.



**Technical skills**  
tailored to the  
technologies you use.

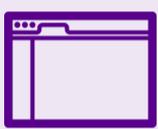
**Off-the-job training**  
with a local college,  
university or private  
training provider.



**Business and interpersonal skills**  
such as team working,  
customer service and  
project management.

## What can IT apprentices do?

Your IT apprentice will learn to do one of a variety of jobs that are in demand today – you choose which one. Your training provider will then tailor your apprentice's training to meet your business needs.



**Software Developer**



**IT Technician**



**Database Developer**



**Cyber Security**

### Meet an IT apprentice

**Age:** IT apprentices can be any age, but are typically 16-23.

**Qualifications:** it's up to you. Some employers look for apprentices with GCSEs or A levels. Others just look for aptitude and passion.

**Attitude:** all apprentices are interested in technology, full of energy and eager to learn.



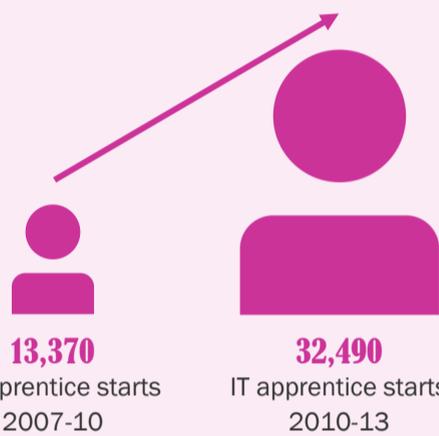
## Why hire an IT apprentice?

IT apprenticeships enable you to build a motivated, skilled and loyal workforce. More and more companies are realising this, with the number of IT apprentices soaring in recent years.

**96%** of apprentice employers say they're beneficial to their business

### Top 5 reasons to hire

1. Grow your team while keeping staff costs down.
2. Make hiring simpler and cheaper.
3. Develop new recruits to meet your needs.
4. Free up senior people to do what they do best.
5. Give your team new skills and energy.



## What do other employers think of IT apprentices?

The vast majority of businesses that hire IT apprentices are satisfied with them. They also report extra benefits, such as increased productivity, staff morale and retention, and fresh thinking and ideas.

**Satisfaction**  
with using IT  
apprenticeships to fill  
vacancies



**92%**  
are very or  
fairly satisfied.

**Cost**  
of making  
apprentices  
productive



**92%**  
say as expected or  
better.

**Time**  
for apprentices  
to become  
productive



**92%**  
say as expected or  
better.

*“Apprentices bring new skills, enthusiasm and therefore, through working with them, new products.”*

**David Mendus, Founder, Spedi Software**

## What will an IT apprentice cost me?

How much you pay your apprentice and how much their training costs you depends on their age. There's a minimum wage for apprentices, but most IT employers pay more. Grants are available to help too.

### Apprenticeship Grant for Employers (AGE)

**£1,500**  
per apprentice  
up to 10 apprentices

For companies with fewer than 1,000 employees, new to apprenticeships and recruiting apprentices aged 16-24.

### Training

**Free**

If your apprentice is aged 16-18, the government pays for training.

**50%**

If your apprentice is aged 19-24, the government pays half.

### Wages

**£2.68** per hour

The current minimum wage for apprentices aged 16-18 or in their 1st year of training.

This will be more for older apprentices and those in their 2nd year.

### Time



Your apprentice will need help to settle in. Dedicate some time to them and they'll soon get up-to-speed.

## How do I hire my first IT apprentice?



The first step to hiring an IT apprentice is to find a training provider in your area.

They'll be able to provide advice and help with recruitment, and discuss what type of IT apprentice you need.

For more information – and to find a training provider that's been recognised by industry for the quality of its IT apprenticeships – go to:

[www.e-skills.com/apprenticeships](http://www.e-skills.com/apprenticeships)