

Modern Apprenticeships

Learning on the job, while gaining a qualification and getting paid

- Modern Apprenticeships are designed for anyone who is over 16 and has left school.
- Modern Apprentices are employees, so they start earning straight away. Through a combination of work and on-the-job training, they develop valuable skills and experience as they work towards an accredited, industry-recognised qualification.
- Most Modern Apprentices would recommend this route.



How does it work?

Modern Apprenticeships are run as a partnership between an employer, a local training provider and Skills Development Scotland. They have three basic components:

- a relevant qualification (SCQF 5 to 11)
- core skills
- industry-specific training

Training usually takes place in the workplace, but there may be off-the-job learning at a training centre or college too.



Who pays?

Skills Development Scotland makes a contribution towards the cost of training, and the employer pays the Modern Apprentice.



Where does a Modern Apprenticeship lead?

With their training complete and equipped with an industry-recognised qualification, Modern Apprentices are in a great position to make progress in their careers. The latest figures from Skills Development Scotland show that of those who finished their apprenticeship:

- 91% are in work or have gone on to further education.
- Three-quarters were kept on by the same employer.
- Four out of five have already seen at least one form of career progression, such as working for higher pay or doing a job with more responsibilities.

Successful Modern Apprentices might also be able to gain accelerated entry to a Graduate Apprenticeship in a related subject.

There are around 80 different types of Modern Apprenticeship. Looking at skills, strengths, interests, ambitions and education will help a young person to find an apprenticeship that suits them. They could start their career with an apprenticeship in areas such as:

- accountancy
- childcare
- construction
- creative industries
- cyber-security
- digital marketing
- engineering
- finance
- healthcare
- hospitality
- IT and digital
- renewable energy
- science
- textiles and fashion

I wanted the hands-on experience. I learn better that way compared to sitting reading a book. It was the structure of the apprenticeship that really appealed to me - the chance to work, learn and earn all the same time.

ANNA MANSON, AERONAUTICAL
ENGINEERING APPRENTICE SPIRIT
AEROSYSTEMS

My apprenticeship has been a good experience and a great way to learn. I would say to anyone to go for an apprenticeship. I think it is one of the best ways to go about getting skilled.

CIARA MCMILLAN, ELECTRICAL APPRENTICE, DIAGEO

I am getting the chance to get trained, while I am earning and getting hands-on skills rather than going to university and maybe building up lots of debts before looking for a job.

ERIN DE GROOME, APPRENTICE STONEMASON ST MARY'S CATHEDRAL

76%
are **more**
enthusiastic
about learning

81%
say they now are
more
confident

74%
feel they have
better
long-term career
prospects

I would say to anyone who is considering an apprenticeship to go for it. It will open your eyes to so many areas where you can progress. You can go as far as you want to go and the sky is the limit.

SAMANTHA CARRICK,
FINANCIAL SERVICE APPRENTICE LLOYDS BANKING
GROUP