

FACTSHEET

The
Edinburgh
Guarantee



A positive
destination
for all

Modern Apprenticeships

A Modern Apprenticeship provides structured work-based training towards an industry approved qualification. It is an alternative way for businesses to recruit and train staff aged 16 and over, and to provide the skills, experience and qualifications required within a chosen sector without the need to study full-time. Modern Apprentices also gain a number of core skills including communication, numeracy, problem solving, team work and IT skills.

Although each MA is specific to an industry or sector, they all consist of three parts:

- ✓ on-the-job industry specific training
- ✓ a relevant S/NVQ (or alternative competency based qualification)
- ✓ a range of Core Skills.

Types of Modern Apprenticeships

The term 'Apprenticeship' is traditionally related to trades. Modern Apprenticeships are now available across a wide range of sectors and all have been developed by the industry sectors in which they will be delivered.



What's in it for my business?

- ✓ A structured way to measure staff training, personal development and performance
- ✓ Staff are trained on the job to industry-recognised standards and gain accredited qualifications
- ✓ The accredited training costs are funded by Skills Development Scotland (SDS)
- ✓ Investment of time in staff development contributes to low staff turnover
- ✓ Prevents future skills gaps within your workforce
- ✓ Demonstrates commitment to your CSR.

What does it involve?

Modern Apprentices could be new members of staff or existing employees seeking to kick start their career or increase their capability. When you take on a Modern Apprentice, you will cover the employee's wages and SDS contributes to the cost of the accredited training. The full recruitment process can be supported by the Edinburgh Guarantee and SDS. For more information see 'Our Skillsforce' website link below.

MAs can be completed within a time period suitable for the employer and employee – anything from six months to four years depending on the level of qualification. Qualifications are available at four levels giving you flexibility to choose the right level for your employees and business needs. A full list of the qualification frameworks can be downloaded from Our Skillsforce website.

What employers say

"The funding has been very important for us. I don't think we would have taken on an apprentice without it. It has given our apprentice this opportunity and a good start to all her career plans. At the beginning an apprentice can't really contribute to the business, but as they grow the business grows as well. So it is a smooth way and a low risk way to introduce someone into the company."

Katia Lebart

Owner, The Wee Boulangerie

"The introduction of apprentices not only added extra vital bodies to the Forestry Service, but also changed the whole team dynamic. Any prospective apprentice employer must understand the longer term gain and potential return on their investment. Also apprentices may develop at different rates, but the programme is flexible enough to cope with this ..."

Steven Webley

Forestry Manager

The City of Edinburgh Council

"Working with training providers means that there is minimal involvement from our own management in the guidance and evidencing required from the apprentices to gain their qualification."

Elsbeth Henderson

Head of Operations, Bank of New York Mellon management office

i How can I get involved?

Visit www.edinburghguarantee.org for more information including FAQs, news, events and case studies. You can also register for our Newsletter and Job Alerts.

For more information about support, training providers and funding, please visit www.ourskillsforce.co.uk or if you would like to speak to us call 0800 783 6000.