

## **National Assembly for Wales**

### **Apprenticeships in Wales and the UK December 2011**

This paper sets out information on apprenticeship programmes available in Wales. It also explains how apprenticeship programmes are developed and can respond to local need; examines factors that may affect completion of apprenticeships and provides information on apprenticeship programmes in other UK countries.

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## **National Assembly for Wales**

Apprenticeships in Wales and the UK  
December 2011

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Paper number: 11/067



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# Apprenticeships in Wales and the UK

## 1. Introduction

The nature of apprenticeships has changed in recent years. Apprenticeships are now available outside the 'traditional' areas of production and manufacturing, in subjects ranging from accountancy to the arts. Demand for apprenticeship training may increase in years to come as a result of factors such as higher education costs.

In 2009/10 in Wales there were **20,075<sup>1</sup> learners on Foundation Modern Apprenticeships and 16,305 on Modern Apprenticeships.**<sup>2</sup> The Welsh Government has said that its new Jobs Growth Wales programme will create 4,000 training and apprenticeship programmes each year for young people aged 16 to 24.<sup>3</sup>

By around the mid-1960s around a third of male school leavers aged 15-17 entered apprenticeships. Between the mid 1960s and 1990, the numbers of young people entering apprenticeships dropped drastically.<sup>4</sup> According to the National Apprenticeship Service, this decline was exacerbated by rising post-16 participation in full-time education, a lack of public funding for apprenticeships and the effect of the Youth Training Scheme and Youth Training programme, these programmes contributing to a poor perception of vocational training generally.<sup>5</sup>

'Modern Apprenticeships' were piloted in 1994 and underwent further significant development after that. In 2006, the UK Government commissioned a review by Lord Leitch of skills policy in the UK. His report included a recommendation that there should be 500,000 apprentices in learning in the UK by 2020.

Education and training, including apprenticeships, are devolved matters. They all, however, largely follow a 'framework' structure that sets out the requirements of each level of apprenticeship, developed in part by Sector Skills Councils.

The procedures for the issue of apprenticeship frameworks (as developed by employers, Standard Setting Bodies and Sector Skills Councils according to the specification of apprenticeship standards in England and Wales) are set out in the *Apprenticeships, Skills, Children and Learning Act 2009*.

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<sup>1</sup> Full-year basis

<sup>2</sup> [Welsh Government, \*Further Education, Work-based Learning and Community Learning in Wales, 2009/10 and 2010/11 \(early figures\)\*](#) [accessed 21 November 2011]

<sup>3</sup> Welsh Government, Leighton Andrews (Minister for Education and Skills), [Jobs Growth Wales](#), Cabinet Oral Statement, 11 October 2011 [accessed 21 November 2011] Further information on the Jobs Growth Wales programme is set out on p9 of this Research Paper

<sup>4</sup> The National Apprenticeship Service, [History of Apprenticeships](#) webpage, and Harari, D, [Apprenticeships - Commons Library Standard Note](#), 24 June 2011 [both accessed 21 November 2011]

<sup>5</sup> The National Apprenticeship Service, [History of Apprenticeships](#) [accessed 21 November 2011]

The Minister for Education and Skills, Leighton Andrews AM, recently said that:

While we are committed to retaining an all-age Apprenticeship programme, **increasingly the emphasis will be on creating opportunities for under-25s**. This was an important manifesto commitment.<sup>6</sup> [My emphasis]

In its Programme for Government, the Welsh Government says that one of its key actions **is to increase apprenticeship opportunities for young people**.<sup>7</sup>

## 2. Apprenticeships in Wales

As education and training, including apprenticeships, are devolved matters, the precise make up of apprenticeship programmes differs across the UK countries. This reflects the different qualifications structures and sector priorities in place in each country.

UK-level Sector Skills Councils ('SSCs') also input into developing apprenticeship frameworks. SSCs are employer organisations whose central role is to feed information on skills needs into policy making, including developing apprenticeship frameworks. They are also a source of information for employees and apprentices including those looking for opportunities, and play a role in publicising vacancies. Twenty-four SSCs operate across the UK and cover industries ranging from freight logistics to the arts, museums and galleries. The Alliance of Sector Skills Councils is the umbrella organisation for SSCs in the UK and has an office in Wales, and most individual SSCs also have an office or contact point for Wales.

As apprenticeships are work-based training programmes, most of the training is 'on the job'. **Funding for training is provided by the Welsh Government**, and in some cases the European Social Fund. This funding supports the cost of an apprentice's **training and assessment** and is paid directly to the organisation that provides and supports the apprenticeship; in most cases this will be a learning provider.<sup>8</sup>

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<sup>6</sup> National Assembly for Wales. Enterprise and Business Committee, *EBC(4)-01-11 Paper 1 - Evidence from Minister for Education and Skills and Deputy Minister for Skills*, 13 July 2011 [accessed 21 November 2011]

<sup>7</sup> The Programme for Government document also refers to the availability of apprenticeship opportunities through the Young Recruits Programme, which offers a wage subsidy to employers taking on a 16-24 year old apprentice and is explained in further detail on pages 4-5 of this research paper.

<sup>8</sup> Welsh Government, *Apprenticeships in Wales: Training and funding* [accessed 21 November 2011]



## 2.1. *Apprenticeship programmes*

There are three levels of apprenticeship available for those aged 16 and over in Wales:

- Foundation Apprenticeships (equivalent to five good GCSE passes)
- Apprenticeship (equivalent to two A-level passes), and
- Higher Apprenticeships.

For a **Foundation Apprenticeship**, apprentices work towards work-based learning qualifications such as an NVQ Level 2, Key Skills and, in some cases, a relevant knowledge-based qualification such as a BTEC.

For an **Apprenticeship**, apprentices work towards work-based learning qualifications such as NVQ Level 3, Key Skills and, in most cases, a relevant knowledge based certificate such as a BTEC. To start this programme, apprentices 'should ideally have five GCSEs (grade C or above) or have completed a Foundation Apprenticeship'.<sup>9</sup>

**Higher Apprenticeships** work towards work-based learning qualifications such as NVQ Level 4 and, in some cases, a knowledge-based qualification such as a foundation degree.<sup>10</sup>

An Apprenticeship Matching Service was rolled out in 2010 in pilot areas Gwynedd/Anglesey, Swansea/Neath and Port Talbot, and in 2011 Leighton Andrews AM said that:

A key development this year will be the roll-out of the Apprenticeship Matching Service. This web based service will enable potential apprentices to register, search for vacancies and apply for apprenticeships. Employers will be able to register their companies, link to local training providers and post apprenticeship vacancies.<sup>11</sup>

## 2.2. *Pathways to Apprenticeship*

There are also **Pathways to Apprenticeship**, which are an intensive, college-based option for young people unprepared for, or unable to find, an apprenticeship place with an employer. It is a year-long training for learners aged between 16 and 25 **to fast-track them to a Level 2 qualification so they can go onto a full apprenticeship**. From 2011/12, Pathways to Apprenticeships are to be aligned with the six priority sectors announced in the Welsh Government's

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<sup>9</sup> Welsh Government, *Levels of Apprenticeship* [accessed 21 November 2011]

<sup>10</sup>Ibid.

<sup>11</sup> National Assembly for Wales, Enterprise and Business Committee, *EBC(4)-01-11 Paper 1 - Evidence from Minister for Education and Skills and Deputy Minister for Skills*, 13 July 2011 [accessed 21 November 2011]

Economic Renewal Programme, namely ICT; energy and environment; advanced materials and manufacturing; creative industries; life sciences, and financial and professional services.<sup>12</sup> In September 2011, Business Minister Edwina Hart AM announced the addition of food and farming, construction and tourism to the Welsh Government's priority sectors.

The Welsh Government states in its *Youth Engagement and Employment Action Plan 2011-2015* that it will '**seek to extend the opportunities available for young people to enter apprenticeship programmes, including development of the Pathways to Apprenticeships initiative and Young Recruits programme as part of the apprenticeship offer**'.<sup>13</sup> [My emphasis]

In evidence to the Business and Enterprise Committee in July 2011, Leighton Andrews provided the following figures on the Pathways to Apprenticeships programme:

We will continue our commitment to the Pathways to Apprenticeship ['PtA'] programme as a strong route into an apprenticeship, with a special focus on youth engagement and employment. **We will deliver approximately 2,000 PtA places in 2011-12 and have secured ESF funding support to continue the programme until 2014.**<sup>14</sup> [My emphasis]

### *2.3. Shared Apprenticeship*

The **Shared Apprenticeship** programme relates to small businesses. Under this programme, more than one employer will work with an apprentice to ensure their work experience meets framework requirements.

### *2.4. Programmes related to apprenticeships*

The **Young Recruits** programme offers a **wage subsidy to employers taking on a 16-24 year old apprentice**.

Leighton Andrews said in July 2011 that a thousand Young Recruits places will be available this year and that this level of activity has been factored into contract allocations.<sup>15</sup> The Welsh Government's Programme for Government document also refers to the availability of apprenticeship opportunities through the Young Recruits programme.

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<sup>12</sup> Welsh Government, Leighton Andrews (Minister for Children, Education and Lifelong Learning), *Skills for Economic Renewal*, Cabinet Written Statement, 10 March 2011 [accessed 21 November 2011]

<sup>13</sup> Welsh Government, *Youth Engagement and Employment Action Plan 2011-15* [accessed 3 November 2011] The Young Recruits Programme offers a wage subsidy to employers taking on a 16-24 year old apprentice and is explained in further detail on pages 4-5 of this research paper.

<sup>14</sup> National Assembly for Wales Enterprise and Business Committee, *EBC(4)-01-11 Paper 1 - Evidence from Minister for Education and Skills and Deputy Minister for Skills*, 13 July 2011 [accessed 21 November 2011]

<sup>15</sup> Ibid

A new '**Pathway to Work**' for 16-17 year olds is also to be piloted. Announced in the *Youth Engagement and Employment Action Plan* for November 2011, it is described by the Welsh Government as follows:

Pilot a new '**Pathway to Work**' for 16-17 year olds which is not a new programme but the creation of a single, flexible and coherent 'routeway' for young people. **This route would combine current approaches, enhanced where necessary, into a programme which offers a flexible but integrated and continuous journey towards sustainable employment or other positive outcome. Achievements of the young person will be celebrated at key points along the pathway, including soft skills achievements.**<sup>16</sup> [My emphasis]

A number of skills training programmes also exist. The **Traineeships** (for non-employed young people) and **Steps to Employment** (for non-employed adults) initiatives are successors to Skillbuild, a programme for people not yet ready or able to enter an apprenticeship or further learning or employment opportunities. Deputy Minister for Skills Jeff Cuthbert AM has said that he expects the Traineeships programme to develop as a vocational option within the 14-19 learning pathway.<sup>17</sup>

The **Employer Pledge Programme** forms part of the Welsh Government Basic Skills in the Workplace Project and is a workforce skills training programme. The scheme is delivered in parallel with other skills support available through the **Workforce Development Programme**.<sup>18</sup>

The Welsh Government has said that its new **Jobs Growth Wales** programme, to commence in April 2012, will provide unemployed young people aged 16-24 with a job opportunity for a six month period. It is aimed at those that are job ready but have had difficulty securing employment, and participants will be paid at or above the national minimum wage for a minimum of 25 hours per week.<sup>19</sup>

Further information on some of these skills training programmes is available in a Research Paper produced by the Research Service [\*Young People Not in Education, Employment or training\*](#) (September 2011).

## 2.5. *Apprenticeships and other qualifications*

Vocational qualifications comprise a range of qualification types that include apprenticeships.

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<sup>16</sup> Welsh Government, [\*Youth Engagement and Employment Action Plan 2011-15\*](#) [accessed 21 November 2011]

<sup>17</sup> Welsh Government, News Release, [\*New programmes to help people into work begin\*](#), 1 August 2011 [accessed 21 November 2011]

<sup>18</sup> Welsh Government, [\*The Employer Pledge\*](#) and [\*Basic Skills in the Workplace\*](#) [accessed 21 November 2011]

<sup>19</sup> Welsh Government, [\*Jobs Growth Wales\*](#) [accessed 21 November 2011]

Jeff Cuthbert AM is currently leading a Welsh Government review of qualifications (including vocational qualifications) offered to the 14 to 19 age group. He has said that the review:

**will focus on what is valuable**, and what we mean by that term is **what is likely to help young people to get into employment or self-employment as a result of the courses that they study**.<sup>20</sup> [My emphasis]

The review will deliver a final report **late in 2012** and will work with partners to identify the most relevant qualifications for 14-19 year olds. In assessing the relevance of qualifications, the review will:

Focus on the value to learners in terms of preparation for and access to next steps in education, employment or self-employment, as well as **the value placed on qualifications by higher education institutions and employers**.<sup>21</sup> [My emphasis]

Work-based learning qualifications that form part of apprenticeship programmes are frequently offered at further education institutions. Higher Apprenticeship programmes can in some cases work towards a foundation degree, which both further and higher education institutions can award.

The University of the Heads of the Valleys Initiative ('UHOVI'), a strategic partnership between the University of Glamorgan and University of Wales, Newport, local authorities and FE colleges, for example, offers courses including work-based learning programmes and foundation degrees.

Higher education costs, exacerbated for some by the impact of recent economic conditions, may lead to an increase in demand for on-the-job training in lieu of studying for a degree. That young people receive correct advice and information is therefore vital. The Third Assembly's Enterprise and Learning Committee, for example, heard evidence that research by EngineeringUK revealed that **40 per cent of advisers wrongly believed A-levels and a degree were the only route to an engineering career – whereas apprenticeships and further education are also routes**. [My emphasis]

### 3. Apprenticeships and skills needs

Developing apprenticeship opportunities in particular areas of work can be a way of attracting young people to a certain sector or field of study. Apprenticeships in areas such as engineering might, for example, address the shortfall in the number

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<sup>20</sup> National Assembly for Wales, Enterprise and Business Committee, *RoP [para 82]*, 13 July 2011 [accessed 21 November 2011]

<sup>21</sup> Welsh Government, Jeff Cuthbert (Deputy Minister for Skills), *Written Statement - Review of Qualifications for 14-19 year olds*, Written Cabinet Statement, 29 September 2011 [accessed 21 November 2011]

of people studying science, technology, engineering and mathematics ('STEM') subjects.

Examples of apprenticeships in specific sectors in Wales range from the Big Pit museum at Blaenavon seeking apprentices to account manager opportunities in the marketing and advertising sectors.<sup>22</sup> Under a lottery funded project, the National Trust and the Prince's Trust have worked together to offer apprenticeships in subjects including ranger and heritage skills.<sup>23</sup>

**Collaboration between educational establishments and employers can also work to ensure that apprenticeship programmes respond to local needs.**

Work-based learning programmes within UHOVI have been created in consultation with employers in the region 'to ensure learning and training fits with [...] strategic objectives' (of businesses).<sup>24</sup> Also, an apprenticeship project exists in Gwynedd that aims to unite college students with companies in the area.<sup>25</sup>

#### 4. Completion rates

There are many reasons why a young person may not complete his or her apprenticeship.

A report carried out in 2009 for the Learning and Skills Council ('LSC') examined some of the reasons given by young people as to why they had not completed their apprenticeship. No single reason dominated, but some main reasons given were that the training wasn't as expected or was boring; that employers or training providers were unsupportive; that they had simply made the wrong choice of work area; that the apprentice wage wasn't high enough; or that they were dismissed.<sup>26</sup>

Another report prepared for the LSC states that:

Being able to transfer between apprenticeships is important. Germany has relatively good apprenticeship completion rates because where there is a mismatch between apprentice and apprenticeship, the apprentice can readily transfer to another apprenticeship to which they are better suited. Allowing apprentices to make, where necessary, an efficient transfer between apprenticeships is likely to improve completion rates.<sup>27</sup>

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<sup>22</sup> BBC News, *Big Pit mining museum at Blaenavon to seek apprentices*, 20 July 2011 and Careers Wales, *Apprenticeship Matching Service* [21 November 2011]

<sup>23</sup> Western Mail, *£1.3m Lottery cash to boost active involvement in project to protect the Gower*, 1 August 2011 [accessed 21 November 2011]

<sup>24</sup> UHOVI, *What's on Offer for Businesses* [accessed 21 November 2011]

<sup>25</sup> Daily Post, *Gwynedd college launches new apprenticeship company with 30 placements*, 10 August 2011 [accessed 21 November 2011]

<sup>26</sup> Learning and Skills Council, *The Benefits of Completing an Apprenticeship - London report*, June 2009. Barnardos Cymru cites this research in its written evidence to the Third Assembly Petitions Committee's inquiry into work-based learning *PET(3)-11-10: Paper 2 - Barnardos Cymru*, 28 September 2010 [accessed 21 November 2011]

<sup>27</sup> Learning and Skills Council, *Maximising Apprenticeship Completion Rates*, December 2009 [accessed 21 November 2011]

Economic factors may also impact on apprenticeship completion rates due to businesses getting into financial difficulty.

## 5. Apprenticeships across the UK

### 5.1. England

The number of apprenticeship starts in England is increasing. According to recent figures, there were 442,700 apprenticeship starts in the academic year 2010-11 compared with 279,000 the previous year.<sup>28</sup>

Three levels of apprenticeship are available in England. These are:

- **Intermediate Level Apprenticeships** - Intermediate apprentices work towards work-based learning qualifications such as an NVQ Level 2, Key Skills and, in some cases, a relevant knowledge-based qualification such as a BTEC. These provide the skills needed for a chosen career and allow entry to an Advanced Level Apprenticeship.
- **Advanced Level Apprenticeships** - Advanced level apprentices work towards work-based learning qualifications such as NVQ Level 3, Key Skills and, in most cases, a relevant knowledge-based certificate such as a BTEC. To start this programme, candidates should ideally have five GCSEs (grade C or above) or have completed an Intermediate Level Apprenticeship.
- **Higher Apprenticeships** - Higher Apprenticeships work towards work-based learning qualifications such as NVQ Level 4 and, in some cases, a knowledge-based qualification such as a foundation degree.<sup>29</sup>

In 2010/11, two thirds of apprenticeship starts were at Intermediate Level and almost one third were at Advanced Level. Less than one per cent of starts were at Higher Level.<sup>30</sup>

Most apprenticeship frameworks follow a standard format that comprises:

- A National Vocational Qualification (e.g. Level 2 for Intermediate Level Apprenticeships, Level 3 for Advanced Level Apprenticeships)
- Key Transferable Skills
- A Technical Certificate<sup>31</sup>

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<sup>28</sup> Department for Business, Innovation and Skills Data Service , [Apprenticeship Supplementary Tables](#) (accessed 21 November 2011)

<sup>29</sup> Apprenticeships [The Basics](#) [accessed 21 November 2011]

<sup>30</sup> Department for Business, Innovation and Skills Data Service , [Apprenticeship Supplementary Tables](#) (accessed 21 November 2011)

<sup>31</sup> Apprenticeships.org.uk, [Q&As](#) [accessed 21 November 2011]

Further information on the required components of an apprenticeship is available on the [National Apprenticeship Service](#) website.

Apprentices in England receive a minimum wage of £2.66 an hour from their employer and part of their training costs are funded by the UK Government, depending on the age of the apprentice:

- 100% of the training costs if the apprentice is aged 16-18
- 50% of the training costs if the apprentice is aged 19-24.
- Up to 50% of the training costs if the apprentice is aged over 25.<sup>32</sup>

Apprenticeships are funded by the Department for Education if the apprentice is under the age of 19 and by the Department for Business, Innovation and Skills ('BIS') if the apprentice is 19 or over.

In 2010 the UK Government Secretary of State for Education commissioned Professor Alison Wolf to carry out an **independent review of vocational education in England**. She reported in **March 2011** and her **recommendations include: evaluating the delivery structure and content of apprenticeships to ensure they deliver the right skills for the workplace, and enabling FE lecturers and professionals to teach in schools, ensuring young people are being taught by those best suited to doing so.**<sup>33</sup>

The *Education and Skills Act 2008* increased the minimum age at which young people in England can leave learning, requiring them to continue in education or training to the age of 17 from 2013 and to 18 from 2015. This may have implications for the picture of apprenticeship provision in England in the future. Interestingly, in a 2007 paper Professor Wolf states that:

All young people, and not only the advantaged and university-bound, should have the opportunity to take up such education and training, but at a time when they, not the Government, identify and want it.<sup>34</sup>

The following BIS and UK Parliament webpages contain information on apprenticeships in England and on training, which readers may find of interest:

- [Apprenticeships](#).
- [Training](#).

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<sup>32</sup> Low Pay Commission, [National Minimum Wage. Low Pay Commission Report 2011](#) and National Apprenticeship Service website, [Training and funding](#) [accessed 21 November 2011]

<sup>33</sup> Wolf, A., [Review of Vocational education - The Wolf Report](#), March 2011 [accessed 21 November 2011]

<sup>34</sup> Wolf, A., [Diminished Returns. How Raising the Leaving Age to 18 Will Harm Young People and the Economy](#), 2007. A BBC News article [Cut school leaving age to 14, says Sir Chris Woodhead](#), 3 October 2011, reports on views expressed by former chief inspector of schools in England on the issue of school leaving age [accessed 21 November 2011]

Statistics on adult learners and apprenticeships in England are set out in the BIS statistical release: [Post-16 Education & Skills: Learner Participation, Outcomes and Level of Highest Qualification Held.](#)

## 5.2. Northern Ireland

In 2005, the Northern Ireland Executive's Employment and Learning Minister set a target to raise the number of apprentices in Northern Ireland to 10,000 by 2010. In 2009, the then Employment Minister Sir Reg Empey announced that 10,193 people were undertaking apprenticeships at that time.<sup>35</sup> **The current Minister for Employment and Learning, Stephen Farry, said in October 2011 that:**

The success of Apprenticeships NI is reflected in the current record **occupancy figure of over 12,300 apprentices**, which is an excellent achievement in these challenging economic times.

I remain committed to the delivery of Apprenticeships and this is evidenced further by retaining 50% funding for adult apprentices from October 2011, despite budgetary pressures.<sup>36</sup>

Apprenticeship frameworks can take between two to four years to complete depending on the level of study. They lead to externally accredited National Vocational Qualifications (NVQ). They include:

- a NVQ at Level 2/Level 3;
- Essential Skills which must include Communication and Application of Number. ICT is also likely to become mandatory;
- other mandatory or optional elements as specified by the particular industry for the occupational area;
- a Technical Certificate, where appropriate, to the Apprenticeship Framework in question.<sup>37</sup>

There are over 100 Frameworks available at Level 2 and Level 3, listed at the following *NI Direct* webpage: [Frameworks for ApprenticeshipsNI](#). Readers may also find *NI Direct* webpage [Questions and answers on ApprenticeshipsNI](#) of interest.

An apprentice earns a wage and works alongside an employer/an employer's experienced staff to gain their apprenticeship. **Off-the-job training is usually on a day-release basis with a training supplier who is contracted by the**

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<sup>35</sup> Northern Ireland Executive, Press Release, [Smith Sets 10,000 Apprenticeship Target for NI By 2010](#), 17 November 2005 and [Over 10000 apprentices currently in training](#), 11 February 2009 [accessed 21 November 2011]

<sup>36</sup> Northern Ireland Assembly, [AQO 628/11-15](#), Gordon Dunne to Stephen Farry (Minister for Employment and Learning), Written Answers to Questions, 28 October 2011 [accessed 21 November 2011]

<sup>37</sup> Northern Ireland Executive, [Apprenticeships. Which one works for you? A Guide for Employers](#) [accessed 21 November 2011]



**Department for Employment and Learning. The cost of the off-the-job training is met by the Department.**

The Department for Education's [Entitlement Framework](#) focuses on providing pupils aged 14 and above with greater choice and flexibility in their learning opportunities, including a **minimum range of vocational courses**. In a March 2011 consultation document, the Department for Employment and Learning said that it will:

**..encourage a greater uptake of economically relevant vocational qualifications available in FE colleges for schools to access in the context of the Entitlement Framework** which could help to stimulate those students who have disengaged from school.<sup>38</sup> [My emphasis]

This consultation closed in June 2011 and a publication date for the strategy is, at the time writing, not yet known.

### 5.3. *Scotland*

**Modern Apprenticeship frameworks** in Scotland are developed by Sectors Skills Councils following consultation with employers. All new or revised frameworks are then submitted for approval to the Modern Apprenticeship Group, which comprises representatives from Scottish Government, Skills Development Scotland, the Scottish Qualifications Authority, the Alliance of Sector Skills Councils Scotland, Scottish Training Federation, Scotland's Colleges and the Scottish Trades Union Congress.<sup>39</sup>

For **Modern Apprenticeships**, in most cases apprentices work towards a SVQ of Level 2 or above - studying part-time for between two and four years to gain the qualification.<sup>40</sup> **Modern Apprenticeships employee training costs are met by the employer and Skills Development Scotland, which delivers the programmes.**

A digital matching service for employers and would-be Apprentices is available, at [Apprenticeships in Scotland](#).

Programmes related to apprenticeships in Scotland are **Training for Work**, which provides vocational training support to people aged 18 or over who have been continuously unemployed for at least 13 weeks and are actively looking for work, and **Get Ready for Work**, which arranges skills training and work placements for

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<sup>38</sup> Northern Ireland Executive, [Pathways to Success - Establishing an initial broad strategic direction and supporting cross-Departmental actions to reduce the number of young people most at risk of remaining outside education, employment or training \(NEET\)](#), March 2011 [accessed 21 November 2011]

<sup>39</sup> Scottish Government, [Skills for Scotland: Accelerating the Recovery and Increasing Sustainable Economic Growth](#), 2010 [accessed 21 November 2011]

<sup>40</sup> Skills Development Scotland, [Modern Apprenticeships](#) [accessed 21 November 2011]

people aged 16 to 19 who are finding it difficult to access training, learning and employment.<sup>41</sup> These programmes are also delivered by Skills Development Scotland.

Targets were set for 2010/11 for Skills Development Scotland to offer 15,000 new modern apprenticeship opportunities, as well as an additional 5000 all-age modern apprenticeships, taking the total offer to 20,000 places in 2010-11.<sup>42</sup> Where possible, employers 'will be encouraged to consider young people who might otherwise struggle to obtain an apprenticeship place'. Further:

As part of the 2010-11 provision a £1,000 incentive will be offered by SDS for up to 2,000 [Modern Apprenticeship] places for 16 and 17 year olds with a particular focus on those who have participated on the Get Ready for Work programmes and those leaving care.<sup>43</sup>

The Scottish Government has recently made a commitment to deliver 25,000 modern apprenticeships in each year of the Parliament, from 2011/12.<sup>44</sup>

## Other information

In 2010, the London School of Economics and Political Science Centre for Economic Performance published a report that readers may find of interest: [\*The State of Apprenticeship in 2010: International Comparisons. Australia, Austria, England, France, Germany, Ireland, Sweden, Switzerland, 2010.\*](#)

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<sup>41</sup> Skills Development Scotland, [\*Training for Work\*](#) and [\*Get Ready for Work\*](#) [accessed 21 November 2011]

<sup>42</sup> Scottish Government, [\*Skills for Scotland: Accelerating the Recovery and Increasing Sustainable Economic Growth\*](#), 2010 [accessed 21 November 2011]

<sup>43</sup> Ibid.

<sup>44</sup> Scottish Government, [\*The Government Economic Strategy\*](#), 2011 and Scottish Government, [\*Scottish Spending Review 2011 and Draft Budget 2012-13\*](#), 2011 [accessed 21 November 2011]