

Kick start your career
with the Cardiff & Vale
University Health Board...



Could you recruit an apprentice?

Recruiting apprentices in to appropriate vacancies is a sustainable way of assuring and growing your workforce for the future

Key Facts:

- Apprentices can be any age.
- Apprentices will **undertake a qualification** framework relevant to your area.
- Apprentices will be on a **fixed term apprentice** contract.
- Hours of work can be anything over 16 hours per week (not exceeding 37.5).
- The apprentice salary is funded from your department establishment.

What is an Apprenticeship?

Apprenticeships are government funded work-based training programmes for people aged 16+ and have finished compulsory education. They combine on the job training with nationally recognised qualifications and are a great way to build a skilled and motivated workforce.

As an employer we are responsible for paying the wages of the apprentice. We have control over the training that is delivered and what they will learn, which means we can shape our apprentice in to a key member of the team.

Benefits for the Apprentice

Apprenticeships are structured training programmes which give the apprentice the chance to work towards a qualification.

Gaining employment earlier means there's lots of potential for the apprentice to progress in their chosen career quickly.

Apprenticeships give fantastic experience in the working world and show employers that the apprentice can 'hit the ground running'. Hands-on training gives the apprentice a real chance to put their skills into practice and helps them to gain more confidence in a working environment.

The apprentice earns whilst they learn and are paid a salary by their employer at an apprenticeship rate of £6.88 for the first year. If the qualification exceeds 12 months this will rise to £7.38 for 16 – 24 and £7.83 for 25 and over for the remainder of the qualification.

Benefits for the Employer

Apprenticeships:

- Are a tried and tested way to recruit new staff, re-train or up-skill existing staff.
- Education and training is fully funded.
- Will help us tackle skill shortages.
- A great way of attracting enthusiastic talent with fresh ideas.
- Can be tailored to specific job roles, making them flexible to our workforce needs.
- Will provide us with the skilled workers we need for the future.
- Can help reduce staff turnover, by increasing employee satisfaction and loyalty.

How is it done?

