

All about

Inclusive Apprenticeships

What is an Inclusive Apprenticeship?

Apprenticeships combine paid employment with practical, hands-on learning and study. An apprentice normally works alongside experienced staff to gain job-specific skills for 1 to 5 years. Time for study and training is usually at least 20% of normal working hours.

At the end of the programme, apprentices gain a qualification which can be equivalent to a GCSE (Level 2 Qualification), an A-Level (Level 3 Qualification) or a degree (Levels 4, 5, 6, and 7).

'Inclusive' or 'Supported' Apprenticeships are no different to other apprenticeships, they use the same frameworks and application process. The terms 'Inclusive' or 'Supported' are used to highlight that additional elements of support can be accessed by the employer, the training provider and the apprentice.

Support Provided to Apprentices

Apprentices who are expected to meet the required work-related standards but may need additional support with English and Maths qualifications could have the option to complete Entry Level 3 Functional Skills instead (subject to industry-specific minimum requirements). This pathway is open to people who have an Education Health & Care Plan or a Learning Disability Assessment and will be considered on a case-by-case basis.

Many young people may request to work part-time. This must be agreed by all parties involved, including the employer and the training provider. If the agreed working hours fall below 30 per week, the employer will extend the minimum duration of the apprenticeship on a pro rata basis.

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Employers and training providers can access extra funding to support the apprentice, such as:

- Learning Support Funding of £150 per month to help providers make reasonable adjustments for an individual's learning needs.
- Excess Learning Support funding from the Education & Skills Funding Agency if support costs exceed £150 per month.
- Additional £1000 funding for apprentices with Educational Health and Care Plans (EHCP) or who were previously in care.
- Apprentices can apply for Access to Work funding to cover any support required in the workplace in addition to reasonable adjustments, such as a job coach, specialist aids or equipment.
www.gov.uk/access-to-work

How to Find out More

Go to www.gov.uk/apply-apprenticeship

You can also apply via your local Further Education College, or speak to Futures at www.futuresforyou.com

Why Should you Apply?

Apprenticeships are available at multiple levels – there is something for everyone.

Enjoy a varied learning experience by working both with the employer and within a classroom.

Apprenticeships offer a unique opportunity for hands-on learning.

The opportunity to earn while you learn.

Your employers and training providers will give you the support you need to progress.

Enjoy student discounts through discount cards like NUS (www.apprenticeextra.co.uk)



Support Into Work

Supported Internships – Help and Advice – Inclusive Apprenticeships – Networks for Professionals – Education and Training