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# APPRENTICESHIPS

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A Guide for Parents and Teachers





## A GUIDE FOR PARENTS & TEACHERS

'Apprenticeship' is the new buzz word that seems to pop up everywhere.

We wanted to create a simple guide for parents and teachers to find out what's included in an apprenticeship at Wates and how a student can benefit from the career opportunities made available through these pathways.

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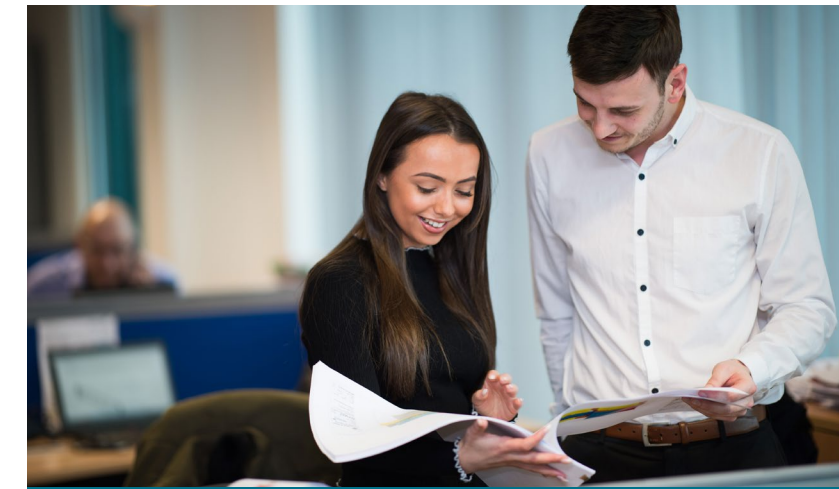


## WHO WE ARE

The Wates Group is one of the leading privately owned construction, development and property services companies in the UK. Together, we inspire better ways of creating the places, communities and businesses of tomorrow.

At Wates, we are proud to be a family-owned business, small enough to recognise and support great talent, yet big enough to challenge and interest our people through amazing multi-million pound projects. To us, construction is more than just building. It's also a chance for us to positively impact the communities where we work and thrive.

We have a proud 120+ year history, founded by Edward Wates in 1897 who started out building houses. Now in our fourth generation of family ownership, Wates employs around 4,000 people and works with more than 10,000 supply chain operatives and partners to successfully deliver a range of projects throughout the UK.



## WHAT WE BELIEVE

Every successful business understands its defining purpose and the goals it strives to achieve. This is usually described as 'vision and values'. At Wates, these are articulated through our Guiding Framework, which shapes everything we do. It helps drive our purpose of:

'Together we inspire better ways of creating the places, communities and businesses of tomorrow'.

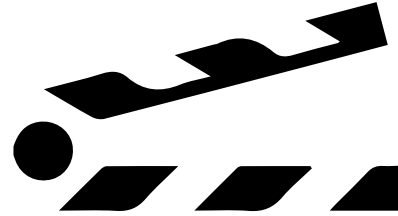






## APPRENTICESHIPS

If you have a son or daughter currently studying towards GCSEs or A-Levels the questions below have more than likely come up in conversation. With the government pushing for 3 million apprenticeships by 2020, the key thing to remember is that apprenticeships today are not how you remember them. They are now a real alternative to college or university and offer young people the chance to earn as they learn.



In England, since May 2015, over **1.7 million people** have started an apprenticeship

### FAQs

#### What is an apprenticeship?

An apprenticeship is a full-time job which also includes training and professional development. It is a chance for your son or daughter to develop valuable skills and gain a recognised qualification at the same time.

#### What subjects can you do an apprenticeship in?

There are over 1,500 apprenticeships available and they can be found in various subjects ranging from Construction and Engineering to IT and Accountancy.

#### How much does an apprenticeship get paid?

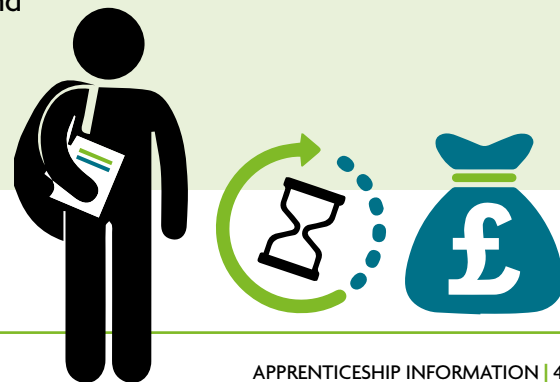
As the salary of an apprentice is paid by the employer, what they earn is at the employer's discretion, although all apprentices will earn the minimum wage for an apprentice, or above. The minimum wage for an apprentice has recently increased to £3.90/hour.

#### Who can do an apprenticeship?

Anyone above the age of 16 and not in full-time education can enrol on to an apprenticeship programme.

#### How long is an apprenticeship?

An Apprenticeship can range from 1 – 6 years depending on the subject and the level of the qualification. It mostly depends on the framework being followed and academic qualifications as well as the existing experience the apprentices may have at the start of the programme.



#### What levels of apprenticeships are available?

An apprenticeship has an equivalent education level, for example:

Apprenticeship Type	Level	Equivalent Education Level
Intermediate	2	5x GCSE passes at grades A* to C or 9-4
Advanced	3	2 x A-Level passes
Higher	4-7	Foundation degree and above
Degree	6 and 7	Bachelor's or Master's degree

It is important to note that there are entry requirements for each level and these differ depending on the sector, employer and job role.

#### What happens after the apprenticeship programme has ended?

Often, apprentices are offered permanent employment on completion of their apprenticeship programme or supported to undertake a higher level apprenticeship in order to gain more qualification, however this can never be guaranteed. This is one of the main reasons why it is important to find the right organisation to support your apprenticeship.

#### How does it work?

Apprentices are employed by an organisation and work alongside existing employees. The majority of training takes place on the job. The apprentice will also be studying towards their qualification at a local college/university, training centre or a work-based learning provider.

One of the main benefits of doing an apprenticeship programme is, unlike university, there is no cost to the individual for the qualification. Depending on the size of the business the training costs are either covered fully by the employer or part funded by the employer and the government.

It is also mandated by the government that all apprentices receive 20% off the job learning throughout their apprenticeship programme. This is time given to the apprentices during working hours to focus on their qualification - this may equate to one day out of the week at college/university or a day out of the week to focus on coursework or revision.



## COMMON MISCONCEPTIONS ABOUT APPRENTICESHIPS

**Completing an apprenticeship will not lead to quality full-time employment.**

Actually, by working for a company as part of the course, apprentices can make a positive impression on employers, which often results in a full-time role. Around 90% of apprentices are offered full-time employment after completing their programme.

**Apprenticeships are only available to the manual industries.**

This may have been the case when apprenticeships first started out, but now there are hundreds of different apprenticeships available in a range of different industries.

**Apprenticeships are only for people who didn't do well in school.**

Apprenticeships are a real alternative to university, and there are a number of professional apprenticeships available. Employers recognise that university isn't for everyone and many offer apprenticeship programmes to fast track apprentices into senior or management roles.

**Apprenticeships are restricted to a certain age group.**

Apprenticeships are open to anyone aged 16 or over. They are available to learners from all ages and not just school leavers. Apprenticeships are an opportunity for people to upskill, re-enter the workforce or even change their career path.

**Graduates cannot complete an apprenticeship programme.**

University graduates can also apply for apprenticeships as long as the qualification they choose differs from what they study at university.

**Apprenticeships are considered lower value than university qualifications.**

Apprentices can finish with the same qualification as a university graduate, and also have the advantage of having industry experience. They can become more valuable to a future employer than a graduate that has the qualification but no industry experience. There is also the added bonus of having no university debt to pay back at the end.

**Apprentices always get paid next to nothing.**

The National Minimum Wage for an apprentice is £4.15 for those aged under 19 or aged 19 and over and in their first year of their apprenticeship. More often than not employers will pay more so it is worth considering the salary before submitting an application.

**“Around 90% of apprentices are offered full-time employment after completing their programme.”**





# APPRENTICESHIPS AT WATES



Our Early Careers programmes offer a range of exciting apprenticeship opportunities to graduates, school and college leavers as well as trade professionals.

Our ethos is to promote from within and many of our apprentices have progressed to senior management positions. We provide support with from on-the-job training, technical, behavioural and professional development as well as ensuring great line management.

For more information please visit:  
[wates.co.uk/earlycareers](https://wates.co.uk/earlycareers)

## BUSINESS AND TRADE APPRENTICESHIP PROGRAMME (L2 & 3)

Our industry recognised business and trade apprenticeships are a great opportunity to build your career from the ground up. Once you have completed your programme, you will be fully qualified in a trade or business role with a nationally recognised qualification.

*Apprenticeships include:*



Carpentry/Joinery



Plumbing



Heating and  
Ventilation



Electrical



Business  
Administration



Customer  
Service

## HIGHER AND DEGREE APPRENTICESHIP PROGRAMME (L4 & 6)

Our higher and degree apprenticeships will support you all the way towards getting your Bachelor's degree and full chartership. You'll experience numerous placements ensuring you get a range of practical experience across our diverse business.



Site  
Management



Quantity  
Surveying



Building Services  
Engineering



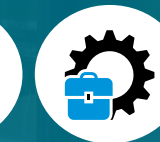
Planning



Estimating



Design  
Management



Business  
Management

*Roles include:*



# OTHER APPRENTICESHIP OPPORTUNITIES AT WATES

## SHARED APPRENTICESHIP SCHEMES

At Wates we also offer opportunities through a shared apprenticeship scheme. A shared apprenticeship scheme helps employers who want to support the development of skills while working on regional contracts, but are not in a position to offer a full term apprenticeship directly.

We work in partnership with apprenticeship training agencies such as Evolve and Future Works who will directly employ the apprentice and place them onto one of our sites for an agreed period of time.

Our shared apprenticeship opportunities are advertised locally. For more information please email [buildyourself@wates.co.uk](mailto:buildyourself@wates.co.uk).



## APPRENTICESHIPS DELIVERED THROUGH OUR SUBCONTRACTORS

As a principal contractor we encourage our subcontractors to also recruit and develop apprentices. If your son/daughter would like to do an apprenticeship in a specific trade, these are more often hosted/delivered with our supply chain members. These are organisations who specialise in their trade, i.e. carpentry, plumbing or bricklaying.

Our recommendation in the first instance is to look up local businesses who carry out the wanted trade and contact them directly.

Or get in touch with us by emailing [workexperience@wates.co.uk](mailto:workexperience@wates.co.uk).





# CASE STUDY

**KYLE MARZAN**  
ESTIMATING APPRENTICE



“I really love the variety, every day is **different**, some days I will be in the office and other days I will be on site.”



## Describe what you do in a few sentences?

I am training to become an Estimator. An Estimator essentially weighs up all the information about the building work and decides exactly how much money it will take to do what the customer wants.

## What is your favourite thing about your job?

I really love the variety, every day is different, some days I will be in the office and other days I will be on site.

## Why did you decide to do an apprenticeship?

I heard about the great benefits that apprenticeships had to offer. I can gain my qualification but gain experience at the same time. The fact that I would have no student debt was definitely a win for me!



## What is the highlight of your day?

Working in a fast-paced environment where everything is developing and progressing very quickly, being able to always see the change and transformation, every project is different. I also enjoy being able to work with a range of different people.

## What were your first three months at Wates like?

My first three months have flown by! I already feel very welcomed and part of the business. I have done a lot of site visits already and am currently working on a project bid. I have my own responsibilities and tasks which make me feel part of a team and that I am making an impact.

## What are your career goals?

I want to progress and develop my career forward from an Apprentice Estimator to an Estimating Manager.

## What would you say to someone thinking about a career in construction?

Research into all the different career paths the construction industry has to offer also to gain as much experience in a variety of different construction career opportunities as this will help you find where you fit best and what you enjoy.

When deciding on your career path it is fundamentally important to enjoy your career. Try to do some work experience - you will never know if your chosen career path is right for you until you try it.



## USEFUL WEBSITES



### APPRENTICESHIPS

[findapprenticeship.service.gov.uk](https://findapprenticeship.service.gov.uk)

National apprenticeship website where you can register your profile, search vacancies and apply for an apprenticeship

[notgoingtouni.co.uk](https://notgoingtouni.co.uk)

Apprenticeship job board where over 1,000 providers are advertising their apprenticeship vacancies

### GRADUATES

[targetjobs.co.uk](https://targetjobs.co.uk)

Search for internships, graduate schemes and professional postgraduate courses

[milkround.com](https://milkround.com)

Leading resource for student and graduate jobs and advice

[gradcracker.com](https://gradcracker.com)

Careers website for Stem students looking for internships and graduate schemes

### THE BUILT ENVIRONMENT

[ice.org.uk](https://ice.org.uk)

Institute of Civil Engineers

[rics.org.uk](https://rics.org.uk)

Royal Institute of Chartered Surveyors

[istructe.org](https://istructe.org)

Institute of Structural Engineers

[cibse.org](https://cibse.org)

The Chartered Institute of Building Services Engineers

[ciob.org](https://ciob.org)

The Chartered Institute of Building

[rtpi.org.uk](https://rtpi.org.uk)

The Royal Town Planning Institute

[borntobuild.org.uk](https://borntobuild.org.uk)

Careers resources and inspiration for the professionals of tomorrow A

[goconstruct.org](https://goconstruct.org)

wealth of construction careers information advice and guidance





For more information please visit: [wates.co.uk/earlycareers](https://wates.co.uk/earlycareers)

EMAIL US ABOUT...

APPRENTICESHIPS | [earlycareers@wates.co.uk](mailto:earlycareers@wates.co.uk)

WORK EXPERIENCE | [workexperience@wates.co.uk](mailto:workexperience@wates.co.uk)

**Wates**