

Why Apprenticeships?

You optimise people assets.
You optimise your workforce

Your benefits

- Research shows that employers who offer apprenticeships are viewed more favourably and have a more attractive brand.
- Apprenticeships are increasingly recognised as the gold standard for work-based training.
- You reduce your recruitment costs and reliance on agency workers.
- Apprenticeships build career pathways into skills shortage areas.
- Your employees who do not normally line manage staff have opportunities to supervise, mentor apprentices and develop their own skills in this area.
- You will give young people the chance to train as they work and earn money.
- Your apprentices will develop a range of skills which will benefit you and you will be able to mould them into your ideal employee!
- You will receive a contribution from the Government towards the cost of training.
- If your apprentice is aged 16-18, the full cost of their training is covered by the Government. For apprentices aged 18+, the company is required to make a small contribution to the training cost.
- If you have less than 1,000 employees, you can receive a grant of £1,500 for every apprentice - up to 10 in any one year.

Nicola Hodkinson, Business Services Director, Seddon Construction Ltd said:

Apprenticeships are our future; the businesses future. Companies who cannot or do not offer them are being very short sighted. Seddon will continue to deliver the programme in line with industry needs, and will continue to develop apprentice skills to help mould them into successful young people for their futures.

75% of employers believe that despite the economic crisis, apprentices are more important than ever to their business.

2012 Populus Research

Each apprentice must be employed and be paid the minimum wage of £2.68 per hour. We recommend you pay a slighter higher wage of £4.20 per hour to attract the best calibre of apprentice.

Interested?

Want help to understand your best options and how to make apprenticeships work for you? Let **Lotus HR** guide you...



How Lotus HR supports your route to apprenticeships

Apprenticeships are a nationally recognised qualification that offer an excellent way of mastering practical skills in the workplace designed around the needs of employers.

We, at Lotus HR, are committed to helping employers understand the best options and how to make apprenticeships work for their business. We will work with your business to ensure that the most suitable apprenticeship programme is created and to access the support which is provided by the Government.

We provide wide ranging support including:

- Working with your business to scope your requirements and advise on the best approach.
- Assist with recruiting the best apprentice for your company, ensuring that enthusiastic, and motivated young people are attracted.
- Manage pre-employment checks and any required testing.
- Design and run pre-employment training so that the apprentice can 'hit the ground running'.
- Work with you to design an effective apprenticeship induction programme.
- Offer guidance on managing your apprentice from the start to the completion of their programme.

We provide a 'one stop' service for employers, apprentices and other partners to ensure your company successfully recruits, develops and retains valuable talent.

Our commitment is to ensure that you appoint the best calibre of young person for your business and that you retain them by providing quality support.

82%

of businesses stated they employed an apprentice to build the skills capacity within their businesses.

British Chamber of Commerce research 2011

78%

of apprentices remain with their employer after they have completed their training.

85%

of employers were satisfied and 66% very satisfied with the quality of the training provided by their provider.

Evaluation of Apprenticeships, BIS research paper 2012

4 out of 5

employers say apprenticeships are likely to play a bigger part in their future recruitment policy. 2012 Populus research

We make apprenticeships work for you

Call

020 8150 9960

email

apprenticeships@lotushr.co.uk

www.lotushr.co.uk