

March 2002

## Modern Apprenticeships – learning and earning

Modern Apprenticeships are a bridge between the world of education and the world of work. They provide the opportunity for young people to train while in a job, get a qualification, earn a wage and work towards a career. For employers, they are a chance to recruit highly motivated staff and train them in the skills their businesses need.

The Modern Apprenticeship system is being reformed and improved to make on-the-job training for young people match the best in the world. It is now being managed by the Learning and Skills Council through our network of training providers.

The aim of this new generation of Modern Apprenticeships (MAs) is to boost skills levels in the workforce and help business become more productive, innovative and competitive.

Today, MAs are available in over

80 different sectors of industry and commerce.

Young people have the opportunity to gain valuable and nationally recognised qualifications based on vocational skills and also to train in 'key skills' such as information technology, team working and effective communication.

MAs, usually lasting up to three years, offer work-based training at two levels:

- **Foundation Modern Apprenticeship (formerly called a National Traineeship) leading to National Vocational Qualification (NVQ) level 2.**
- **Advanced Modern Apprenticeship leading to the higher NVQ level 3.**

Apprentices can progress from a Foundation programme to the Advanced level and then, if they wish, go on to pursue further qualifications in higher education.

The reforms behind the new generation of MAs include the introduction of an Apprenticeship Diploma that embraces NVQ qualifications, key skills and in-depth technical knowledge that will be recognised by a new technical certificate.

The Learning and Skills Council is spearheading the new generation of MAs based on the recommendations of the Modern Apprenticeship Advisory Committee, which was set up by the Government under the chairmanship of Sir John Cassels to provide a three year action plan for the development, promotion and delivery of MAs. It reported in October 2001 and recommended the establishment of a national framework of improved and strengthened apprenticeships.

### For young people:

MAs are an important step towards a career. They provide: On-the-job training that gives invaluable experience of the daily pressures, standards and practices of working life

A regular wage while learning and gaining experience. This is extremely important to young people who believe training is a barrier to being independent and having their own income

Modern Apprenticeships are available in a huge number of occupations. Tens of thousands of young people are currently taking apprenticeships in jobs in the Armed Forces, the construction industry, retailing, the hotel and catering trade, hairdressing, local government, business administration, the motor

industry, public services, child care, IT and many more.

### **For employers:**

MAAs give employers direct access to motivated young people who have made a crucial decision about the skills they want to develop. Apprenticeships provide managers with the opportunity to assess a trainee's aptitude and motivation and fashion their training to meet the specific needs of their business.

As training is designed by

employers for employers, it is closely matched to the needs of specific industry sectors.

The LSCs can help companies decide the best way to adopt the MA programme to meet their needs and provide guidance and financial support.

### **The future:**

By 2004, the Government wants more than a quarter of all young people aged between 16-21 to enter a Modern Apprenticeship. At present, about 140,000 young

people a year enter MAAs at the age of 21 or under. The new target will increase the figure to about 175,000.

Also in 2004, there plans to be a basic entitlement to a Modern Apprenticeship place for young people aged 16-17 who have five GCSEs at grades A-G, including maths and English.

**For further information about the Learning and Skills Council, visit our web site ([www.lsc.gov.uk](http://www.lsc.gov.uk)) or call our help line on 0845 019 4170.**

