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| Apprenticeship Pay Survey 2012: Research Findings |
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The views expressed in this report are the authors’ and do not necessarily reflect those of the Department for Business, Innovation and Skills.

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# Chapter 1: England

## Key facts in England

* The median rate of gross hourly pay[[1]](#footnote-1) received by apprentices in England was £6.09 and the mean £6.21. In 2011, the median was £5.83 and the mean was £5.80. Whilst the mean increases were significant, they were in line with increases in minimum pay levels between 2011 and 2012.
* When analysed as a weekly rate[[2]](#footnote-2), median gross pay in England was £208 and the mean £221.
* Over four in five apprentices in England (80 per cent) were contracted to work 30 hours or more per week. The mean apprentice contract was to work 34 hours per week. Five per cent of apprentices said their contracted hours were less than 16 hours a week, which is lower than is allowed under apprentice guidelines. There is no significant difference in these findings compared to 2011.
* Nearly half of apprentices in England (47 per cent) said they received off-the job training and over two thirds (70 per cent) received training on-the-job. One in five (19 per cent) of apprentices in England said they did neither of these forms of training. There is no significant difference in these figures compared to 2011.
* Apprentices who were able to state an average said they completed just under five hours (4.9 hours) of off-the-job training per week. Over double the amount (11.5 hours) was spent on on-the-job training. Both of these figures are significantly down compared to 2011.
* As in 2011, seven in ten (71 per cent) apprentices worked for their current employer prior to enrolling on an Apprenticeship. Of these apprentices two thirds (66 per cent) worked for that employer for over a year prior to enrolment. Apprentices aged 25 or more were much more likely to both work for their employer prior to enrolment (92 per cent of this age group) and to have subsequently worked for that employer for a year or more (80 per cent).
* The key pay data for England is contained in the summary table overleaf. Statistically significant differences in means between 2012 and 2011 are highlighted in bold text.

Table 2.1: Summary gross hourly pay for England

| **Statistic** | **Base[[3]](#footnote-3)** | **Median pay (£)** | **Mean pay (£)** |
| --- | --- | --- | --- |
| 2012 | 2011 | 2012 | 2011 | 2012 | 2011 |
| Overall  | 5,635 | 5,196 | 6.09 | 5.83 | **6.21** | **5.80** |
| **Gender** |
| Female | 2,912 | 2,672 | 6.19 | 5.96 | **6.23** | **5.88** |
| Male | 2,723 | 2,524 | 5.93 | 5.43 | **6.19** | **5.71** |
| **Age** |
| Under 19 | 1,253 | 1,403 | 3.00 | 2.90 | 3.77 | 3.73 |
| 19 to 24 | 2,587 | 2,271 | 5.37  | 5.63 | 5.45 | 5.57 |
| 25+ | 1,790 | 1,522 | 7.15 | 7.00 | 7.83 | 7.81 |
| **Year of Apprenticeship** |
| Year 1 | 3,883 | 3,867 | 6.22  | 5.93 | **6.50**  | **5.80** |
|  *Year 1 OR Under 19* | *4,298* |  | *6.00* |  | ***5.98*** |  |
| Year 2 | 1,258 | 973 | 5.93  | 5.17 | **5.98** | **5.38** |
| Year 3 or more | 220 | 356 | 6.00  | 6.76 | **6.16**  | **7.05** |
| **Framework** |
| Team Leadership and Management | 397 | 367 | 7.84  | 8.13 | 9.11 | 9.35 |
| Electro technical | 511 | 447 | 6.50 | 6.56 | 6.88 | 6.98 |
| Customer Service | 415 | 430 | 6.80 | 6.60 | 6.92 | 6.86 |
| Health and Social Care | 423 | 429 | 6.50  | 6.25 | 6.77  | 6.51 |
| Retail | 411 | 450 | 6.25 | 6.25 | 6.33 | 6.37 |
| Engineering  | 513 | 461 | 6.16  | 5.94 | **7.03**  | **6.23** |
| Business Administration | 542 | 450 | 6.02  | 5.77 | 6.21  | 5.99 |
| Hospitality and Catering | 409 | 439 | 6.11 | 5.93 | 6.00 | 5.76 |
| Other | 531 | 447 | 5.00 | 5.00 | 5.46 | 5.31 |
| Children’s Care, Learning and Development  | 462 | 394 | 5.14 | 4.99 | 4.95 | 4.88 |
| Construction | 483 | 437 | 4.68  | 4.29 | **5.11**  | **4.61** |
| Hairdressing | 538 | 445 | 2.70 | 2.64 | 3.51 | 3.39 |
| **Level of Apprenticeship** |
| Level 2 | 3,046 | 2,979 | 5.92  | 5.25 | **5.78** | **5.27** |
| Level 3 | 2,589 | 2,217 | 6.28 | 6.25 | 6.67 | 6.68 |

## Executive summary of the main findings in England

This section summarises the main findings to emerge from the pay survey of apprentices in England.

Comparison with the 2011 Apprentice Pay Survey findings has been presented in this summary. In most cases, there was little statistical difference found between data from the survey conducted between June and July 2011 and that of October to December 2012. This in itself is a story although the length of time between the surveys means that subsequent policy interventions have had little time to have an impact on the pay and training received by apprentices in England. For example, the Specification of Apprenticeship Standards for England (SASE) as introduced on 1st August 2011. This sets out the minimum requirements for the number of guided learning hours (GLH) that form part of an Apprenticeship and Advanced Apprenticeship. Each should have a minimum of 280 GLH per year of which 100 must be delivered away from the workplace[[4]](#footnote-4). Given the short length of time between the implementation of SASE and the survey, it is not surprising that this policy has not yet resulted in a reduction in the proportion of apprentices that say they receive neither on- nor off-the-job training (around one in five of respondents).

Furthermore, the amount of time spent training fell. Those participating in off-the-job training said they spent a mean of 5 hours doing this compared to 6.3 hours in 2011. Time spent training on-the-job also fell to 11.6 hours from 12.4 hours in 2011.

Although the proportion who worked for their employer prior to enrolling on their Apprenticeship was statistically similar, (70 per cent in 2011 and 71 per cent in 2012), a statistically higher proportion worked for a year or more with this employer in 2012 (66 per cent compared to 59 per cent in 2011). One hypothesis is that such employees would need less training time compared to those newer to a job. The figures provided later in the report show that:

* Those working for an employer prior to enrolment were more likely to say they received neither on- nor off-the-job training; and,
* Those employed for more than a year before they enrolled were more likely to say they received neither on- nor off-the-job training and, if they did, trained for fewer hours.

As in 2011, frameworks play a key role in shaping apprentice pay and working conditions in England. The findings still show apprentices on frameworks teaching technical and/or practical manual skills such as the ‘Engineering’, ‘Construction’ and ‘Electrotechnical’ experienced different working conditions to apprentices on frameworks focused on the service sector and/or transferable skills such as ‘Customer Service’, Business Administration’ and ‘Team Leading and Management’.

Furthermore, apprentices working on the ‘Hairdressing’ and ‘Children’s Care, Learning and Development’ frameworks were more likely to receive relatively low wages and work unpaid overtime.

Overall, the profile data (See Appendix) showed apprentices in England were more likely to study a Level 2 qualification than Level 3. Most (four in five) were aged 19 or more and the gender balance slightly favoured men (51:49). Nine in ten apprentices in England (90 per cent) had a ‘White British’ ethnic background. The results for the survey were weighted to reflect this profile.

### Routes into Apprenticeships

The 2012 findings on routes into an Apprenticeship showed no significant differences compared to 2011. Seven in ten apprentices still reported working for their employer before enrolling on an Apprenticeship, which indicates that employers were mostly investing in current staff rather than recruiting new workers. This was especially the case for the apprentices on the ‘Team Leading and Management’ framework as nearly all (98 per cent) were working for their employer prior to beginning their Apprenticeship. Apprentices on the service-focused frameworks of ‘Retail’, ‘Hospitality & Catering’, ‘Health & Social Care’ and ‘Customer Service’ were also much more likely to have worked for their employer prior to enrolment. Furthermore, apprentices aged 25 or more were also more likely to have worked for their current employer prior to enrolment (92 per cent)

However, the technical/manual Apprenticeships of ‘Construction’ and ‘Electrotechnical’ were much more likely than others to contain apprentices enrolling straight from school or college, as were apprentices on the hairdressing framework.

### Apprentice Pay

The analysis of pay in the survey is derived from several figures in the survey. An apprentice’s contract should cover the amount of time spent working and training off-the-job, so the pay calculation needs to reflect this. In addition, a comparable figure is required in order to maximise the analysis of pay by sub group. As the Apprentice Rate of the National Minimum Wage is expressed as an hourly rate, the pay reported by apprentices in this survey uses the same measure. With this in mind, an outline of the derived calculation for pay for apprentices not stating their pay as an hourly rate is as follows:

Hourly gross pay = *f*(pay) / (working hours + off-the-job training hours)

Where *f* = a conversion constant when pay was given as a weekly, monthly or annual figure. This has implications for reading the report. It is important to bear in mind that the comparable pay figure is derived and so will have a margin of error associated with it. The same issue arises in other social research using derived measures of pay such as the Annual Survey of Hours and Earnings (see Griffiths, Ormerod and Ritchie, 2006[[5]](#footnote-5)). A full documentation of derived pay is provided in Appendix A.

Four per cent of respondents said they did not receive any pay which is not significantly different to the proportion reported in 2011. The composition of apprentices not receiving any pay did differ in some respects compared with the last survey. As per 2011, this group were more likely to be aged 18 or under (6 per cent), have a black and ethnic minority (BME) background (7 per cent) or study on a ‘Children’s Care, Learning & Development’ framework (7 per cent). This year, those receiving no pay were also statistically more likely to be women (6 per cent).

The structure of hourly pay rates was the same as in 2011. apprentices on ‘Team Leadership and Management’ frameworks still earned the most, receiving a mean of £9.09 gross per hour (a median of £7.84) whilst at the bottom, ‘Hairdressing’ apprentices earned a mean of just £3.51 gross per hour (median pay was £2.70).

The main striking difference between the two surveys is the proportion earning less than the minimum wage they should. In 2011, 20 per cent of respondents were calculated to earn less than they should based on their hours and pay. This has risen to 29 per cent in 2012. This rise may, in part, be due to the different fieldwork periods. The 2012 survey took place directly after the change in apprentice National Minimum Wage (ANMW) rates on 01 October 2012. However, even using the 2011 ANMW pay rates as a baseline, the proportion of apprentices calculated to be paid less than they should was still significantly higher than in 2011.

Overall, just seven in ten apprentices (71 per cent) received on or above the minimum amount they should get based on their year and/or age. The 29 per cent paid less than they should have been were more likely to be aged 24 or under (40 per cent), and in their second or third year of Apprenticeship (42 and 39 per cent respectively). The last point is a strong indicator that the rules which dictate how much an apprentice should earn are not understood by all employers in England, particularly that pay in the second year of an apprentice increases for some age groups. The significant difference by gender found in 2011 did not exist in the 2012 survey.

Ten per cent of apprentices said they received tips, down from 12 percent in 2011 and 20 per cent in the 2007 survey. As per 2011, ‘Hairdressing’ and ‘Hospitality & Catering’ apprentices were more likely to receive tips (84 per cent and 32 per cent respectively). Given their low levels of pay, there is a potential danger that ‘Hairdressing’ apprentices’ wages are still being topped up by tips which should not happen after changes to the National Minimum Wage legislation in 2009. That this figure has increased by six percentage points is not positive, especially as over two thirds of ‘Hairdressing’ apprentices were calculated to receive wages less than the minimum they should. One in five (22 per cent) of the group calculated to earn less than £2.65 per hour received tips.

A quarter (23 per cent) of apprentices received bonuses from employers (three percentage points less than in 2011), and these were particularly common in ‘Engineering’ (43 per cent), ‘Retail’ (37 per cent) and ‘Construction’ (32 per cent) frameworks.

### Apprentices’ contracted working hours

The mean hours of employment were 34.2 hours this year, compared to a similar 34.5 in 2011 and 37 hours in 2007[[6]](#footnote-6). The apprentice guidelines in England state that apprentices should usually be employed for at least 30 hours per week. Part-time Apprenticeships of between 16 and 29 hours are permitted in cases where it is difficult for individuals to commit full time, such as where an apprentice has childcare or caring duties. As in 2011, four out of five (80 per cent) of apprentices were contracted for 30 hours or more, and 15 per cent of apprentices worked part-time. Those on the technical/manual frameworks were more likely to work full time (all at least 95 per cent).

This left five per cent who worked 15 hours or less. The group working short hours were more likely to be aged 18 years or under (6 per cent), from a BME background (7 per cent) and to be training on ‘Children’s Care, Learning & Development’ (7 per cent) or ‘Retail’ (8 per cent) frameworks. These significant differences closely match with those more likely to receive no pay noted above; indeed 23 per cent of those saying they received no pay worked 15 hours or less.

### Overtime

Another significant difference from 2011 is the proportion that worked overtime; this increased ten percentage points to 64 per cent, a figure similar to the 2007 survey. Overtime was particularly common amongst ‘Retail’ apprentices (83 per cent) as well as those on ‘Electrotechnical’, ‘Team Leading and Management’ (73 per cent) and ‘Engineering’ (71 per cent) frameworks. The likelihood of overtime also increased with pay; half (50 percent) of those earning £3.67 or less per hour worked overtime and this increased to three quarters (75 percent) of those earning £10.00 per hour or more.

The average amount spent on overtime, amongst those who did some and were able to state an average, was six hours a week (6.2). Those working on the following frameworks did significantly more overtime than others: ‘Health and Social Care’ (8.5 hours), ‘Hospitality & Catering’ (7.0 hours) and ‘Retail’ (7.0 hours).

The figures by framework for those who do and do not get paid for overtime were also revealing. apprentices on technical/manual frameworks tend to get paid whereas, those on ‘Business Administration’, ‘Team Leading and Management’ and ‘Hairdressing’ were much more likely to receive no pay for overtime. The situation for ‘Hairdressing’ in which nearly half (51 per cent) were not paid for overtime is concerning given the low wages these apprentices commanded and their reliance on tips.

### Training received

The picture for the proportion of apprentices receiving training remains static. As in 2011, nearly half (47 per cent) said they received off-the job training and over two thirds (70 per cent) received training on-the-job. As in 2011, one in five (19 per cent) of apprentices in England recognised neither of these forms of training as part of their Apprenticeship. Note the analysis is that one in five do not recognise on- or off-the-job training as described to them in the survey. It is incorrect to state that one in five receive “no training” as this question is not specifically asked in the survey.

The data does suggest reasons for this figure. For example, those working for an employer prior to enrolment were more likely to say they received neither on-nor off-the-job training. In addition, those employed for more than a year prior to enrolment were also more likely to say the same or, if they did train, they spent fewer hours doing so. There is therefore a clear difference between apprentices who are new to an organisation and those who are long-standing workers in relation to the receipt of, and hours spent, training.

Furthermore, there is a close link between the group not recognising off- or on-the-job training, framework and employment prior to enrolment. As identified earlier, apprentices on service-focused frameworks were more likely to have worked for their current employer before enrolling on an Apprenticeship. Apprentices on these frameworks were also the ones more likely to do neither off- nor on-the-job training. Around a third of apprentices on ‘Customer Service’ frameworks (34 per cent) and a quarter ‘Team Leading & Management’ (26 per cent), ‘Hospitality and Catering’ (25 per cent) and ‘Business Administration’ (24 per cent) frameworks fell into this group. In comparison, around one in ten apprentices on technical/manual frameworks said they received neither off- nor on-the-job training.

There has, however, been a significant decrease in the proportion of ‘Retail’ apprentices reporting neither on- nor off-the-job training. This has fallen 20 percentage points from the 2011 figure.

Those receiving training were asked about the average hours per week they spent doing it. Overall, apprentices spent twice as long training on-the-job (just over eleven and a half hours per week) compared to off-the-job (just over five hours). These figures have also dropped significantly from those reported in 2011 by around one hour each.

As in 2011, those in technical/manual Apprenticeships spent the most time training. Indeed, apprentices on these frameworks spent most of their working week training, as shown in the table below.

Table 2.2: Training mix for technical/manual apprentices in England

| **Apprenticeship Framework** | **Mean time spent training and (% training)** | **Mean contracted hours** |
| --- | --- | --- |
| **Off-the job****Hours (% training this way)** | **On-the-job****Hours (% training this way)** |
| 2012 | 2011 | 2012 | 2011 | 2012 | 2011 |
| Engineering  | 7.2 (62) | 8.9 (56) | 19.5 (85) | 21.0 (82) | 37.5 | 37.3 |
| Construction | 7.6 (54) | 11.1 (53) | 20.7 (84) | 21.8 (83) | 38.1 | 37.8 |
| Electrotechnical | 6.2 (57) | 7.9 (58) | 23.0 (87) | 20.0 (83) | 39.4 | 39.0 |

Overall, training hours for apprentices were less than in 2011 but contracted hours remained the same. This suggests that employers had altered the mix between work and training towards the former.

The report now provides a detailed analysis of the findings for England.

## Starting on an Apprenticeship and hours worked

### Routes into Apprenticeships

Seven in ten (71 per cent) apprentices in England worked for their employer before starting their Apprenticeship. There is no significant difference in this proportion compared to the 2011 survey.

As reported in the 2011 survey, the variation by framework in the proportion of apprentices working for their employer prior to enrolment was marked (Figure 2.1). This ranged from nearly all (98 per cent) of ‘Team Leading & Management’ apprentices to less than half (45 per cent) of those enrolled on an Engineering framework. There is a clear step between some of the ‘service’ frameworks such as ‘Retail’ and ‘Customer Service’ and others which show a different recruitment pattern. This group of apprentices were much more likely to have worked for their employer prior to starting their Apprenticeship. This pattern is the same as for 2011, although some of the differences by framework are statistically significant.

Figure 2.: Proportion of apprentices in England working for their current employer prior to starting their Apprenticeship (%)

Women were more likely than men to have worked for their employer prior to enrolment (78 percent versus 61 per cent of men). This is because apprentices working in the three frameworks at the bottom of Figure 2.1 were nearly all men. As would be expected, age also played a part as those 18 years old or younger were far less likely to have been employed before starting their Apprenticeship. Of this age group, 39 per cent worked for their employer prior to enrolment compared to 59 per cent of 19 to 24 year olds and 92 per cent of those aged 25 or more.

Prior employment and the length of that employment were also found to be important factors in relation to training, which is covered in more depth under the heading *Participation in training*. In summary, apprentices who worked for their current employer prior to enrolment were less likely to recognise they did on- or off-the-job training, especially if they had worked for that employer for over a year. If this latter group did train, then they did so for fewer hours compared to those who were new employees.

Three in ten apprentices (29 per cent) were *not* working for their employer before starting the Apprenticeship. Among this group, over half (57 per cent) said they were doing a course in school or college; close to three in ten (28 per cent) were working for a different employer; and 11 per cent were unemployed.

Figure 2.2: Routes into Apprenticeships (amongst those not already working for their employer)

As one may expect, education was most common for younger apprentices (81 per cent of 18 or under) and employment with a different employer for older ones (74 per cent of 25 or above compared to 61per cent in 2011).

As shown in Table 2.3 overleaf, some differences from the findings in 2011 exist. The proportion of ‘Construction’, ‘Electrotechnical’ and ‘Engineering’ apprentices not working for an employer prior to enrolment was the same in 2012 as in 2011. However, there have been changes in the entry route within this group not working for their current employer, For example, there has been a 19 percentage point increase in the proportion of ‘Construction’ apprentices recruited from school or college and a subsequent drop of 15 percentage points in those working with other employers prior to enrolment. A similar pattern is shown for ‘Electrotechnical’ apprentices, although the reverse is the case for Engineering apprentices (i.e. more recruitment of those working for other employers and a fall in recruitment from school and college).

Data from Semta, the Sector Skills Council for Engineering, shows a large increase in Apprenticeship starts over the past two years including a 142 per cent increase in starts at the intermediate Level 2[[7]](#footnote-7). As 80 per cent of 16 to 18 year old apprentices represented in this survey studied at Level 2, this could help explain this change.

Table 2.3: Route into Apprenticeships by framework[[8]](#footnote-8)

| **Apprenticeship Framework** |  | **Routes to Apprenticeships** |
| --- | --- | --- |
| **Base size** | **Doing a course in a school or college** | **Working for a different employer** | **Unemployed** |
| 2012 | 2011 | 2012 | 2011 | 2012 | 2011 | 2012 | 2011 |
|  |  | % | % | % | % | % | % |
| Construction | 258 | 221 | **80** | **61** | **14** | **29** | 5 | 10 |
| Hairdressing | 247 | 187 | 72 | 69 | 23 | 24 | 4 | 7 |
| Electrotechnical | 277 | 239 | **70** | **58** | 27 | 33 | 3 | 8 |
| Other | 252 | 197 | **65** | **57** | 21 | 25 | **10** | **17** |
| Engineering  | 331 | 267 | **58** | **68** | **33** | **24** | 6 | 7 |
| Children’s Care, Learning and Development  | 181 | 198 | 54 | 57 | 25 | 29 | 17 | 11 |
| Business Administration | 257 | 216 | 49 | 44 | 35 | 27 | 15 | 26 |
| Retail | 47\* | 52\* | 45 | 40 | 38 | 30 | 17 | 22 |
| Hospitality and Catering | 68\* | 53\* | 42 | 59 | 32 | 25 | 20 | 10 |
| Customer Service | 99\* | 94\* | 37 | 40 | 35 | 30 | 27 | 27 |
| Health and Social Care | 65\* | 73\* | 24 | 33 | 54 | 46 | 14 | 15 |
| *Total* | *2,090* | *1,804* | *57* | *56* | *28* | *27* | *11* | *15* |

Base: All apprentices in England who were not working for their employer before starting their training course (2012: 2,090; 2011 1,804).

Asterisk (\*) means that the base size is small so results should be treated with caution. Bolded text shows significant difference from the 2011 data.

### Number of hours contracted to work

Apprentices with a contract were asked the number of hours a week they were contracted to work by their employer, excluding meal breaks and any overtime. Those without a contract were asked the same question, but with the wording about a contract removed[[9]](#footnote-9). As shown in Figure 2.3 below, 5 per cent of apprentices said they worked fewer hours than they technically should based on Apprenticeship funding rules. This is the same proportion as reported in 2011. These apprentices were statistically more likely to be enrolled on ‘Children’s Care, Learning & Development’ (7 per cent) and ‘Retail’ (8 per cent) frameworks. Alongside Health and Social Care (23 per cent), these two frameworks were also much more likely than others to offer part-time Apprenticeship on contracts lasting between 16 and 29 hours a week or less (27 and 37 per cent respectively compared to 15 per cent overall). Those aged 16 to 18 were also more likely to work 15 hours or less (7 per cent). We will return to this group later.

Figure 2.3: Number of hours contracted to work

As in 2011, all three of these frameworks enrolled far more women than men (Health & Social Care, 81 per cent; Childcare, 92 per cent; and Retail 60 per cent) although the proportion of female ‘Retail’ apprentices has fallen by 15 percentage points compared to the 2011 data. Overall, women were more likely than men to have part-time apprentice contracts under 30 hours a week (27 per cent versus 11 per cent). These figures show the gender divide in contracted hours indentified in 2011 which affected some frameworks more than others still existed at the time of the 2012 survey. As noted last time, this reflects the rules governing who can do an Apprenticeship part time[[10]](#footnote-10).

At first glance, one statistic that changed from 2011 is that the proportion of men contracted for fewer than 16 hours a week is now closer to that of women (4 per cent and 5 per cent respectively). This feels counter-intuitive based on the framework analysis presented above. However, the question on hours worked this year was subtly different from that of 2011. Specifically, extra questions were asked earlier in the survey as to *whether* an individual had a contract of employment and the type of contract they had. The resulting figures showed 87 per cent of apprentices said they had a contract of employment, 11 per cent said not with the remaining 2 per cent stating ‘don’t know’. Regarding contract type, 77 per cent had a permanent job with no fixed end date and 21 per cent were employed for the duration (2 per cent stated ‘don’t know’).

There are four things noteworthy about the data on employment contracts when compared with other factors. Firstly, those employed only for the length of their training were more likely not to have a contract (16 per cent versus 8 per cent of those saying their job was permanent). Secondly, those employed for under 16 hours per week were also more likely to have no contract (21 per cent) although their type of contract was no different. Thirdly, nine in ten (89 percent) respondents whose wage was compliant with the NMW had a contract whereas eight in ten (80 percent) of those who received lower pay that they should had a contract. Finally, there was a large difference in the type of contracts given to apprentices by age, as illustrated in Figure 2.4 overleaf.

Younger people were more likely to have no contract and to be employed for the duration of their Apprenticeship only. So, those with no contract are more likely to be young, earn less than they should and to work less than 16 hours.

Figure 2.4: Contract details by age of apprentice


### Pay versus the number of hours contracted to work

As for 2011, an analysis of the pay versus hours worked revealed a number of statistically significant differences (Table 2.4 overleaf). The mean salary for apprentices who said their contracted hours were less than 16 hours per week was £9.69 per hour (£8.66 in 2011). This fell to £6.16 per hour for those working between 16 and 29 hours a week and £6.09 (£5.60 in 2011) for those who said they were contracted for 30 hours or more. Median figures are also provided in Table 2.4.

The finding that part-timers earn more per hour is surprising. Further analysis of the data does not provide any firm conclusions as to why this may be. The authors speculate this group either did not recognise at least some training as part of their “contracted hours”, or that this group under-estimated their hours/over-estimated their pay. Given that the 16 to 18 group were more likely than older apprentices to say they worked 15 hours or less, some misreporting from this group seems likely. Table 2.4 also illustrates a marked difference in the mean and median figures for the ‘less than 16 hours’ group, which suggests some skewing in the data for high earners in this group. A misreporting in working hours from apprentices working less than 16 hours a week would also result in a larger error than for those with longer contracts. This is because the error would be a significantly larger proportion of the total hours worked for this group.

Table 2.4: Pay in England by contracted hours

| **Contracted hours** | **Less than 16 hours** | **16 to 29 hours** | **30 hours or more** |
| --- | --- | --- | --- |
| 2012 | 2011 | 2012 | 2011 | 2012 | 2011 |
| **Mean hourly pay**  | £9.69 | £8.69 | £6.16 | £6.05 | £6.21 | £5.60 |
| **Median hourly pay** | £6.67 | £6.50 | £6.19 | £6.02 | £6.08 | £5.56 |

Six per cent of apprentices said they were contracted to work for 45 hours or more. These were more likely to be male (9 per cent) and following ‘Hospitality & Catering’ or ‘Electrotechnical’ frameworks (12 per cent and 11 per cent respectively).

### Participation in training

Apprentices in England were asked whether they had taken part in any off-the-job or on-the-job training as part of their Apprenticeship.

* **Off-the-job training** was defined for them as training away from their everyday work and which could include courses, workshops, training sessions, distance learning, workbooks, CD-ROMs, etc. In addition, off-the-training could still be conducted at the place where they worked, but would be away from their everyday work area. Under an Apprenticeship agreement, the apprentice should be paid for any off the job training they receive.
* **On-the-job training** was defined as training where someone provided advice, showed them how to do something or coached them whilst they were doing their everyday work.

Thirty six per cent took part in both types of training and a similar proportion in on-the-job training only (34 per cent); and one in ten (11 per cent) in off-the-job training only. Two in ten (19 per cent) received neither of these types of training (see Figure 2.5 overleaf). In 2011, the Department for Business Innovation and Skills introduced the Specification of Apprenticeship Standards for England (SASE) which stipulates the number of guided learning hours (GLH) at Intermediate and Advanced level for Apprenticeships[[11]](#footnote-11). However, the figures above show no statistically significant movement in the proportion of apprentices not recognising on- or off-the-job training at the time of the study. This is to be expected given the short period of time that SASE had been operating prior to fieldwork. Subsequent studies will provide a better barometer as to the impact or otherwise of SASE.

Apprentices recognising neither training method also differed by sex, age, contract status and hourly pay:

* Women were much more likely to report they did neither training method than men (23 percent versus 15 per cent);
* Those aged 21 or older were more likely than younger apprentices to recognise neither training method (23 per cent versus 12 per cent);
* Apprentices receiving neither on- nor off-the-job training were more likely to have a permanent contract (88 per cent versus 75%); and
* There was a general trend for the likelihood of doing neither training method to increase with the level of hourly pay.

It was noted earlier that older apprentices earning higher wages were those more likely to have worked with the same employer prior to enrolling on their Apprenticeship. The finding that older apprentices who earn higher hourly wages were more likely to say they received neither on- nor off-the-job training adds weight to the conclusion that some Apprenticeship training was being used to either accredit prior learning or as a reward to employees for long / continued service with an organisation. This conclusion is strengthened by the finding this year that apprentices that said they received neither forms of training were more likely to have a permanent contract with their employer.

Figure 2.5: Proportion of apprentices in England receiving on- and off-the-job training

In the case of England, enough data exists to explore this issue further by framework. There were statistical differences in several frameworks which showed the variation by gender was not solely related to framework. For example, female apprentices on Customer Service frameworks were more likely not to receive any training compared to their male counterparts (38 per cent versus 26 per cent respectively). Women on ‘Business Administration’ frameworks were more likely to receive neither form of training than men (27 per cent versus 17 per cent respectively). The same finding (women less likely to receive training than men) held in the ‘Retail’ and ‘Other’ frameworks.

### Off-the-job training

As in 2011, nearly half (47 per cent) of apprentices had undertaken off-the-job training and male apprentices were more likely than female apprentices to have taken part in off-the-job training (50 per cent compared to 44 per cent respectively). This reflects the different enrolment profile of Apprenticeships between sexes described later. The use of off-the-job training also decreased with age, from half (51 per cent) of those under 24 years old to four in ten (42 per cent) of those aged 25 or above.

Year 1 apprentices were least likely to have taken part in off-the-job training (44 per cent compared with 48 per cent of Year 2 apprentices and 68 per cent of Year 3+ apprentices). apprentices in Year 3 or higher are typically found in technical frameworks such as ‘Construction’, ‘Electrotechnical’ and ‘Engineering’. These three frameworks accounted for 42 per cent of all apprentices in Year 3 or higher. This trend replicates that found in the 2011 survey, as does the finding that frameworks covering technical or specific vocational skills provided more off-the-job training. For example, frameworks such as ‘Children’s Care, Learning and Development’ (64 per cent offering off-the-job training) and ‘Health and Social Care’ (51 per cent) entail specific training relating to the care of the vulnerable, whereas ‘Engineering’ (62 per cent), ‘Construction’ (54 per cent) and ‘Electrotechnical’ (57 per cent) require apprentices to learn technical skills and techniques with a large amount of theoretical underpinning. Less specific training is required in frameworks such as ‘Retail’ (37 per cent doing off-the-job training) and ‘Customer Service’ (33 per cent). However, in the case of retail, the proportion receiving off-the-job training has increased by 13 percentage points from 2011 and this now brings ‘Retail’ in line with the other service frameworks.

Figure 2.6: Proportion of apprentices in England who undertook off-the-job training (%)

Like in 2011, men and younger apprentices were still more likely to take part in off-the-job training. Half (50 per cent) of the men surveyed in England did this form of training compared to 44 per cent of women. Nearly half of apprentices aged 18 or under and 19 to 24 (52 and 51 per cent respectively) took part in off-the-job training compared to 42 per cent of apprentices aged 25 or more.

Those apprentices who said they did off-the-job training spent an average of 5 hours a week doing so, down from over 6.3 hours in 2011. Male apprentices spent more time (5.6 hours) on off-the-job training compared with female apprentices (4.2 hours).

Looking at specific frameworks, those in ‘Engineering’ (8.9 hours), ‘Construction’ (11.1 hours), ‘Electrotechnical’ (7.3 hours) and ‘Other’ (7.3 hours) spent most time on off-the-job training. This is the same overall trend as 2011, but the hours spent are significantly lower in the case of each. Mean time spent has fallen over three hours in for Construction apprentices, nearly two hours for those on Engineering frameworks and an hour for Electrotechnicians.

The number of hours spent on off-the-job training decreased with age, from 6.3 hours among those aged 18 or under to 4 hours among those aged 25 or above. It did, however, increase with the year of Apprenticeship, from 4.5 hours for Year 1 apprentices to 6.3 years for Year 3+ apprentices.

### On-the-job training

Seven in ten (70 per cent) apprentices were offered on-the-job training, a statistically similar proportion as reported in 2011. The sub-group trends are also the same as for 2011 and again mirrored those who had undertaken off-the-job training. Male apprentices (76 per cent versus 64 per cent female apprentices), younger apprentices (83 per cent of 18 years old or under versus 60 per cent of 25 years old or over) and those in Year 3+ (83 per cent of Year 3+ versus 67 per cent of Year 1) were more likely than average to have undertaken on-the-job training.

As per 2011, apprentices in the ‘Engineering’ (85 per cent), ‘Hairdressing’ (79 per cent), ‘Construction’ (84 per cent), ‘Electrotechnical’ (87 per cent) and ‘Other’ (76 per cent) frameworks were more likely to receive training on-the-job compared to others. Compared to 2011, the figures for Retail apprentices are again noteworthy as there was an18 percentage point increase in the proportion of apprentices receiving on-the-job training in this framework.

The average number of hours spent by those training on-the-job was significantly less than in 2011 and stood at 11.6 hours per week, which was double that spent by those training off-the-job. In 2011, the mean hours spent training on-the-job was 12.4 hours. Male apprentices (14.8 hours) and those aged 24 or under were more likely to spend more time on on-the-job training (15.2 hours for those aged 18 or under, 14.9 hours for 19 to 24 year olds and 5.8 hours for apprentices aged 25 or over). There were also differences by ethnicity: white apprentices (11.8 hours) tended to spend more time on on-the-job training compared with BME apprentices (9.3 hours)[[12]](#footnote-12).

Figure 2.7: Proportion of apprentices in England who undertook on-the-job training (%)

The amount of time spent training on-the-job also increased with the year of Apprenticeship – from 10 and a half hours for Year 1 apprentices to 21.2 hours for Year 3+ apprentices. Level 3 apprentices (12.1 hours) also received more on-the-job training compared with Level 2 apprentices (11.2 hours).

Apprentices in ‘Engineering’ (19.1 hours), ‘Construction’ (20.7 hours), ‘Electrotechnical’ (23.0 hours) and ‘Other’ (16.2) frameworks spent more time training on-the-job compared with other frameworks. Indeed, for these frameworks the amount of on-the-job training makes up a large proportion of their working week. Men comprise the vast majority of apprentices on these frameworks, which explains the gender differences in training described earlier.

Table 2.5: Training mix for technical/manual apprentices in England

| **Apprenticeship Framework** | **Mean time spent training and (% training)** | **Mean contracted hours** |
| --- | --- | --- |
| **Off-the job****Hours (% training this way)** | **On-the-job****Hours (% training this way)** |
| 2012 | 2011 | 2012 | 2011 | 2012 | 2011 |
| Engineering  | 7.2 (62) | 8.9 (56) | 19.5 (85) | 21.0 (82) | 37.5 | 37.3 |
| Construction | 7.6 (54) | 11.1 (53) | 20.7 (84) | 21.8 (83) | 38.1 | 37.8 |
| Electrotechnical | 6.2 (57) | 7.9 (58) | 23.0 (87) | 20.0 (83) | 39.4 | 39.0 |

### Analysing on- and off-the-job training together

As noted earlier, one in five apprentices said they did not receive on- or off-the-job training. As Figure 2.8 shows, the general finding from 2011 still holds in that this was much more likely to be the case in some service and customer-focused frameworks such as ‘Customer Service’ and ‘Business Administration’ compared to skilled and technical trades such as (‘Electrotechnical’, ‘Engineering’, ‘Hairdressing’ and ‘Construction’).

However, there have been some statistically significant changes between the two surveys. In 2012, ‘Retail’ apprentices were half as likely to receive neither on- nor off-the job training compared to 2011. ‘Team Leadership and Management’, ‘Children’s Care, Learning and Development’ and ‘Hospitality and Catering’ all saw statistically significant falls.

Figure 2.8: Proportion of apprentices in England receiving neither on- nor off-the-job training by framework (%)

We noted earlier that a third (36 percent) of apprentices said they received *both* on- and off-the-job training. This is a concern as SASE guidelines for England stipulate an Apprenticeship should offer both.

Looking first at framework, a familiar story emerges in that apprentices on traditional frameworks were more likely to say they received both forms of training (Figure 2.9 below). The proportion ranges from over half of ‘Engineering’ apprentices (54 percent) to less than a quarter (23 percent) of those on the ‘Customer Service’ framework.

Figure 2.9: Proportion of apprentices receiving on- and off-the-job training by framework (%)

Analysis by age, sex and pay also provided consistent findings with earlier data: Younger apprentices, men and those on lower pay were all more likely to receive both on- and off-the-job training compared to older apprentices, women and the higher paid (Table 2.6). However, there was no difference between Advanced Apprentices and those on Level 2 frameworks.

Table 2.6: Likelihood of receiving both on-and off-the-job training in England

|  |  |  |  |
| --- | --- | --- | --- |
|  | **By sex** | **By age** | **By pay** |
| Men | Women | 20 or younger | 21 or older | Less than £6.19 / hr | £6.20 / hr or more |
| **Receive both on- and off-the-job training (%)** | 41% | 31% | 44% | 31% | 44% | 31% |

### Assessment of training

A couple of new questions relating to external assessment were asked in 2012. Nine in ten (90 per cent) of apprentices said they had an external assessor who came into the workplace to assess their skills. An analysis of those more likely to say they did not get assessed shows this as a problem more likely to afflict ‘Hairdressing’ apprentices (16 per cent).

The nine in ten that recognised they had an external assessment were asked to state the amount of feedback they received after their assessment. Two thirds (64 percent) said they ‘always’ received feedback and a further one in five (20 per cent) said they ‘mostly’ did. The one in twenty (6 per cent) that said they rarely or never received feedback were evenly distributed across the sample with no significant differences between sub-groups of the population.

## Pay rates

### Basic pay from employer

Details of pay were collected using two questions in which an apprentice could state either gross or net pay in hourly, weekly, monthly or yearly amounts. The data was then processed so a “per hour” amount was derived for every record giving a figure for pay **and** a figure for the average number of hours worked per week where a per hour figure was not provided by the respondent. The detail of this calculation is provided in Appendix B. Note that apprentices receiving no pay were excluded from this calculation and therefore all reporting on mean and median pay.

Changes in reported pay rates should be seen in the light of increases in minimum pay introduced in October 2012 before the fieldwork was conducted for this survey. Table 2.7 shows the differences in minimum pay rates for apprentices in 2011 and 2012 and shows increases in the rate of 2 per cent in most cases. The exception was for 19 to 20 years of age in their second year or more of Apprenticeship. The rate for this group was not changed for 2012.

The same proportion as in the 2011 survey (95 per cent) said they received pay from their employers. And as in 2011, those aged 18 or below (6 per cent), BME apprentices (7 per cent)[[13]](#footnote-13) and those in the ‘Children’s Care, Learning and Development’ (6 per cent) were most likely to say they received no pay. Women were also significantly more likely not to receive pay (6 percent).

Table 2.7: Apprentice National Minimum Wage Rates, 2011 and 2012

|  |  |  |
| --- | --- | --- |
|  | Year | Increase |
| From 1st October 2011  | From 1st October 2012 | Value | Per cent |
| Year 1, regardless of age | £2.60 | £2.65 | £0.05 | 2 |
| 16 to 18 years of age | £2.60 | £2.65 | £0.05 | 2 |
| 19 to 20 years of age, second year or more of Apprenticeship | £4.98 | £4.98 | - | No change |
| 21 years of age or more, second year or more of Apprenticeship | £6.08 | £6.19 | £0.11 | 2 |

As per the 2011 survey, 85 per cent of apprentices in 2012 provided details of pay and hours. The median wage of these apprentices in England was £6.09 per hour and the mean £6.21 (Table 2.8 overleaf). Compared to the hourly averages calculated in 2011, reported median pay in 2012 increased by 5 per cent and mean pay by 7 per cent.

The figures by framework also mirror the findings from 2011. Apprentices on the ‘Team Leadership and Management’ framework received the highest mean and median hourly pay and hairdressers’ remain the worst remunerated group and also mirroring findings in England for 2005 and 2007.

Mean gross weekly pay in England was £221 and the median £208 which showed just a one pound difference from 2011 and compared to mean gross pay in the 2007 survey of £209 per week and a median of £200. That calculated hourly pay has increased and calculated weekly pay has remained constant suggests that the overall hours worked by apprentices should be less in 2012 compared to last year. However, mean and median figures on hours have seen no real change between 2011 and 2012. Whilst this appears counter-intuitive, there is an explanation for this seeming inconsistency and this is illustrated later in Figure 2.10 and it relates to the statistical distribution of reported pay in 2012. **Table 2.8: Median and Mean wage and proportion below minimum wage by framework in England**

| **Apprenticeship Framework** | **Base size** | **Median hourly gross pay** | **Mean gross hourly pay** | **Proportion earning below minimum wage[[14]](#footnote-14)** |
| --- | --- | --- | --- | --- |
| **n** | **£** | **%** |
| 2012 | 2011 | 2012 | 2011 | 2012 | 2011 | 2012 (at 2012 rate | 2012 (at 2011 rate | 2011 |
| Team Leadership and Management | 397 | 367 | 7.84 | 8.13 | 9.11 | 9.35 | 4 | 3 | 5 |
| Electrotechnical | 511 | 447 | 6.50 | 6.56 | 6.88 | 6.98 | 31 | 29 | 19 |
| Customer Service | 415 | 430 | 6.80 | 6.60 | 6.92 | 6.86 | 18 | 13 | 5 |
| Health and Social Care | 423 | 429 | 6.50 | 6.25 | 6.77 | 6.51 | 21 | 17 | 5 |
| Retail | 411 | 450 | 6.25 | 6.25 | 6.33 | 6.37 | 17 | 11 | 4 |
| Engineering  | 513 | 461 | 6.16 | 5.94 | 7.03 | 6.23 | 21 | 19 | 20 |
| Business Administration | 542 | 450 | 6.02 | 5.77 | 6.21 | 5.99 | 31 | 23 | 14 |
| Hospitality and Catering | 409 | 439 | 6.11 | 5.93 | 6.00 | 5.76 | 19 | 16 | 14 |
| Other | 531 | 447 | 5.00 | 5.00 | 5.46 | 5.31 | 42 | 36 | 28 |
| Children’s Care, Learning and Development  | 462 | 394 | 5.14 | 4.99 | 4.95 | 4.88 | 43 | 30 | 26 |
| Construction | 483 | 437 | 4.64 | 4.29 | 5.11 | 4.61 | 42 | 38 | 33 |
| Hairdressing | 538 | 445 | 2.70 | 2.64 | 3.51 | 3.39 | 69 | 61 | 48 |
| **Total** | **5,635** | **5,196** | **6.09** | **5.83** | **6.21** | **5.80** | **29** | **24** | **20** |

### Apprentices paid less than their national minimum wage

Assessing the extent to which apprentices were paid less than they should be was more problematic for the 2012 survey because of the survey fieldwork period. All fieldwork was conducted between 15 October and 23 December 2012. The change to the National Minimum Wage levels was made on 01 October 2012. This means that the correct calculation for assessing whether or not an apprentice was paid less than the legal requirement should be based on the 2012 levels in Table 2.4. However, it is also possible that some apprentices had either not had their October pay when interviewed, or had not mentally registered any change in their pay. For this reason, Ipsos MORI thinks it very likely that the proportion whose pay level has been calculated to be under their equivalent NMW level for 2012 is too high. For this reason, a further calculation using the 2011 pay levels has also been undertaken, as shown in the final column in Table 2.8.

However, regardless of the difference in the fieldwork period or whether the 2012 or 2011 apprentice National Minimum Wage level rate is used, the data shows that the proportion calculated to be paid under the wage they should based on their year of Apprenticeship and/or age was higher in 2012 compared to the 2011 survey. Using the 2012 minimum pay levels, nearly three in ten (29 per cent) were paid less than they should be. Even using the 2011 levels, the proportion was a quarter (24 per cent), four percentage points higher than the 2011 figure.

Using the lower 2011 figure, the proportion paid less than they should increased significantly in every framework except ‘Team Leadership and Management’, ‘Engineering’, ‘Children’s Care, Learning and Development’ and ‘Hospitality and Catering’. Using the 2012 NMW figures makes the increase in ‘Children’s Care, Learning and Development’ significant.

Figure 2.10 shows the pay distribution of apprentices in England. The proportion of apprentices receiving less than the minimum amount they should based on their age or year of Apprenticeship has increased by three percentage points to 13 per cent since 2011.

Nineteen per cent were paid between £2.50 and £4.97 and for 9 per cent; this was below the amount they should have received based on their age and year of Apprenticeship. These proportions are roughly in line with the equivalent figures from last year albeit on slightly different pays bands to match the equivalent minimum wage levels.

However, the 2012 data does show an increase in the proportion paid in the band directly below that of the national adult minimum wage. This increased by seven percentage points compared to the equivalent band in 2011, standing at one in five (22 per cent[[15]](#footnote-15)) in 2012. Moreover, this was less than should have been received for seven per cent of apprentices, four percentage points higher than the equivalent band in 2011. Nearly half (47 per cent) were paid on or above the 2012 adult rate of the National Minimum Wage of £6.20 per hour.

Figure 2.10: Apprentice pay rates in England (%)

The key difference between the 2012 and 2011 data is the shape of the two graphs. In 2012, pay is normally distributed whereas the 2011 data shows what is known as kurtosis. This simply means the data in 2011 was clustered around a couple of peaks (the £2.50 to £4.91 and £5.93 to £7.49 pay bands) and this clustering is no longer present *to the same extent*. Figure 2.11 later illustrates that a peaked distribution still exists, but in relation to the ANWM pay bands, this distribution has changed. This pattern of distribution explains why there are some counter-intuitive findings on pay.

Table 2.8 earlier shows the proportion of apprentices receiving less pay than they should by framework. Nearly seven in ten apprentices in the ‘Hairdressing’ framework (69 per cent) were paid below the minimum wage they should have received, which is 21 percentage points higher than 2011. The same applied to over four in ten apprentices on the ‘Children’s Care, Learning and Development’ (43 per cent), ‘Construction’ and ‘Other’ (both 42 per cent). These are large increases and even given the different time period in which interviews took place, similar increases were found using the 2011 NMW pay levels.

A few subgroups were more likely to be paid below the minimum wage they should receive based on their age and/or year of Apprenticeship:

* Those under 25 years old (43 per cent versus 20 per cent of those aged 25 or above);
* Those in Year 2 of their Apprenticeship (42 per cent). This is a strong indicator that employers may not understand that apprentice pay changes after their first year and is very similar to the data from 2011. It is noted later that there is a specific issue in relation to non compliance with 19 and 20 year olds in their second year of an Apprenticeship; and
* Those following a Level 2 qualification (32 per cent versus 25 per cent for Level 3).

Unlike last year, there was no significant difference by sex on this measure.

Employment prior to a course also played a role: nearly half of those who did not work for their employer before their Apprenticeship (47 per cent) were paid below minimum wage compared to 22 per cent working for their employer before starting their Apprenticeship.

Over half (53 per cent) of those who no longer worked for their employer were paid below minimum wage before they left the company compared to a quarter who still work for the company.

The amount of training offered also correlated with pay rate. Those who said they received both on- and off-the-job training were more likely to be paid below the minimum wage they should have been receiving (37 per cent).

The issue of compliance has also been compared to the minimum pay that an apprentice should receive (Figure 2.11). Most apprentices taking part in the survey should command a minimum wage of £2.65 and compliance within this band is relatively high. This would be expected given the number of apprentices that were already working for their employer prior to enrolment. As noted elsewhere, it is very unlikely that these first year apprentices would accept a drop in wages in their first year in order to undertake an Apprenticeship.

The figures for the other three bands are more interesting as they show much higher non-compliance as a proportion of all apprentices in those bands. Although there are fewer total apprentices in each of these bands, much higher proportions of apprentices did receive the pay to which they were entitled. This was especially the case for those apprentices entitled to a minimum of £4.98 per hour (19 to 20 years of age, second year or more of Apprenticeship). Although this accounted for 18 percent of all apprentices, over half of this group (55 percent) earned less than they should. This suggests that some employers struggle to adjust pay for the apprentices to which this rate applies.

Figure 2.11: Apprentice pay rates in England by eligible pay band (%)

A more detailed view of pay is provided in Figure 2.12 overleaf. In the 2011 survey a trend for peaks in pay was identified. Spikes in the hourly pay were found between £2.50 and £2.99 per hour, and between £6.00 and £6.49 and these are again evident this year. In terms of the very low paid, the majority still fall into the bracket just under the £2.60 mark: £2.00 to £2.49.

The importance of the peak around £2.50 is that it corresponds with the minimum pay of first year apprentices and so illustrates that this rate is used by some employers. Pay falls off with a very long “tail” after the £6.00 to £6.49 mark which is around the full national minimum wage level of £5.93 per hour at the time of the study. In 2011, nearly two-thirds (64 per cent) of apprentices in England earned between £2.00 and £6.49 per hour; this proportion has fallen to just over a half (53 per cent) in 2012. Four in ten (41%) apprentices were paid over £6.50 per hour.

Figure 2.12: Apprentice pay rates in England in detail (%)

An analysis of pay around the borders of compliance has also been undertaken this year. Specifically, the proportion of apprentices receiving pay which is close the minimum they should receive shows that many apprentices received just under what they should. Over four in five (44 percent) of non-compliant apprentices earned less than £2.65 per hour. However, this comprised 12 percent earned between £2.60 and £2.64 and a further 10 percent earned between £2.50 and £2.59. Similarly, 4 percent on non compliant apprentices earned £5.93 to £6.07 per hour and a further 4 percent earned £6.08 to £6.18 per hour.

Overall, this means that three in ten non-compliant apprentices were paid a rate which would have been compliant over the past two years.

### Awareness of the Apprentice Rate of the National Minimum Wage

A measure of awareness of the Apprentice Rate was included in the 2012 survey. Overall, just over half (52 per cent) of those interviewed said they were aware of the Apprentice Rate of the National Minimum Wage. Reported awareness was higher amongst men (56 per cent) and younger people who are more directly affected by the legislation; over three in five (62 per cent) aged 18 or under said they were aware compared to 44 per cent of those aged 25 or above.

A comparison by framework showed that reported awareness was highest amongst ‘Hairdressing’ (67 per cent), ‘Business Administration’ (63 per cent) and the ‘Other’ category (60 per cent) apprentices. Conversely, ‘Retail’ and ‘Health and Social Care’ apprentices were the least aware. Three in five (61 per cent) of apprentices from both frameworks said they were not aware of the Apprentice Rate.

Of particular interest is awareness amongst those receiving low pay. Nearly three quarters (73 per cent) of those earning under £2.50 per hour were aware of the rate and awareness drops off as wages increase.

### Tips from customers

Apprentices were asked whether they received any tips from customers in their work with their employer, and one in ten (10 per cent) said they did.

The key differences were by framework: as in 201, those in ‘Hospitality and Catering’ (32 per cent) and ‘Hairdressing’ (84 per cent) frameworks were more likely to receive tips. In the case of ‘Hairdressing’, this is an increase of six percentage points compared to the 2011 figure. The data suggests that employers may use tips to top up the wages of apprentices following low-paying frameworks, especially for those aged 18 or less. Since 2009, tips cannot be counted towards NMW pay rates. This is especially the case for the very small numbers of apprentices that reported their pay had *decreased* as a result of their Apprenticeship[[16]](#footnote-16). Three in ten (29 per cent) of this group received tips. As in 2011, younger apprentices (20 per cent of those aged 18 or under) were more likely to receive tips.

Apprentices were asked to provide a figure for the amount of tips they received per day, week, month or year. The mean figures for those able to give an answer are listed in Table 2.9 below. However, one in five (22 per cent) of those receiving tips said the amount varied too much for them to provide a figure.

Table 2.9: Amount received in tips by apprentices in England

|  | **Base size** | **Mean amount (£)** |
| --- | --- | --- |
| **2012** | **2011** | **2012** | **2011** |
| Per day | 139 | 120 | 5.93 | 5.20 |
| Per week | 374 | 320 | 18.93 | 12.70 |
| Per month | 115 | 101 | 41.22 | 45.16 |
| Per year | 79 | 58 | 90.01 | 52.00 |

### Bonuses

A quarter (23 per cent) of apprentices in England received bonuses in their work with their employer and this is three percentage points less than reported in 2011. The following groups were more likely to receive bonuses: male apprentices (27 per cent), those aged between 19 and 24 (26 per cent) and those in Year 3+ of their Apprenticeship (32 per cent).

‘Retail’ (47 per cent), ‘Construction’ (32 percent) and ‘Engineering’ (45 per cent) apprentices were most likely to receive a bonus which mirrors findings from 2011.

The mean figures for the amount received in a bonus are listed in Table 2.10 below. A quarter (24 per cent) of those receiving a bonus said the amount varied too much for them to provide a figure.

Table 2.10: Amount received in bonuses by apprentices in England

|  | **Base size** | **Mean amount (£)** |
| --- | --- | --- |
| **2012** | **2011** | **2012** | **2011** |
| Per week | 63 | 73 | 39.71 | 43.80 |
| Per month | 223 | 209 | 108.36 | 123.99 |
| Per year | 724 | 729 | 423.86 | 351.40 |

### Framework impact on pay

Apprentices who were working for their employer before starting their training were asked if their pay had increased, decreased or stayed the same as a result of starting the Apprenticeship.

The vast majority - eight in ten (82 per cent) – said that their pay stayed the same, and this is an increase of four percentage points from 2011. One in six (16 per cent) saw an increase in their pay. However, a small number of apprentices (1 per cent) saw a decrease in their pay.

Apprentices that had worked for their employer for less than a year were more likely to report an increase in pay; 22 per cent of new employees reported an increase compared to 12 percent of those who had been employed for a year or more.

Although ‘Hairdressing’ apprentices were as likely as in 2011 to have received a drop in pay (5 per cent), a similar proportion of ‘Engineering’ (5 percent), ‘Construction’ (5 per cent) and ‘Electrotechnical’ (4 percent) apprentices also said their pay fell. However, apprentices from the same frameworks were also more likely to report increases in pay. These increased ranged from three in ten (30 per cent) ‘Engineering’ apprentices to nearly half (45 per cent) of ‘Electrotechnical’ apprentices.

## Overtime

The proportion of apprentices reporting they work overtime (paid or unpaid) has increased by 10 percentage points since 2011; now nearly two thirds (64 per cent) say they do this. As shown in Table 2.11 overleaf, large increases in overtime have been reported in some frameworks notably ‘Retail’ (an increase of 19 percentage points), ‘Construction’ and ‘Hairdressing’ (both by 11 percentage points).

As reported in 2011, overtime was still more common among male apprentices (68 per cent versus 60 per cent of female apprentices), which is explained in the by-framework figures above. The likelihood also increased with age (from 49 per cent of 18 or under to 66 per cent of 25 or more) and year of Apprenticeship (62 per cent of Year 1 apprentices to 72 per cent of Year 3+ apprentices). In all of the cases highlighted above, the figures have increased significantly compared to the 2011 data.

Table 2.11: Proportion working overtime by framework

| **Apprenticeship Framework** | **Base size** | **Work overtime (paid or unpaid)** |
| --- | --- | --- |
| **n** | **%** |
| 2012 | 2011 | 2012 | 2011 |
| Retail | 476 | 537 | **83** | **64** |
| Electrotechnical | 575 | 508 | **81** | **72** |
| Team Leadership and Management | 520 | 472 | **73** | **64** |
| Engineering  | 571 | 510 | **71** | **62** |
| Health and Social Care | 505 | 511 | 66 | 62 |
| Hospitality and Catering | 497 | 496 | 65 | 63 |
| Other | 628 | 521 | **62** | **52** |
| Customer Service | 523 | 540 | **61** | **51** |
| Construction | 546 | 489 | **60** | **49** |
| Children’s Care, Learning and Development  | 547 | 518 | 56 | 51 |
| Hairdressing | 580 | 491 | **48** | **37** |
| Business Administration | 629 | 547 | **47** | **37** |
| Total | 6,597 | 6,140 | **64** | **54** |

The likelihood of overtime increased with gross hourly pay, as demonstrated in Figure 2.13 overleaf and mirroring the findings in 2011.

Figure 2.13: Proportion worked overtime by gross hourly pay

On average, the amount of overtime worked in England by those providing a figure remains roughly the same as in 2011 at 6.2 hours per week. Two-thirds (64 per cent) worked under 10 hours per week.

The amount of time spent working overtime increased with age, from 5.1 hours among those aged 18 or under to 6.4 hours to those aged 25 or more.

Figure 2.14: Number of hours working overtime per week (%)

The sub-group analysis by framework shows that apprentices working in the ‘Health and Social Care’ (8.5 hours) and ‘Hospitality and Catering’ (7.0 hours) frameworks still do significantly more overtime than average, as they did in 2011. However, unlike the last survey, ‘Retail’ apprentices were also shown to work significantly longer overtime than average at 7.0 hours. Each of these sectors were also found to pay relatively low apprentice wages.

### Paid overtime

Among apprentices who worked overtime, seven in ten (69 per cent) were always paid, 9 per cent were sometimes paid and one in five were never paid (22 per cent). This latter figure represents a four percentage point fall from 2011.

As shown in Figure 2.15, the same differences by framework found in 2011 still applied in relation to paid overtime. ‘Engineering’, ‘Construction’ and ‘Electrotechnical’ frameworks all appear within the top four of the chart as apprentices on these frameworks mostly ‘always got paid’ for their overtime (90, 84 and 84 per cent respectively).

Other groups that were more likely to be paid overtime than others were:

* Male apprentices (72 per cent versus 65 per cent of female apprentices); again, note that male dominated frameworks were the ones most likely to include paid overtime.
* Those aged between 19 and 24 (72 per cent);
* Those in Year 3+ of their Apprenticeship (78 per cent); and
* Those earning above minimum wage (81 per cent versus 71 per cent of those earning below minimum wage).

In comparison, more ‘Hairdressing’ apprentices said they were ‘never paid’ rather than ‘always paid’; 42 per cent compared to 33 per cent. apprentices on three other frameworks were more likely to receive no pay for overtime: ‘Business Administration’ (42 per cent), ‘Team Leading and Management’ (41 per cent) and ‘Children’s Care and Development’ (31 percent).

Figure 2.15: Proportion of apprentices always paid and never paid for overtime by framework (%)

On average, those who were paid for overtime did 6.4 hours a week. A third did between one to four hours (32 per cent), a quarter between five to nine hours (24 per cent), and 18 per cent worked over 10 hours. The rest (23 per cent) said the number of hours varied too much for them to say.

Looking at the findings by frameworks, ‘Health and Social Care’ (8.6 hours), ‘Retail’ (7.0 hours) and ‘Hospitality and Catering’ (6.9 hours) apprentices spent more hours on paid overtime on average.

Those who did paid overtime were asked how much they received specifically for their overtime. They reported a mean of £7.80 an hour for their overtime, which was higher than £6.50 per hour they received for their contracted Apprenticeship hours. Payment for overtime followed the same pattern as payment for main job – those in the ‘Electrotechnical’ (£10.71), ‘Engineering’ (£10.78) and ‘Team Leading and Management’ (£8.91) frameworks received the highest pay rate for working overtime. Within each framework, overtime pay was higher compared to the usual pay received by apprentices.

Again noting the pay-by-framework data above, male apprentices (£8.52), those aged 25 or over (£8.56), those in Year 3+ of their Apprenticeship (£9.37) and those doing a Level 3 course (£8.67) enjoyed higher mean gross hourly pay for such work.

### Unpaid overtime

Overall, the average number of hours apprentices spent on unpaid work was 4.4 hours a week. As shown in Figure 2.16, half of those who did any unpaid work (46 per cent) did so for fewer than five hours a week. Fourteen per cent did between five to nine hours, while one in ten (10 per cent) did 10 hours or more a week. For a quarter of apprentices (25 per cent), the amount of time spent on unpaid work varied too much for them to provide an average.

Figure 2.16 Number of hours doing unpaid overtime per week (%)

Two frameworks involved more unpaid overtime work: ‘Hospitality and Catering’ (5.8 hours); and ‘Team Leading and Management’ (5.1 hours). It is noteworthy that the amount of variation by framework in this year’s survey was less than that in 2012.

### Time off in lieu or flexi leave

Among those who did overtime work, paid or unpaid, four in ten (41 per cent) said they were given time off or flexi leave in return. Those in Year 3 of their Apprenticeship were more likely to say so (44 per cent).

Apprentices in clerical or management frameworks were more likely to get time off or flexi leave. These frameworks were ‘Business Administration’ (51 per cent) and ‘Team Leading and Management’ (50 per cent). As with hours for unpaid overtime, the variation between frameworks in the 2012 survey is less than for 2011.

## Other work

As in 2011, six per cent of apprentices in England said they had other part-time, paid work aside from their work with the employer offering them the Apprenticeship. Those on the ‘Health and Social Care’ (10 per cent) and ‘Children’s Care, Learning and Development’ (8 per cent) frameworks were more likely to work part-time. Those earning below minimum wages (8 per cent) were more likely to do other work to supplement their income and this was especially the case for those earning less than £2.65 per hour (13 per cent).

Those who did other work spent on average 10 hours working on that. Two-thirds (68 per cent) spent under 15 hours while one in six (17 per cent) spent 15 hours or more. The proportion spending more than 15 hours a week working another job has fallen by seven percentage points from the 2011 figure of 24 percent.

Figure 2.17: Number of hours doing other work per week (%)


## Receipt of benefits

A new question was asked in the survey this year to gauge if apprentices received any government benefits. The majority (84 per cent) did not receive any benefits. Of the remaining 16 per cent, most said they received three main benefits: Child Tax Credit (9 per cent), Working Tax Credit (7 per cent) and Housing benefit or Council Tax Credit (4 per cent).

There were significant differences by sex as a quarter (23 per cent) of the women surveyed said they received a benefit. Around four times more women than men said they received Child Tax Credit and Working Tax Credit. Similarly, people aged 25 or more were more likely to receive these benefits. Around a third of all those receiving working tax credit and a quarter of those getting Child Tax Credit were on ‘Health and Social Care’ frameworks. Those who were working for their employer prior to enrolment were more likely to draw a benefit.

A small proportion (2 per cent) said they received benefits they should not such as Jobseekers Allowance, Income Support and Employment and Support Allowance.

## After Apprenticeships

Apprentices were asked what they planned to do after they finished their Apprenticeship or in the next few months if they had already completed. Two thirds (67 per cent) planned to stay working for the same employer. Close to one in five (17 per cent) planned to work using what they had learned in their framework but not necessarily with the same employer. Seven per cent wanted to continue with education and six per cent wanted to work somewhere completely different. These proportions are very close to those reported in 2011.

Figure 2.18: Apprentices’ plans after finishing Apprenticeship in England

There were some significant differences by framework (Table 2.12 overleaf) which, in the main, mirrored those found in the 2011 survey:

* Apprentices in ‘Retail’ (77 per cent), ‘Engineering’ (80 per cent) and ‘Team Leading and Management’ (75 per cent) were more likely than the sample overall to stay with their employer. For ‘Retail’, ‘Engineering’ and ‘Hospitality and Catering’, significant increases in the proportion choosing to stay with their employer were found;
* Apprentices in ‘Hairdressing’ (25 per cent), ‘Health and Social Care’ (21 per cent), ‘Children’s Care, Learning and Development’ (20 per cent), ‘Construction’ (20 per cent) and ‘Electrotechnical’ (25 per cent) were more likely to stay in the same sector but with a different employer;
* Apprentices in ‘Customer Service’ (11 per cent) and ‘Business Administration’ (10 per cent) were more likely to want to work somewhere completely different.
* Apprentices in ‘Children’s Care, Learning and Development’ (16 per cent) were more likely to stay in education or training than average.
* Of those paid below their appropriate minimum wage, over a half (55 percent) planned to stay with their employer and 22 per cent wished to stay working in their sector. Eleven percent wanted to work somewhere completely different and 8 percent said they were going to stay in education or training,.

Table 2.12: Future plans of apprentices in England

| **Apprenticeship Framework** | **Base** | **Stay with same employer (%)** | **Stay in same sector but different employer (%)** | **Work somewhere completely different (%)** | **Stay in education/ training (%)** |
| --- | --- | --- | --- | --- | --- |
| 2012 | 2011 | 2012 | 2011 | 2012 | 2011 | 2012 | 2011 | 2012 | 2011 |
| Engineering | 571 | 510 | **80** | **74** | 12 | 14 | 3 | 5 | 4 | 5 |
| Retail | 476 | 537 | **77** | **70** | 10 | 14 | 8 | 8 | 4 | 5 |
| Team Leadership and Management | 520 | 472 | 75 | 78 | 14 | 10 | **6** | 6 | 2 | 3 |
| Business Administration | 629 | 547 | 69 | 66 | 15 | 14 | 10 | 9 | 4 | 8 |
| Hospitality and Catering | 497 | 496 | **69** | **57** | **14** | **20** | **8** | **13** | 6 | 7 |
| Customer Service | 523 | 540 | 67 | 72 | 12 | 11 | 11 | 9 | 6 | 5 |
| Electrotechnical | 575 | 508 | 66 | 65 | 25 | 24 | 4 | 6 | 4 | 3 |
| Construction | 546 | 489 | 65 | 60 | 20 | 25 | 8 | 6 | 5 | 7 |
| Health and Social Care | 505 | 511 | 64 | 65 | 21 | 22 | 5 | 3 | 8 | 8 |
| Other | 628 | 521 | 62 | 63 | 22 | 21 | 6 | 7 | 7 | 8 |
| Hairdressing | 580 | 491 | 59 | 63 | 25 | 17 | 8 | 7 | 7 | 9 |
| Children’s Care, Learning and Development | 547 | 518 | 52 | 54 | 20 | 23 | 9 | 7 | 16 | 14 |
| Total | 6,597 | 6,140 | 67 | 65 | 17 | 18 | 7 | 7 | 6 | 7 |

Base: All apprentices in England (6,597 in 2012; 6,140 in 2011)

Aside from differences by framework, older apprentices (74 per cent of 25 or older) and Level 3 apprentices (71 per cent) were more likely to say they would stay with the same employer.

BME apprentices[[17]](#footnote-17) and younger apprentices (both 22 percent) were more likely to say they would look for work with other employers in the same sector.

The six per cent of apprentices who planned to stay in education or training after the current Apprenticeship were asked what type of programme they planned to take part in.

Half (44 per cent) planned to take part in a higher level NVQ or Apprenticeship, with those currently at Level 2 (58 per cent) and those aged 18 or below (49 per cent) more likely to say so. This was intuitive and consistent with the data from 2007 and 2011, although the proportion looking to do a higher level NVQ or Apprenticeship has fallen by eight percentage points since 2011.

There has been a subsequent, significant, rise in the proportion seeking going to university to do a degree up nine percentage points since 2011 to three in ten (31 per cent). The proportion aiming for higher education rose to over half (51 per cent) among those currently following a Level 3 qualification. This may be an indication of an Apprenticeship becoming a more attractive route into higher education.

Eight per cent wanted to attend a college-based training course which is half of those in 2011. These figures suggest that an Apprenticeship is now a more attractive route into HE compared to previously. It will be an interesting trend to track over time.

Figure 2.19: Type of education or training programmes after current Apprenticeship


# Chapter 2: Wales

## Key facts in Wales

* The median rate of hourly pay[[18]](#footnote-18) received by apprentices in Wales was £6.29 and the mean was £6.80. Median pay has not changed significantly since 2011 but mean pay has risen by 18p an hour, which is a statistically significant increase. When analysed as a weekly rate[[19]](#footnote-19), median gross pay in Wales was £226 and the mean £239.
* Almost four in five apprentices in Wales (78 per cent) were contracted to work 30 hours or more per week and the mean apprentice contract was just under 34 hours (33.9) per week. Four per cent of apprentices said their contracted hours were less than 15 hours a week, which is lower than allowed under the guidelines.
* Half (50 per cent) of apprentices in Wales said they received off-the job training and nearly two-thirds (62 per cent) said they trained on-the-job, both of which are unchanged from 2011. Slightly higher than one in five (22 per cent) apprentices in Wales said they did neither of these forms of training.
* Those apprentices who were receiving training and able to estimate how much training they received said they completed, on average, just under 5 hours off-the-job training per week (4.65 hours). Over twice this amount was spent on on-the-job training (11.45 hours).
* Over eight in ten (82 per cent) apprentices in Wales worked for their current employer prior to enrolling on an Apprenticeship. Of these apprentices seven in ten (71 per cent) worked for that employer for over a year prior to enrolment. Apprentices aged 25 or more were much more likely to both work for their employer prior to enrolment (93 per cent of this age group compared to 70 per cent of those aged 19-24 and 51 per cent of those aged 18 or under) and also to have worked for that employer for a year or more (83 per cent compared to 51 per cent and 49 per cent of those aged 19-24 and 18-or-under respectively).
* The key pay data for Wales is contained in the summary table overleaf. Statistically significant differences in means between different subgroups in the 2012 sample are highlighted in bold text.

Table 3.1: Summary gross hourly pay for Wales

| **Statistic** | **Base[[20]](#footnote-20)** | **Median hourly pay (£)** | **Mean hourly pay (£)** |
| --- | --- | --- | --- |
|  | **2012** | **2011** | **2012** | **2011** | **2012** | **2011** |
| **Overall**  | 1,523 | 1,766 | 6.29 | 6.30 | **6.80** | **6.62** |
| **Gender** |  |  |  |  |  |  |
| Female | 789 | 921 | 6.25 | 6.53 | **6.74** | **6.89** |
| Male | 734 | 845 | 6.41 | 6.02 | **6.87** | **6.38** |
| **Age** |  |  |  |  |  |  |
| Under 19 | 199 | 255 | 3.00 | 2.89 | **3.77** | **3.36** |
| 19 to 24 | 632 | 666 | 5.77 | 5.79 | 5.65 | 5.61 |
| 25+ | 691 | 845 | 7.26 | 7.37 | 8.07 | 8.04 |
| **Framework** |  |  |  |  |  |  |
| Management | 98 | 143 | 10.43 | 10.92 | **10.77** | **11.31** |
| Customer Service | 119 | 146 | 7.52 | 7.28 | **7.95** | **7.64** |
| Business Administration | 131 | 141 | 7.67 | 7.35 | 7.63 | 7.57 |
| Retail | 90 | 113 | 6.26 | 6.25 | **6.26** | **6.89** |
| Health and Social Care | 146 | 162 | 6.26 | 6.63 | **6.68** | **6.88** |
| Engineering  | 134 | 164 | 6.67 | 6.24 | **7.16** | **6.51** |
| Other | 134 | 163 | 6.65 | 6.25 | **7.03** | **6.51** |
| Hospitality  | 119 | 144 | 6.19 | 6.00 | **6.17** | **6.39** |
| Electrotechnical | 143 | 143 | 5.72 | 5.53 | 5.82 | 5.84 |
| Children’s care | 118 | 136 | 6.08 | 5.81 | 5.61 | 5.52 |
| Construction | 122 | 162 | 4.73 | 4.00 | **4.88** | **4.43** |
| Hairdressing | 145 | 149 | 2.88 | 2.83 | 3.58 | 3.63 |
| **Year of Apprenticeship** |  |  |  |  |  |  |
| Year 1 | 760 | 1,158 | 6.35 | 6.35 | **6.98** | **6.68** |
|  *Year 1 OR Under 19* | *784* |  | *6.25* |  | ***6.69*** |  |
| Year 2 | 540 | 499 | 6.29 | 6.30 | **6.79** | **6.55** |
| Year 3 | 90 | 109 | 6.07 | 6.20 | **6.12** | **6.47** |
| **Level of Apprenticeship** |  |  |  |  |  |  |
| Level 2 | 729 | 933 | 6.20 | 6.01 | **6.48** | **6.23** |
| Level 3 | 790 | 833 | 6.60 | 6.71 | **7.21** | **7.12** |

##

## Summary of the main findings in Wales

Frameworks play a major role in shaping apprentice pay and working conditions in Wales. As with other countries, the frameworks of ‘Engineering’, ‘Construction’ and ‘Electrotechnical’ (referred to as the ‘technical/manual’ group) have different working conditions to those focused on the service sector and/or transferable skills such as ‘Customer Service’, Business Administration’ and ‘Management’.

Furthermore, apprentices working on the ‘Hairdressing’ and ‘Early Years Care’ frameworks were more likely to receive relatively low wages and work unpaid overtime.

### Routes into Apprenticeships

Over eight in ten (82 per cent) of apprentices in Wales were working for their employer before enrolling on an Apprenticeship, an increase from 75 percent in 2011. This was especially the case for the apprentices on the ‘Management’ framework where nearly all were working for their employer prior to enrolment (98per cent). Apprentices on the service-focused frameworks of ‘Hospitality’, ‘Health & Social Care’ and ‘Customer Service’ were also much more likely to have worked for their employer before starting their Apprenticeship.

The technical/manual Apprenticeships of ‘Engineering’, ‘Construction’ and ‘Electrotechnical’ were more likely to contain apprentices enrolling straight from school or college, as was the ‘Hairdressing’ framework.

### Apprentice Pay

The analysis of pay in the survey is derived from several figures in the survey. An apprentice’s contract should cover the amount of time spent working and training off-the-job, so the pay calculation needs to reflect this. In addition, a comparable figure is required in order to maximise the analysis of pay by sub group. As the Apprentice Rate of the National Minimum Wage is expressed as an hourly rate, the pay reported by apprentices in this survey uses the same measure. With this in mind, an outline of the derived calculation for pay for apprentices not stating their pay as an hourly rate is as follows:

Hourly gross pay = f(pay) / (working hours + off-the-job training hours)

Where f = a conversion constant when pay was given as a weekly, monthly or annual figure. This has implications for reading the report. It is important to bear in mind that the comparable pay figure is derived and so will have a margin of error associated with it. The same issue arises in other social research using derived measures of pay such as the Annual Survey of Hours and Earnings (see Griffiths, Ormerod and Ritchie, 2006 ). A full documentation of derived pay is provided in Appendix A.

Although all apprentices were employed, two per cent of respondents said they did not receive any pay (unchanged from 2011). This figure is significantly lower than in other countries. No demographic or framework group were significantly more likely to be unpaid, however a slightly higher proportion of those in the second year of Apprenticeship were less likely to be paid (4 per cent)

As in other countries, mean pay varied between frameworks and displayed no particular pattern. Apprentices on ‘Management’ frameworks earned the most, receiving a mean of £10.77 per hour, whilst at the bottom, ‘Hairdressing’ apprentices earned mean hourly pay of just £3.58. The same pattern was noted with median pay with ‘Management’ apprentices receiving a median pay of £10.43 per hour and ‘Hairdressing’ apprentices £2.88.

The pay data also revealed that over eight in ten (82 per cent) apprentices received on or above the minimum amount they should get based on their year of Apprenticeship and/or age, a slight decrease of 2 percentage points compared to 2011 (not statistically significant). Of the remaining 18 per cent, there were significant differences by framework. Over half (55 per cent) of ‘Hairdressing’ apprentices earned below the minimum they should have received based on their year of Apprenticeship and/or age[[21]](#footnote-21). Other frameworks in which apprentices were likely to earn less than they should were ‘Construction’ (34 per cent), ‘Electrotechnical’ (29 per cent) and ‘Children’s care’ (24 per cent).

Other groups more likely to have received less than they should were those aged under 25 (28 per cent), and in their second or third year of Apprenticeship (24 and 36 per cent respectively). The finding that in second year apprentices received less than they should is a strong indicator that the rules which dictate how much an apprentice should earn were not understood by all employers, particularly the rule that the £2.50 Apprentice Rate applies only to first years for older age groups.

One in ten apprentices (10 per cent) said they received tips. As elsewhere, ‘Hairdressing’ and ‘Hospitality’ apprentices were more likely to receive tips (86 per cent and 42 per cent respectively). Given their low levels of pay, there is a potential danger that ‘Hairdressing’ Apprentices’ wages were still being topped up by tips which should not happen after changes to the National Minimum Wage legislation in 2009. Over a quarter (26 per cent) of those receiving a wage less than the legal minimum also received tips.

One in five (20 per cent) received bonuses from employers. This was particularly common for men (29 per cent) and apprentices on ‘Engineering’ (48 per cent), ‘Retail’ (45 per cent) and ‘Customer Service’ (30 per cent) frameworks.

### Apprentices’ contracted working hours

In Wales, over three-quarters of apprentices (78 per cent) were contracted for 30 hours or more while 22 per cent of apprentices worked part-time. This represents a slight fall in the proportion of apprentices working for more than 30 hours per week, from 82per cent in 2011.

Four per cent of apprentices were contracted for fewer than 15 hours. This latter group were more likely to be women (6 per cent) and to be training on the ‘Children’s Care, Learning & Development’ (15 per cent) frameworks.

### Overtime

Nearly six in ten apprentices (59 per cent) worked overtime, an increase from 53per cent in 2011. It was more common amongst men (64 per cent) and varied across frameworks: ‘Electrotechnical’ (77 per cent) and ‘Hospitality’ (70 per cent) apprentices were more likely than others to work overtime.

Apprentices who did overtime spent an average of six hours a week doing so. The frameworks in which those doing overtime worked the most extra hours were: ‘Health and Social Care’ (7.7 hours), ‘Retail’ (7.2 hours) and ‘Hospitality’ (7.2 hours).

Comparing frameworks to look at apprentices who do and do not get paid for overtime were also revealing. Apprentices on technical/manual frameworks tend to get paid for overtime whereas around half of those on ‘Hairdressing’ and ‘Business Administration’ said they were ‘never paid’ (53 and 47 percent accordingly).

### Training received

Apprentices were asked whether they received off- and on-the-job training. Half of apprentices in Wales (50 per cent) said they received off-the job training and just over six-in-ten (62 per cent) received training on-the-job - both unchanged from 2011. As in 2011, around a fifth (22 per cent) of apprentices in Wales said that they did neither type of training. Given that the question wording lists a wide-range of different types of training as prompts, it is reasonable to assume that the large proportion who said they did not receive training highlights a genuine gap rather than a problem in respondent recall.

As in 2011, there was a close link between framework and the proportion who said they received neither off- or on-the-job training. Customer Service stands out as the Framework where apprentices are least likely to be doing either type of training (41 per cent). Similarly, proportions of around three in ten were found on the ‘Retail’, ‘Hospitality and Catering’ and ‘Business Administration’ frameworks. At the other end of the scale were apprentices on technical/manual frameworks such as ‘Engineering’, ‘Electrotechnical’ and ‘Construction’, where only around one in ten said they were training.

Those who were participating in training were asked for the average hours per week they received. Overall, apprentices spent slightly over twice as long training on-the-job (just under eleven and a half hours per week) compared to off-the-job (just under five hours). As in other countries, technical/manual apprentices received the most training within their contracted hours:

Table 3.2: Training mix for technical/manual Apprentices

|  | **Mean time spent training and (% training)** | **Mean contracted hours** |
| --- | --- | --- |
|  | **Off-the job****Hours (% training this way)** | **On-the-job****Hours (% training this way)** |
|  | **2012** | **2011** | **2012** | **2011** | **2012** | **2011** |
| Engineering  | 5.7 (61) | 8.2 (70) | 21.1 (82) | 20.9 (87) | 37.6 | 37.5 |
| Construction | 7.9 (59) | 8.2 (50) | 23.0 (81) | 20.0 (77) | 37.5 | 37.8 |
| Electrotechnical | 7.8 (52) | 7.4 (52) | 22.8 (85) | 21.2 (80) | 38.7 | 37.7 |

This chapter continues by providing detailed analyses of the findings for Wales.

## Starting on an Apprenticeship and hours worked

### Routes into Apprenticeships

Over eight-in-ten (82 per cent) of apprentices in Wales worked for their employer before starting their Apprenticeship, which is an increase from the 75 per cent found in 2011.

As in the other countries, there were significant differences by framework. Nearly all ‘Team Leading & Management’ apprentices worked for their current employer before starting their Apprenticeship (98 per cent) compared to only around half (49 per cent) in ‘Electrotechnical’ and 57 per cent in ‘Engineering’.

As shown in Figure 3.1, there is a clear difference between some of the ‘service’ frameworks such as ‘Hospitality and catering’, ‘Customer Service’ and ‘Health and Social Care’ compared to Frameworks with a different recruitment pattern. The findings are largely consistent with 2011, although there was a significant increase in the proportion of ‘Engineering’ and ‘Construction’ apprentices reporting that they were already working for their employer when they began their Apprenticeship.

Figure 3.1: Proportion of apprentices in Wales working for their current employer prior to starting their Apprenticeship (%)

When analysed by other factors, it was found that women were more likely than men to have worked for their employer before enrolment (86 per cent versus 76 per cent of men). However, when analysed *within* Frameworks the relationship with gender is less apparent - suggesting that this is a spurious function of the different gender profiles of Frameworks themselves (i.e. men more likely be in technical Apprenticeships that are more likely to recruit apprentices from outside)

As would be expected, age was also an important variable, as those aged 18 or younger were far less likely to have been employed before starting their Apprenticeship. Of this age group, 51 per cent worked for their employer prior to enrolment, compared to 70 per cent of 19 to 24 year olds and 93 per cent of those aged 25 or more. Amongst 19-24 year olds, compared to 2011 there has been a significant 12 percentage point increase in those who were working for their employer before starting their Apprenticeship - which largely accounts for the overall increase reported at the beginning of the chapter.

Just under one in five apprentices (18 per cent) were *not* working for their employer before starting the Apprenticeship. As shown in Figure 3.2, just under half of this group (46 per cent) said they were doing a course in school or college; a similar proportion (43 per cent) were working for a different employer; while 8 per cent were unemployed.

Figure 3.2: Routes into Apprenticeships (amongst those not already working for their employer) (%)

As could be expected, ’doing a course at school or college’ was more common among younger apprentices who were not working with their employer before enrolment (80 per cent of the 18 years old or under group). Employment with a different employer was more common for older apprentices (73 per cent of those aged 25 or above).

At the Framework level small base sizes mean that analysis possibilities are limited. However, apprentices on the ‘Engineering’ framework were significantly more likely to have enrolled on their Apprenticeship from school or college (84 per cent) but less likely from a different employer (16 per cent). In addition, apprentices on the ‘Health and Social Care’ were significantly more likely to have worked for a different employer (71 per cent).

### Number of hours contracted to work

Apprentices in Wales were asked about the number of hours a week they were contracted to work by their employer (excluding meal breaks and any overtime). As shown in Figure 3.3, 4 per cent of apprentices said they worked fewer than the 15 hours recommended by rules governing what constitutes an Apprenticeship[[22]](#footnote-22). In Wales, these apprentices were statistically more likely to be enrolled on ‘Early Years Care’ frameworks (15 per cent of those on this framework worked fewer than 15 hours per week). Alongside ‘Retail’ and ‘Health and Social Care’, apprentices following ‘Early Years Care’ were also more likely than others to be contracted to work part-time hours between 15-29 hours per week (broadly one in three apprentices on each Framework compared to an average of 18 percent)

As Figure 3.3 shows there has been little change in the number of hours contracted to work between 2011 and 2012.

Figure 3.3: Number of hours contracted to work (%)

Overall, women were more likely than men to be contracted to work part-time (27 per cent versus 7 per cent of men) and more likely to be working fewer than 15 hours (6 per cent versus 1 percent of men). It suggests that women in Wales were more likely to be affected by employers incorrectly applying the rules governing the number of contracted hours an apprentice is required to work.

Nine in ten (90 percent) respondents whose wage was compliant with the NMW had a contract whereas just over three quarters (77 percent) of those who received lower pay said that they should have had a contract.

### Participation in training

Apprentices in Wales were asked whether they had taken part in any off-the-job or on-the-job training as part of their Apprenticeship.

* **Off-the-job training** was defined as training away from their everyday work and which could include courses, workshops, training sessions, distance learning, workbooks, CD-ROMs, etc. In addition, off-the-job training could still be conducted at the place where they worked, but would be away from their everyday work area.
* **On-the-job training** was defined as training where someone provided advice, showed them how to do something or coached them whilst they were doing their everyday work.

A third (34 per cent) took part in both types of training, slightly fewer than three in ten took part in on-the-job training only (28 per cent) and one in six (16 per cent) did off-the-job training only. Over one in five (22 per cent) said they received neither of these forms of training (a small increase from 20 per cent in 2011 - although not statistically significant).

Figure 3.4: Proportion of apprentices in Wales receiving on- and off-the-job training (%)


### Off-the-job training

As outlined in Figure 3.5, frameworks covering technical or specific vocational skills tended to provide more off-the-job training. For example, frameworks such as ‘Children’s Care’ (62 per cent offering off-the-job training) and ‘Health and Social Care’ (55 per cent) entail specific training relating to the care of the vulnerable, whereas ‘Engineering’ (61 per cent), ‘Electrotechnical’ (52 per cent) and ‘Construction’ (59 per cent) require apprentices to learn technical skills and techniques with a large amount of theoretical underpinning. Less specific training is required in frameworks such as ‘Customer Service’ (27 per cent) and ‘Retail’ (26 per cent doing off-the-job training).

Figure 3.5: Proportion of apprentices in Wales who undertook off-the-job training (%)

Half (50 per cent) of all apprentices in Wales had undertaken off-the-job training, with men slightly more likely to do so than women (52 per cent compared to 48 per cent). Year 1 and 2 apprentices were less likely to have taken part in off-the-job training (49-50 per cent compared with 56 per cent of Year 3 Apprentices). Also, Level 2 apprentices (47 per cent) had less access to off-the-job training compared with Level 3 apprentices (53 per cent).

Apprentices who did off-the-job training spent an average of 4.65 hours a week doing so. Looking at specific frameworks, apprentices in ‘Construction’ (7.9 hours), ‘Electrotechnical’ (7.8 hours) and ‘Engineering’ (5.7 hours) spent most time in off-the-job training, whilst those in ‘Retail’ and ‘Customer Service’ spent the least (2.8 and 2.3 hours respectively).

Reflecting the findings above, male apprentices involved in off-the-job training received more of it than female apprentices (5.4 versus 3.9 hours). The number of hours spent on off-the-job training decreased with age, from 6.9 hours among those aged 18 or under to 3.5 hours among those aged 25 or above. Off-the-job training increased with the year of Apprenticeship, from 4.3 hours for Year 1 apprentices to 6.1 years for Year 3+ apprentices.

### On-the-job training

Nearly two thirds (62 per cent) of apprentices trained on-the-job, meaning this method of training was generally more popular with employers than off-the-job training.

Apprentices on technical frameworks such as ‘Electrotechnical’, ‘Engineering’ and ‘Construction’ were, along with ‘Hairdressing’, the most likely to be involved in on-the-job training. There is little variation across the other Frameworks, with between half and six-in-ten typically saying they received on-the-job training.

Figure 3.6: Proportion of apprentices in Wales who undertook on-the-job training (%)

The demographic profile of those who had undertaken on-the-job training was consistent with those who had undertaken off-the-job training. Males were more likely to have undertaken on-th-job training (67 per cent versus 58 per cent of female Apprentices) as were younger apprentices (80 per cent of 18 years old or under versus 55 per cent of 25 years old or over) and those in Year 3+ (71 per cent of Year 3+ versus 61 per cent of Year 1).

The average number of hours spent training on-the-job was 11.5 hours per week, which is over twice as many as is spent training off-the-job (4.65 hours). Male apprentices (16.5 hours) and those aged 18 or under were more likely to spend more time training on-the-job (19.1 hours for those aged 18 or under and 16.5 hours for 19 to 24 year olds).

The amount of time spent training on-the-job also increased with the year of Apprenticeship – from 8.6 hours for Year 1 apprentices to 20.6 hours for Year 3+ apprentices. Apprentices in ‘Construction’ (23.0 hours), ‘Electrotechnical’ (22.8 hours) and ‘Engineering’ (21.1 hours) frameworks spent more time training on-the-job compared with other frameworks. As in other countries, the technical/manual apprentices who received training were those who spent the most of their contracted hours doing so.

Table 3.3: Training mix for technical/manual Apprentices

|  | **Mean time spent training and (% training)** | **Mean contracted hours** |
| --- | --- | --- |
|  | **Off-the job****Hours (% training this way)** | **On-the-job****Hours (% training this way)** |
|  | **2012** | **2011** | **2012** | **2011** | **2012** | **2011** |
| Engineering  | 5.7 (61) | 8.2 (70) | 21.1 (82) | 20.9 (87) | 37.6 | 37.5 |
| Construction | 7.9 (59) | 8.2 (50) | 23.0 (81) | 20.0 (77) | 37.5 | 37.8 |
| Electrotechnical | 7.8 (52) | 7.4 (52) | 22.8 (85) | 21.2 (80) | 38.7 | 37.7 |

For most Frameworks participation in on-the-job training is higher than the for off-the-job training, the exceptions being ‘Children’s care’ and ‘Team leading and management’ and ‘Health and social care’ where it is fairly evenly balanced.

### Analysing on- and off-the-job training together

Figure 3.4 showed that one in five (22 percent) apprentices in Wales said they did not receive on- or off-the-job training. As Figure 3.7 shows, the general finding from 2011 still holds in that this was much more likely to be the case in some service and customer-focused frameworks such as ‘Customer Service’ and ‘Business Administration’ compared to skilled and technical trades such as (‘Electrotechnical’, ‘Engineering’, ‘Hairdressing’ and ‘Construction’). There are no statistically significant differences between 2011 and 2012 by framework, including the nine percentage point drop reported by apprentices on frameworks in ‘Team Leadership and Management’.

Figure 3.7: Proportion of apprentices in Wales receiving neither on- nor off-the-job training (%)

We also noted earlier that a third (34 percent) of apprentices said they received both on- and off-the-job training. Looking first at framework, apprentices on traditional frameworks were more likely to say they received both forms of training (Figure 3.8). The proportion ranges from over half of ‘Engineering’ apprentices (52 percent) to one in six (16 percent) of those on the ‘Customer Service’ framework.

Figure 3.8: Proportion of apprentices in Wales receiving neither on- nor off-the-job training (%)

Analysis by age, sex and pay also provided consistent findings with earlier data: Younger apprentices, men and those on lower pay were all more likely to receive both on- and off-the-job training compared to older apprentices, women and the higher paid (Table 2.6). In addition, it can also be seen that higher level apprentices were also more likely to receive both forms of training compared to those on frameworks at level 2.

Table 3.4: Likelihood of receiving both on-and off-the-job training in Wales

|  |  |
| --- | --- |
|  | **Receive both on- and off-the-job training (%)** |
| **By sex** | Men | **38%** |
| Women | 31% |
| **By pay** | Less than £6.19 / hr | **43%** |
| £6.20 / hr or more | 30% |
| **By age** | 20 or younger | **43%** |
| 21 or older | 31% |
| **By Level** | Level 2 | 31% |
| Level 3 | **37%** |

### Assessment of training

In the 2012 survey apprentices were asked whether an external assessor had visited their work to assess their skills in relation to the Apprenticeship. The overwhelming majority in Wales (91 per cent) reported that this had happened. These findings were strikingly consistent across sub-groups and frameworks, the only significant variation being that those in the ‘Children’s Care’ framework were more likely than average to report an assessment (96per cent).

Those who reported being visited by an external assessor were also asked to describe the amount of feedback they received. Just under three quarters of apprentices said that they ‘always received feedback’ (71 per cent) and a further 17 per cent said that they ‘mostly’ received feedback, leaving 12 per cent who got less than this. Older apprentices (76 per cent) were slightly more likely to say that they always received feedback, as did those on the ‘Children’s Care’ Framework (83 per cent). The least likely to ‘always’ receive feedback were those following technical Apprenticeships such as ‘Electrotechnical’ (51 per cent), ‘Construction’ (57 per cent) and Engineering (65 per cent).

## Pay rates

### Basic pay from employer

Details of pay were collected using two questions in which an apprentice could state either gross or net pay in hourly, weekly, monthly or yearly amounts. The data was then processed so a “per hour” amount was derived for every record giving a figure for pay **and** a figure for the average number of hours worked per week where a per hour figure was not provided by the respondent. The detail of this calculation is provided in Appendix A. Note that apprentices receiving no pay were excluded from this calculation and therefore all reporting on mean and median pay.

Almost all apprentices in Wales (97 per cent) received pay from their employers, two per cent did not and one per cent refused to answer. Those in the ‘Children’s Care’ and ‘Hairdressing’ framework were most likely to say they received no pay (4 per cent).

In Wales, 84 per cent of paid apprentices provided details of pay and hours. The mean gross hourly pay reported by these apprentices in Wales was £6.80 and median pay was £6.29 per hour. When analysed as a weekly rate, median gross pay in Wales was £226 and the mean £239.

As elsewhere, apprentices on the ‘Management’ framework earned the highest mean per hour, averaging £10.77. As elsewhere, apprentices in the ‘Hairdressing’ framework received the lowest mean gross hourly pay; £3.59.

Table 3.5: Mean wage and proportion below minimum wage by framework

|  | **Base size** | **Median gross hourly pay**  | **Mean gross hourly pay**  | **Proportion earning below minimum wage[[23]](#footnote-23)** |
| --- | --- | --- | --- | --- |
|  | **n** | **£** | **%** |
|  | **2012** | **2011** | **2012** | **2011** | **2012** | **2011** | **2012** | **2011** |
| **Total** | 1,523 | 1,766 | 6.29 | 6.30 | 6.80 | 6.62 | 18 | 15 |
| Management | 98 | 143 | 10.43 | 10.92 | 10.77 | 11.31 | 4 | 1 |
| Customer Service | 119 | 146 | 7.52 | 7.28 | 7.95 | 7.64 | 8 | 3 |
| Business Administration | 131 | 141 | 7.67 | 7.35 | 7.63 | 7.57 | 10 | 8 |
| Retail | 90 | 113 | 6.26 | 6.25 | 6.26 | 6.89 | 14 | 5 |
| Health and Social Care | 146 | 162 | 6.26 | 6.63 | 6.68 | 6.88 | 15 | 4 |
| Engineering  | 134 | 164 | 6.67 | 6.24 | 7.16 | 6.51 | 9 | 16 |
| Other | 134 | 163 | 6.64 | 6.25 | 7.03 | 6.51 | 18 | 20 |
| Hospitality  | 119 | 144 | 6.19 | 6.00 | 6.17 | 6.39 | 16 | 8 |
| Electrotechnical | 143 | 143 | 5.71 | 5.53 | 5.82 | 5.84 | 29 | 28 |
| Children’s Care  | 118 | 136 | 6.08 | 5.81 | 5.61 | 5.52 | 24 | 16 |
| Construction | 122 | 162 | 4.73 | 4.00 | 4.88 | 4.43 | 34 | 26 |
| Hairdressing | 145 | 149 | 2.88 | 2.83 | 3.59 | 3.63 | 55 | 50 |

Figure 3.9 shows the distribution of apprentice pay in Wales and illustrates that nearly two-thirds (62 per cent) of apprentices were paid on or above the 2010/11 adult rate of the National Minimum Wage of £6.08 per hour.

Figure 3.9: Apprentice pay rates in Wales (%)

Analysis was also carried out on the proportion receiving the amount of pay they should based on their year of Apprenticeship and age. Among those who were paid and reported a wage figure, just over eight in ten (82 per cent) were paid at the relevant minimum wage or above, leaving the rest (18 per cent) being paid below the minimum wage. This figure is significantly higher than that reported last year by apprentices in Wales (14 percent).

As was shown in Table 3.5, over half (55 per cent) of those in the ‘Hairdressing’ framework were paid below the minimum wage they should received. Apprentices from the following frameworks were also more likely to have been paid below the minimum wage compared with average: ‘Construction’ (34 per cent), ‘Electrotechnical’ (29 per cent), and ‘Children’s Care’ (24 per cent).

A few further subgroups were also more likely to be paid below the minimum wage they should have received for their age and/or year of Apprenticeship:

* Those under 25 years old: 28 per cent versus 10 per cent of those aged 25 or above;
* Those in Year 2 or 3 of their Apprenticeship: 24 and 36 per cent respectively) compared to Year 1’s (8 per cent);
* Employment prior to the course: Nearly a third of those who did not work for their employer before the course (32 per cent) were paid below the relevant minimum wage compared to 15 per cent working for their employer before starting their Apprenticeship; and
* Nearly half (44 per cent) of those who no longer worked for their employer at the time of the interview were paid below minimum wage before they left that company.
* Men were more likely to be paid below what they should be (21 per cent compared to 16 per cent of women).

The issue of compliance has also been compared to the minimum pay that an apprentice should receive (Figure 3.10). Most apprentices taking part in the survey should command a minimum wage of £2.65 and compliance within the two bands for which this is relevant is relatively high. All first year apprentices’ eligible minimum wage is £2.65 per hour and high compliance would be expected given the number of apprentices that were already working for their employer prior to enrolment. As noted elsewhere, it is very unlikely that these first year apprentices would accept a drop in wages in their first year in order to undertake an Apprenticeship. The smaller band of “£2.65 and under 19 years of age” covers apprentices of that age group not in their first year.

The figures for the other two bands are more interesting. Nearly half of those apprentices that should receive £4.98 do not get the minimum wage they should. This group comprises 19 and 20 year olds who have completed their first year. This suggests that some employers struggle to adjust pay for the apprentices to which this rate applies.

Figure 3.10: Apprentice pay rates in Wales by eligible pay band (%)

A more detailed view of pay is provided in Figure 3.11 below. There were two peaks in pay; one at the £2.50 to £2.99 mark and another much larger peak at the £6.00 to £6.49 mark. The importance of the peak around £2.50 is that it corresponds with the minimum pay of first year apprentices and so illustrates that this rate is used by some employers. Pay falls off with a very long “tail” after the £6.00 to £6.49 mark which is around the adult national minimum wage level of £5.93 per hour at the time of the study.

Figure 3.11: Apprentice pay rates in Wales in detail (%)

What was also marked in the Wales data was the relatively high proportion of apprentices earning £12 or more per hour which is likely to be explained by the relatively older profile of apprentices. In terms of the very low paid, it is worth noting that, like elsewhere, the highest number fell into the bracket between £2.00 to £2.99.

An analysis of pay around the borders of compliance has also been undertaken this year. Specifically, the proportion of apprentices receiving pay which is close to the minimum they should receive shows that many apprentices received just under what they should. Just over a quarter (27 percent) of non-compliant apprentices earned less than £2.65 per hour and 5 percent earned between £2.50 and £2.64 which means that over one in five would still have been non-compliant in 2011. Similarly, 4 percent on non compliant apprentices earned £5.93 to £6.07 per hour and a further 10 percent earned £6.08 to £6.18.

Overall, this means that one in five non-compliant apprentices were paid a rate which would have been compliant over the past two years.

### Awareness of the Apprentice Rate of the National Minimum Wage

Just under half (46per cent) of all apprentices in Wales said that they were aware of the Apprentice Rate which was a consistent finding across all sub-groups and Frameworks. By current pay levels, awareness is highest amongst those earning between £2.65 and £4.97 and £4.97 or over an hour (59 per cent and 57 per cent respectively), after which awareness levels decline as income increases. Those earning less than £2.65 have an awareness level of 43per cent.

### Tips from customers

Apprentices in Wales were asked whether they received any tips from customers in their work, with one in ten (10 per cent) saying they did.

As expected by the nature of the work, those on ‘Hairdressing’ (86 per cent) and ‘Hospitality’ (42 per cent) frameworks were more likely to receive tips. In the case of ‘Hairdressing’, overall wages were the lowest of all and, since 2009, tips no longer count towards wages for NMW purposes[[24]](#footnote-24). This may be one reason for the large number of apprentices in this framework being paid less than the wage they should receive, especially if employers are unaware of the change. Other groups statistically more likely to receive tips were: Younger apprentices (26 per cent of 18 or under) and those following a Level 2 qualification (12 per cent).

Apprentices were asked to provide a figure for the amount of tips they received per day, week, month or year. The mean figures for those able to give an answer are listed in Table 3.6, although caution is advised interpreting the figures due to the low base sizes. It should also be noted that one in four (26 per cent) said the amount varied too much for them to provide a figure.

Table 3.6: Amount received in tips by apprentices in Wales

|  | **Base size** | **Mean amount (£)** |
| --- | --- | --- |
| Per day | 28\* | 3.54 |
| Per week | 96 | 19.68 |
| Per month | 23\* | 52.07 |
| Per year | 27\* | 62.12 |

\* Very low base size (50 or lower)

### Bonuses

One in five (20 per cent) apprentices in Wales received bonuses from their employer. The payment of bonuses was largely a result of the incentive structure of the sector which apprentices were in, with those in ‘Engineering’ (48 per cent) and ‘Retail’ (45 per cent) most likely to receive a bonus. Those aged between 19 and 24 (25 per cent) and male apprentices (29 per cent) were also more likely to receive bonuses.

The mean figures for the amount received in a bonus are listed in Table 3.7 below. Over one in four (28 per cent) of those receiving a bonus said the amount varied too much for them to provide a figure.

Table 3.7: Amount received in bonuses by apprentices in Wales

|  | **Base size** | **Mean amount (£)** |
| --- | --- | --- |
| Per week | 17\*\* | 31.11 |
| Per month | 43\*\* | 171.46 |
| Per year | 183 | 415.86 |

\* Low base size (between 100 and 51)

\*\* Very low base size (50 or lower)

### Course impact on pay

Apprentices who were working for their employer before starting their training were asked if their pay had increased, decreased or stayed the same as a result of starting the Apprenticeship.

The vast majority - eight in ten (81 per cent) – said that their pay stayed the same, but one in six (16 per cent) saw an increase in their pay (an increase of five percentage points from 2011). As in 2011, only a very small number of apprentices (one per cent) saw a decrease in their pay. Those in ‘Hairdressing’ and ‘Construction’ (both 5 per cent) and ‘Electrotechnical’ (4 per cent) frameworks were more likely than average to see a decrease, albeit from small base sizes. Decreases were also more common amongst apprentices aged 24 or under (3 per cent).

## Overtime

Nearly six in ten (59 per cent) worked overtime, paid or unpaid, with their employer at some point. Overtime was common across all frameworks, though it was most prevalent in: ‘Electrotechnical’ (77 per cent) and Hospitality’ (70 per cent). Those who worked for their employer before the course started (62 per cent) were also more likely to have worked overtime and it was also more common among male apprentices (64 per cent versus 56 per cent of female Apprentices).

On average, apprentices who worked overtime in Wales did just over six hours of overtime per week. Over half (54 per cent) worked fewer than 10 extra hours per week. Those aged 18 or under worked the least amount of hour’s overtime – a mean of 4.6 hours per week compared to 6.1 among those aged over 25.

Figure 3.12: Number of hours working overtime per week (%)

The number of hours overtime was highest among apprentices working in the ‘Health and Social Care’ (7.7 hours), ‘Hospitality ’ (7.2 hours) and ‘Retail’ (7.2 hours) frameworks, although the base sizes for the latter two were low[[25]](#footnote-25).

### Paid overtime

Among apprentices who worked overtime, nearly three-quarters (72 per cent) were always paid, 9 per cent were sometimes paid and just under one in five were ‘never paid’ (19 per cent).

Across most frameworks a large majority of apprentices were paid for their overtime (either sometimes or always). The exceptions were those following frameworks in ‘Hairdressing’ (53 per cent of whom were never paid), ‘Business Administration (47 per cent never paid) and ‘Team leading and Management’ (41 per cent never paid). Within some frameworks, apprentices were nearly ‘always paid’, especially ‘Construction’ (92 per cent), ‘Health and Social Care’ (88 per cent) and ‘Electrotechnical’ (86 per cent).

Figure 3.13: Proportion paid for working overtime (%)

On average, those who were paid for overtime did an average of 6.25 extra hours per week. Just over a quarter did between one to four hours (27 per cent), a quarter between five to nine hours (25 per cent), and 16 per cent worked over 10 hours. The remainder (32 per cent) either did not know or said the number of hours varied too much for them to say. Looking at these findings by framework, ‘Health and Social Care’ (7.4 hours), ‘Retail’ (7.0 hours[[26]](#footnote-26)) and ‘Engineering’ (7.0 hours) did the most paid overtime on average.

Those who did paid overtime were paid a mean of £8.19 an hour for their overtime work. By framework, payment for overtime followed the same pattern as payment for their main job – those in the ‘Management’ (£13.22), ‘Engineering’ (£9.51), and ‘Business Administration’ (£9.25) frameworks received the highest pay rate for working overtime (although these figures are drawn from low base sizes). Those aged 25 or over (£8.74) and male apprentices (£9.20) received a higher mean gross hourly pay for overtime compared to all apprentices.

Figure 3.14: Number of hours doing paid overtime per week (%)


### Unpaid overtime

Among those apprentices doing unpaid overtime, the average number of extra hours worked was 4.1 hours a week. Four in ten of those who did any unpaid overtime did fewer than five hours a week (43 per cent), 11 per cent did between five to nine hours and 8 per cent did 10 hours or more a week. A large proportion of respondents either did not know or said it varied too much to say (36 per cent).

Figure 3.15: Number of hours doing unpaid overtime per week (%)

Those aged 25 years old or over spent more time doing unpaid overtime work (4.2 hours) compared with younger apprentices. Base sizes by frameworks were too low to conduct meaningful analysis.

### Time off in lieu or flexi leave

Among those who did overtime work - paid or unpaid - just under four in ten (37 per cent) said they were given time off or flexi leave in return. Those in Year 3 of their Apprenticeship were more likely to say so (51 per cent). Apprentices in clerical or management frameworks were more likely to get time off or flexi leave, for example ‘Business Administration’ (63 per cent) and ‘Management’ (55 per cent).

Those who were either sometimes or never paid for overtime were more likely to receive time off in lieu or work flexi time: Fifty-five per cent of those who never got paid for overtime and 57 per cent of those who sometimes got paid received time off in lieu or worked flexi-time. In comparison, these benefits were provided to 29 per cent of those who were always paid for their overtime.

## Other work

Seven per cent of apprentices said they had other part-time, paid work aside from their work with the employer offering them the Apprenticeship. Those in the ‘Early Years Care’ framework (19 per cent) were considerably more likely than average to do other work.

Those who did other work spent an average of 11.6 hours per week doing so. Nearly two-thirds (57 per cent) worked under 15 hours in another job whilst 28 per cent worked 15 hours or more. Due to small base sizes, no sub group analysis can be conducted.

Those who did other work and gave a wage figure earned a mean of £6.95 an hour for that work. Again, subgroup differences are difficult to assess due to small base sizes, although the figures suggest that those aged 25 or more did get a higher hourly wage for second jobs than younger apprentices (a mean of £8.53 per hour) as did those on Level 3 courses (£7.62 an hour).

Figure 3.16: Number of hours doing another job per week (%)


### Receipt of benefits

For the first time in 2012 apprentices were asked whether they received any benefits or credits. Nearly eight in ten (79 per cent) said they did not, while around one in ten said they were receiving Working Tax Credit (11 per cent) and Child Tax Credit (12 per cent). Small numbers of apprentices said that they were receiving other benefits, including Housing Benefit/Council Tax Credit (3 per cent), JSA (1 per cent) and Income Support (1 per cent). There were also four per cent who said they were in receipt of ‘other benefits’.

Women were more likely than men to say that they were receiving benefits (27 per cent compared to 11per cent, which is likely to be associated with childcare related benefits). This difference is translated into differences across the frameworks with apprentices on the female dominated frameworks of ‘Children’s Care’ (66 per cent) and ‘Health and social care’ (64per cent) being the most likely to be receiving benefits. There is also a strong relationship with age; very few under 24 year olds receive any benefits (just 4 per cent) compared to one in three of over 25s (33 per cent).

### After Apprenticeships

Apprentices were asked what they planned to do after they finished their Apprenticeship or, for those who had recently completed, in the next few months. In Wales, three quarters (74 per cent) planned to stay working for the same employer, while close to one in six (14 per cent) planned to work in the same sector but with another employer.

There were some significant differences by framework:

* Apprentices in ‘Management’ (83 per cent) and ‘Business Administration’ (82 per cent) were more likely to say they were planning to stay with their employer;
* Apprentices in ‘Retail’ (13 per cent) were more likely to say they intended to work somewhere completely different.
* Apprentices in ‘Early Years Care’ (9 per cent) were more likely to stay in education or training.

Figure 3.17: Apprentices’ plans after finishing Apprenticeship (%)

Older apprentices (81 per cent of those aged 25 or older) and those being paid above the relevant National Minimum Wage (75per cent) were more likely to say that they intended to stay with the same employer. Conversely, younger apprentices (aged 18 or under) were more likely to say they would look for work with other employers within in the same sector (21 per cent).

In total of four per cent wanted to continue with education and six per cent wanted to work somewhere completely different. Thirteen per cent of those aged 18 or under said they wanted to stay in education.

The four per cent of apprentices (82 respondents in total) who planned to stay in education or training after the current Apprenticeship were asked what type of programme they planned to take part in.

Forty per cent planned to take part in a higher level NVQ or Apprenticeship, A third (31 per cent) wanted to go to university to do a degree and fourteen per cent wanted to attend a college-based training course.

# Chapter 3: Northern Ireland

## Key facts in Northern Ireland

* The median rate of gross hourly pay[[27]](#footnote-27) received by apprentices in Northern Ireland was £6.15 and the mean was £5.91. When analysed as a weekly rate[[28]](#footnote-28), median and mean gross pay in Northern Ireland were both £212.
* Nearly two thirds of apprentices in Northern Ireland (65 per cent) worked 35 hours or more and the mean for contracted hours was over 33 hours per week (33.8). Eight per cent of apprentices said their contracted hours were 20 hours a week or less which is lower than is allowed under the Northern Ireland guidelines.
* Three in five apprentices in Northern Ireland (59 per cent) said they received off-the job training and almost the same proportion (62 per cent) received training on-the-job. As in 2011, nearly one in five (17per cent) apprentices in Northern Ireland who answered this question said they did neither of these forms of training.
* Apprentices who undertook off-the-job training spent, on average, over six hours per week doing so (a mean of 6.2 hours). Double the amount (13.6 hours) was spent receiving on-the-job training.
* Seven in ten (71 per cent) apprentices in Northern Ireland worked for their current employer prior to enrolling on an Apprenticeship. The figure is consistent with the findings from the 2011 survey.
* The key pay data for Northern Ireland is contained in the summary table overleaf. Statistically significant differences in means between different subgroups are highlighted in bold text. Note the very low base sizes for many of the frameworks. Bases under 50 are not suitable for significance testing. Aggregated figures may not sum due to rounding.

 **Table 4.1: Summary gross hourly pay for Northern Ireland**

| **Statistic** | **Base[[29]](#footnote-29)** | **Median hourly pay (£)** | **Mean hourly pay (£)** |
| --- | --- | --- | --- |
|  | **2012** | **2011** | **2012** | **2011** | **2012** | **2011** |
| **Overall**  | 419 | 570 | 6.15 | 5.93 | 5.91 | 5.70 |
| **Gender** |  |  |  |  |  |  |
| Female | 183 | 266 | 6.30 | 6.10 | **6.59** | 6.55 |
| Male | 231 | 304 | 5.00 | 4.49 | **5.32** | 4.82 |
| **Age** |  |  |  |  |  |  |
| Under 19 | 35\*\* | 71\* | 3.49 | 3.35 | 3.34 | 3.57 |
| 19 to 24 | 165 | 224 | 4.29 | 5.30 | **4.80** | 5.16 |
| 25+ | 213 | 275 | 6.50 | 6.43 | **6.88** | 7.25 |
| **Framework** |  |  |  |  |  |  |
| Team Leadership and Management\*\* | 30\*\* | 40\*\* | 8.33 | 8.22 | 8.57 | 8.96 |
| Business Administration\*\* | 14\*\* | 18\*\* | 7.06 | 6.54 | 6.89 | 6.53 |
| Retail\*\* | 20\*\* | 29\*\* | 6.72 | 6.10 | 6.82 | 6.43 |
| Children’s Care, Learning and Development\*\*  | 17\*\* | 33\*\* | 6.30 | 6.05 | 6.47 | 6.11 |
| Hospitality and Catering\*\* | 40\*\* | 48\*\* | 6.30 | 6.13 | 6.35 | 6.39 |
| Health and Social Care\* | 64\* | 86\* | 6.25 | 6.10 | 6.41 | 7.06 |
| Customer Service\*\* | 15\*\* | 13\*\* | 6.18 | 6.73 | 6.19 | 6.94 |
| Electrotechnical\*\* | 27\*\* | 49\*\* | 4.93 | 4.04 | 4.90 | 4.94 |
| Other | 106 | 160 | 4.59 | 4.18 | 4.77 | 4.65 |
| Engineering \* | 57\* | 58\* | 4.33 | 4.00 | 4.71 | 4.35 |
| Hairdressing\*\* | 11\*\* | 16\*\* | 4.13 | 2.50 | 4.29 | 2.40 |
| Construction\*\* | 18\*\* | 20\*\* | 2.74 | 3.22 | 5.39 | 3.58 |
| **Year of Apprenticeship** |  |  |  |  |  |  |
| Year 1 | 134 | 347 | 6.21 | 6.35 | **6.62** | 6.68 |
|  *Year 1 OR Under 19* | 163 |  | 6.18 |  | 6.03 |  |
| Year 2 | 121 | 164 | 6.15 | 6.30 | **5.82** | 6.55 |
| Year 3 | 104 | 59\* | 4.39 | 6.20 | **4.77** | 6.47 |
| **Level of Apprenticeship** |  |  |  |  |  |  |
| Level 2 | 235 | 274 | 6.19 | 5.93 | 5.91 | 5.71 |
| Level 3 | 184 | 296 | 5.58 | 5.91 | 5.90 | 5.69 |

\* Low base size (51 to 100); \*\* Very low base size (50 or under)

## Summary of the main Northern Ireland findings

Because of the low base sizes, meaningful analysis by individual framework was usually not possible on the Northern Ireland data. Some limited analysis has been carried out by grouping frameworks.

In addition, there is a heavy skew in the data by gender and age (see Table 4.2 below). Although the data has been weighted for non-response, this distribution still affects some of the data. For example, Table 4.1 (preceding page) shows a very low median wage for ‘Construction’ apprentices. This is because a large proportion of those answering wage and hours questions were young men. This skew is one of the key problems with using postal surveys to collect data of this nature as differential response cannot be managed in the same way as a telephone survey. This skew should be considered when analysing this data.

Table 4.2: Response skew by age and gender, unweighted data

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Age** | **Male** | **Female** | **Not stated** | **Total** |
|  | n | % age | n | % age | n | % age | n |
| 16 to 18 | 42 | 93% | 2 | 4% | 1 | 2% | 45 |
| 19 to 24 | 173 | 76% | 53 | 23% | 3 | 1% | 229 |
| 25+ | 95 | 27% | 249 | 71% | 5 | 1% | 349 |
| Not stated | 4 | 24% | 10 | 59% | 3 | 18% | 17 |
| Total | 314 | 49% | 314 | 49% | 12 | 2% | 640 |

### Routes into Apprenticeships

Almost all (92per cent) of the apprentices surveyed in Northern Ireland were still working for their employer at the time of taking part in the study. Furthermore, seven in ten (71 per cent) were working for their employer before enrolling on an Apprenticeship; which is the same figure as in 2011.

Apprentices working in the ‘Engineering’, ‘Construction’ and ‘Electro-technical’ sectors were much less likely to have worked for their employer prior to enrolment (primarily because the age profile of these apprentices is relatively young). This pattern, once again, reflects the findings from 2011.

Just over half of apprentices (54 per cent) not working for an employer prior to enrolment were doing a course at school or college.

When analysed by other factors, it was found that women were far more likely than men to have worked for their employer prior to enrolment (93 per cent versus 50 per cent of men). As would be expected, age also played a part as those who are 18 or younger were far less likely to have been employed before starting their Apprenticeship. Of this age group, 28 per cent worked for their employer prior to enrolment compared to 44 per cent of 19 to 24 year olds and 90 per cent of those aged 25 or more. These same patterns of variation by gender and age were noted in the 2011 study.

### Apprentice Pay

The analysis of pay in the survey is derived from several figures in the survey. An apprentice’s contract should cover the amount of time spent working and training off-the-job, so the pay calculation needs to reflect this. In addition, a comparable figure is required in order to maximise the analysis of pay by sub group. As the Apprentice Rate of the National Minimum Wage is expressed as an hourly rate, the pay reported by apprentices in this survey uses the same measure. With this in mind, an outline of the derived calculation for pay for apprentices not stating their pay as an hourly rate is as follows:

Hourly gross pay = f(pay) / (working hours + off-the-job training hours)

Where f = a conversion constant when pay was given as a weekly, monthly or annual figure. This has implications for reading the report. It is important to bear in mind that the comparable pay figure is derived and so will have a margin of error associated with it. The same issue arises in other social research using derived measures of pay such as the Annual Survey of Hours and Earnings (see Griffiths, Ormerod and Ritchie, 2006 ). A full documentation of derived pay is provided in Appendix A.

Although all apprentices were employed, one in ten respondents (nine per cent) said they did not receive any pay during the time they were on their Apprenticeship. The vast majority (82 per cent) did say they received pay. However, 8 per cent were unsure, refused to answer the question or left the response blank. Women and apprentices working in Hospitality and Catering were more likely not to be paid (12 and 24 per cent respectively).

The mean gross hourly pay in Northern Ireland was £5.91 and the median was £6.15. Reflecting the findings from 2011, women earned more than men – a mean of £6.59 per hour compared to the male mean of £5.32. However, as in 2011, women are more likely to be in the 25 year old plus cohort of apprentices who took part in the research – a group that are more well-paid, than the under 19 cohort, which is predominately male. When analysed as a weekly rate, median and mean gross pay in Northern Ireland were both £212.

Three in five apprentices (59 per cent) who answered questions on pay and hours received on or above the minimum amount they should get based on their year of Apprenticeship and/or age. However, this leaves 41per cent who did not, which is more than double that reported in 2011. The group of apprentices who gave a figure for their salary that was below the minimum wage were predominately male, as opposed to female (56 and 22 per cent respectively), more likely to be aged 24 or under (64 per cent), and in their third year of Apprenticeship (67 per cent). They were also more likely to be still working for their employer at the time of the survey (66per cent) and have worked for their employer before the course started (68per cent).

The survey asked all apprentices whether they ever receive any tips from customers. Overall, only seven per cent said that they had. However, clearly this is a benefit that some trades are more likely to be in receipt of than others. For example, 17 per cent of apprentices in ‘Hospitality & Catering’ had received tips[[30]](#footnote-30).

In line with the 2011 survey findings, just over one in ten (13 per cent) received bonuses from employers. Again, the survey highlighted that men (23 per cent) and those aged between 19 and 24 (26 per cent) were most likely to be in receipt of bonuses.

### Apprentices’ contracted working hours

In Northern Ireland, apprentices should be employed for at least 21 hours per week. The 2012 survey found that only a minority of apprentices (8per cent) worked fewer than 21 hours. The majority (62per cent) of apprentices worked 35 hours or over a week.

### Overtime

Over half of apprentices (52 per cent) worked overtime; a figure that matches the findings from 2011. Overtime is more common amongst men (63 per cent) and, for those in their third year of Apprenticeship, or above (65 per cent). Engineering apprentices were also more likely to work overtime (63 per cent).

The average amount of time spent on overtime (amongst those who reported some overtime) was almost seven hours per week (6.7), down from a mean of 8.5 in 2011. However, as with the 2011 findings, half of those surveyed in Northern Ireland (49 per cent) said overtime ‘varied too much’ for them to give an average. This proportion is much higher than the equivalent figures in England and Wales (23 and 27 per cent) and the difference is most likely due to the mode of survey. The ‘varied too much to say’ option was not read out during the telephone interview but had to be shown in the paper survey administered to apprentices in Northern Ireland.

The mean figure for time spent on overtime increases to 7.5 hours for apprentices who report taking part in off-the-job training as part of their Apprenticeship.

### Training received

Three in five apprentices in Northern Ireland (59 per cent) said they received off-the job training and a similar figure (62 per cent) received training on-the-job. Women and those aged 25 or older were less likely to say the received both on- or off-the-job training. Half (51 per cent) of both these sub groups said they received off-the-job training. The same percentage of apprentices aged 25 or older said they received on-the-job training, and 49 per cent of women said the same. These figures are of some concern because there are set minimum guided learning hours that form part of the Apprenticeship contract. The questions on training were specific and fully described, so it is therefore a worry that one in five (17 per cent) of apprentices said they did neither of these forms of training. Note the analysis is that one in five do not recognise on- or off-the-job training as described to them in the survey. It is incorrect to state that one in five receive “no training” as this question is not specifically asked.

Those receiving training were asked about the average hours per week they spent doing it. Overall, apprentices spent twice as long training on-the-job (a mean of 13.6 hours per week) compared to off-the-job (a mean of 6.2 hours per week).

### The data for Northern Ireland

The following sections provide detailed analysis of the findings of the Northern Ireland postal survey, taking into account features of Apprenticeship schemes that were specific to the country. The mode of the survey is an important consideration when thinking about differences between countries. It has already been noted on a couple of occasions that the variation in findings for Northern Ireland was most likely due to the way the survey was administered.

Unlike the other Devolved Administrations, the number of responses by individual framework is usually much too low from which to complete meaningful statistical analysis. Comment has been made where possible.

## Starting on an Apprenticeship and hours worked

### Routes into Apprenticeships

Seven in ten (71 per cent) apprentices in Northern Ireland worked for their employer before starting their Apprenticeship. This figure is in line with the findings from the 2011 survey. The vast majority (75 per cent) had worked for this employer for 12 months or longer before starting their training.

A quarter of apprentices (27 per cent) were *not* working for their employer before starting the Apprenticeship. Among this group, over half (54 per cent) said they were doing a course in school or college; one in five (21 per cent) were working for a different employer; and 12 per cent were unemployed.

Figure 4.1: Routes into Apprenticeships (amongst those not already working for their employer) (%)

Apprentices who were undertaking a course at school or college, before starting their Apprenticeship, were most likely to be 18 or under (85 per cent, compared to the overall figure of 54 per cent). Whereas, those apprentices who were working for a different employer before their Apprenticeship, were most likely to be aged 25 or older (32 per cent, compared to the overall figure of 21 per cent). In both instances the base sizes are small so the findings should be regarded as indicative only.

### Number of hours contracted to work

Apprentices were asked to specify the number of hours a week they were contracted to work by their employer, excluding meal breaks and any overtime. Apprenticeship regulations in Northern Ireland state that apprentices should be employed for a minimum of 21 hours per week. As shown in Figure 4.2 below, 8 per cent of apprentices in Northern Ireland were contracted for less than 21 hours.

**Figure 4.2: Number of hours contracted to work (%)**

###


### Participation in training

Apprentices in Northern Ireland were asked whether they had taken part in any off-the-job or on-the-job training as part of their Apprenticeship.

* **Off-the-job training** was defined for them as training away from their everyday work and which could include courses, workshops, training sessions, distance learning, workbooks, CD-ROMs, etc. In addition, off-the-training could still be conducted at the place where they worked, but would be away from their everyday work area.
* **On-the-job training** was defined as training where someone provided advice, showed them how to do something or coached them whilst they were doing their everyday work.

Figure 4.3 overleaf calculates the proportion of apprentices that said they did both on and off the job training in Northern Ireland. Two in five (40 per cent) of apprentices in Northern Ireland took part in both types of training; 21 per cent took part in on-the-job training only and 19 per cent in off-the-job training only. That left nearly one in five (17 per cent) received neither of these types of training and three percent who did not give a conclusive answer.

Figure 4.3: Proportion of apprentices in Northern Ireland receiving on- and off-the-job training (%)


### Off-the-job training

Three in five apprentices (59 per cent) had undertaken off-the-job training, with men more likely than women to have done so (68 per cent compared with 51 per cent respectively). This is likely to be explained by the high proportion of apprentices on the male-dominated Apprenticeships of ‘Engineering’ (78 per cent), ‘Construction’ (78per cent) and “Electro-technical’ (81 per cent) who received off-the-job training.

The use of off-the-job training also varied by age; apprentices aged 25 or more were less likely to have taken part in off-the-job training than average (51 per cent, compared with 59 per cent respectively). Level 2 apprentices (53 per cent) had lower levels of participation in off-the-job training compared with Level 3 apprentices (69 per cent).

The variations in participation in off-the-job training by sub-group reflect the findings from the 2011 survey.

Apprentices who reported undertaking off-the-job training spent an average of 6.2 hours a week doing so. This is a reduced figure in comparison with 2011. However, the variations in time spent on off-the-job training by sub-group are comparable, with apprentices on Engineering frameworks devoting more time training off-the-job (a mean average of 8.9 hours), than for all apprentices (6.2 hours mean a week). Subsequently, male apprentices spent more time on off-the-job training compared with females (7.7, compared with 4.1 hours), reflecting their tendency to undertake a more technical Apprenticeship.

The number of hours spent on off-the-job training varied by age, from 10.8 hours among those aged 18 or under and falling to 7.6 hours for those aged 19-24 years and 5.0 hours among those aged 25 or above. Looking further, the number of hours spent on off-the-job training were higher among those in their third year, or more, of study (8.4 hours) compared with 6.1 hours for Year 2 and 4.3 hours for Year 1 apprentices.

### On-the-job training

A similar proportion of apprentices undertook on-the-job training (62 per cent[[31]](#footnote-31)). Significantly more technical/manual apprentices received training in this way (97 per cent of Engineering apprentices and 95 per cent of Electro-technical Apprentices).

Overall the demographic differences in the profile of those who had undertaken on-the-job training were similar to those who had undertaken off-the-job training, and were in line with the 2011 findings. For example, male apprentices (75 per cent versus 49 per cent female Apprentices), younger apprentices (74 per cent of 18 years old, compared with 51 per cent of 25 years old or over) and those in Year 3+ (81 per cent of Year 3+ versus 57 per cent of Year 1 Apprentices) were more likely than average to have undertaken on-the-job training.

The average number of hours spent by those training on-the-job was 13.6 hours per week, which is double that spent by those training off-the-job. One in five apprentices spent 20 hours or more training on-the-job and for the technical/manual Apprenticeships, this proportion was much greater. For example, ‘Engineering’ apprentices recorded a mean of 23.0 hours spent receiving on-the-job training. Male apprentices (17.8 hours) and those aged 24 or under (23.9 hours for those aged 18 or under and 18.3 hours for 19 to 24 year olds) were more likely to spend time receiving on-the-job training.

The amount of time spent training on-the-job also increased with the year of Apprenticeship – from a mean of 7.7 hours for Year 1 apprentices to 20.2 hours for Year 3+ apprentices. Level 3 apprentices (18.4 hours) also received more on-the-job training compared with Level 2 apprentices (10.7 hours). Once again, the findings concur with the results reported in 2011.

### Analysing on- and off-the-job training together

As noted earlier, fewer than one in five apprentices (17 percent) said they did not receive on- or off-the-job training and two in five (40 percent) said they received both types of training. Table 4.3 analyses this data by age, sex, level of study and pay showing significant differences for each group (bold figures). So, younger apprentices, men and those on lower pay were all more likely to receive both on- and off-the-job training compared to older apprentices, women and the higher paid. In addition, it can also be seen that higher level apprentices were also more likely to receive both forms of training compared to those on frameworks at level 2.

Table 4.3: Receipt of training in Northern Ireland

|  |  |  |
| --- | --- | --- |
|  | **Receive both on- and off-the-job training (%)** | **Receive neither on- and off-the-job training (%)** |
| **By sex** | Men | **54%** | 11% |
| Women | 27% | **28%** |
| **By pay** | Less than £6.19 / hr | **57%** | 7% |
| £6.20 / hr or more | 30% | **21%** |
| **By age** | 20 or younger | **66%** | 6% |
| 21 or older | 33% | **25%** |
| **By level** | Level 2 | 35% | 22% |
| Level 3 | **48%** | 17% |

### Assessment of training

A couple of new questions relating to external assessment were asked in 2012. All apprentices were asked whether an external assessor had come into their workplace to assess their skills and progress in relation to their Apprenticeship. The majority (83 per cent) reported that an external assessor had come in. Only one in ten (11 per cent) said that they had not seen one.

Looking across sectors, ‘Engineering’ apprentices were less likely to report an external assessor visiting their workplace (73 per cent)[[32]](#footnote-32).

Apprentices who received a visit from an external assessor were asked about the amount of feedback they typically received. Overall, the majority of apprentices (70 per cent) stated that they always received feedback. Fewer than one in twenty rarely received feedback (four per cent) or never did (three per cent).

## Pay rates

### Basic pay from employer

The vast majority of apprentices in Northern Ireland (82 per cent) received pay from their employers, although this is significantly below England and Wales (95 and 97 per cent respectively). Nine per cent said they received no pay with the remainder saying they either did not know if they were paid or refusing to answer the question.

The mean rate of pay given by apprentices in Northern Ireland was £5.91 per hour and the median was £6.15. When recalculated as a weekly rate, median and mean gross pay in Northern Ireland were both £212.

Female apprentices (12 per cent) and those working in the ‘Hospitality and Catering’ sector (24 per cent) were more likely than average to say they received no pay.

Table 4.4 below provides the mean and median hourly pay rates by framework, however caution should be applied when reading the data due to the extremely low base sizes in some cases.

**Table 4.4: Mean wage and proportion below minimum wage by framework**

|  | **Base size** | **Median gross hourly pay (£)** | **Mean gross hourly pay (£)** | **Proportion earning below minimum wage[[33]](#footnote-33) (%)** |
| --- | --- | --- | --- | --- |
| TOTAL | 419 | £6.15 | £5.91 | 41 |
| Customer Service\*\* | 15 | £6.18 | £6.19 | 41 |
| Business Administration\*\* | 14 | £7.06 | £6.89 | 12 |
| Retail\*\* | 20 | £6.72 | £6.82 | 16 |
| Health and Social Care\* | 64 | £6.25 | £6.41 | 15 |
| Engineering \* | 57 | £4.33 | £4.71 | 58 |
| Children’s Care, Learning and Development\*\*  | 17 | £6.30 | £6.47 | 34 |
| Hospitality and Catering\*\* | 40 | £6.30 | £6.35 | 29 |
| Hairdressing\*\* | 11 | £4.13 | £4.29 | 62 |
| Construction\*\* | 18 | £2.74 | £5.39 | 67 |
| Team Leadership and Management\*\* | 30 | £8.33 | £8.57 | 3 |
| Electrotechnical\*\* | 27 | £4.93 | £4.90 | 57 |
| Other | 106 | £4.59 | £4.77 | 68 |

\* Low base size (51 to 100)

\*\* Very low base size (50 or under)

Analysis was also carried out on the amount of pay received compared to what that apprentice should be getting based on their year of Apprenticeship and age. Among those who were paid and reported a wage figure, three in five (60 per cent) were paid at the relevant minimum wage or above and two in five (40 per cent) were paid below minimum wage. This is much higher than the 18 per cent recorded in 2011.

What is noteworthy about Northern Ireland is the fieldwork period which was between 9th November and 21st December. This means that changes to the National Minimum Wage levels that were implemented in October had time to be factored into the responses that apprentices gave. There is a significant difference in the base size of those providing pay and hour details this year. Coupled with the bias inherent in both samples (response rates to both surveys were low), this does suggest some potential for error. However, the rise reported in Northern Ireland does mirror similar increases in England and Wales on this measure.

**Figure 4.4: Apprentice Pay rates in Northern Ireland (%)**

A few subgroups were more likely to be paid below the minimum wage they should receive based on their year of Apprenticeship and/or age:

* Male apprentices (56 per cent versus 22 per cent of female Apprentices);
* Those aged 19-25 years (66 per cent versus 23 per cent of those aged 25 or above);
* Those in Year 2 and 3 of their Apprenticeship (44 and 67 per cent respectively compared with seven per cent in Year 1); and
* Those following at Level 3 (51 per cent compared with 34 per cent at Level 2).

Employment prior to the course also played a role: 68 per cent of those who did not work for their employer before the course were paid below the relevant minimum wage compared to 28 per cent working for their employer before starting their Apprenticeship.

The amount of training offered also correlated with levels of pay. Those who received off-the-job training were more likely to be paid below the minimum wage they should have received (46 per cent).

The issue of compliance has also been compared to the minimum pay that an apprentice should receive (Figure 4.5). Most apprentices taking part in the survey should command a minimum wage of £2.65 and compliance within the first band shown below was relatively high. All first year apprentices’ eligible minimum wage is £2.65 per hour and high compliance would be expected given the number of apprentices that were already working for their employer prior to enrolment. As noted elsewhere, it is very unlikely that these first year apprentices would accept a drop in wages in their first year in order to undertake an Apprenticeship.

However, non-compliance in the other three bands was relatively high. This was especially the case for apprentices that should receive at least £4.98 as nearly three-quarters of this group did not get the minimum wage they should have. This group comprises 19 and 20 year olds who have completed their first year. This suggests that some employers struggle to adjust pay for the apprentices to which this rate applies. Non-compliance was also high amongst those who should receive at least the adult minimum wage i.e. those aged 21 or older and not in their first year of their Apprenticeship.

Figure 4.5: Apprentice pay rates in Northern Ireland by eligible pay band (%)

An analysis of pay around the borders of compliance has also been undertaken this year because some respondents will round up pay and/or hours, or report an old pay rate that had only recently changed at the time of the survey. Specifically, the data shows that many apprentices received just under what they should. A quarter (24 percent) of non-compliant apprentices earned less than £2.65 per hour. This included 6 percent who earned between £2.50 and £2.64. Similarly, 7 percent on non compliant apprentices earned £5.93 to £6.07 per hour and a further 15 percent earned £6.08 to £6.18 per hour.

Overall, this means that three in ten (28 percent) non-compliant apprentices were paid a rate which would have been compliant in 2010 or 2011.

### Tips from customers

Apprentices were asked whether they ever received any tips from customers, whilst working for their employer, and only seven per cent reported that they did. This figure increases amongst apprentices working in the ‘Hospitality and Catering’ sectors to 17%.

The 46 apprentices receiving tips were asked to provide a figure for the amount of tips they received per day, week, month or year. One in five of these (21 per cent) said it varied too much to say and a third (35 per cent) did not know.

### Bonuses

Around one in ten (13 per cent) apprentices in Northern Ireland received bonuses in their work.

Looking at this data further it is clear that, in line with the 2011 findings, male apprentices were more likely to receive bonuses in their work, than female apprentices (23 per cent, compared with four per cent). Apprentices aged between 19 and 24 were more likely to receive a bonus (26 per cent), alongside those who are in their third, or above, year of Apprenticeship (23 per cent). Bonuses were more common for apprentices in the ‘Engineering’ sector (42 per cent), than other sectors.

As with tips, some (21 per cent) said the amount they received varied too much to provide an average amount and one in ten (nine per cent) said they did not know. Of the remainder, most gave a ‘per year’ amount, and the 48 respondents choosing this option gave a mean bonus of around £592 per year. This is higher than 2011, when the mean bonus per year was reported to be £350. However, it should be noted that in both instances the base size was small (51 respondents to this question in 2011 and 48 respondents in 2012) so the findings should be taken as indicative only.

### Course impact on pay

Apprentices who were working for their employer before starting their training were asked if their pay had increased, decreased or stayed the same as a result of starting the Apprenticeship. The vast majority (87 per cent) said that their pay stayed the same, whilst seven per cent saw an increase in their pay. Only, a small number of apprentices (three per cent) reported that their pay decreased as a result of starting their Apprenticeship. These figures have not changed since the 2011 survey.

Again, reflecting the findings from 2011, male apprentices were more likely to say their pay had increased than females (14 per cent compared with three per cent). Over a quarter of apprentices in Year 3, or above (26 per cent) also noted an increase in their pay as a result of starting their Apprenticeship.

## Overtime

In line with the findings from the 2011 survey, around half (52 per cent) of apprentices work overtime, paid or unpaid, with their employer at some point.

Overtime was more common among male apprentices (63 per cent compared with 41 per cent of female Apprentices). Younger apprentices were also more likely to work overtime (63 per cent of those aged 19-24 years compared with 43 per cent of those aged 25 or more). Overtime rates were also higher amongst apprentices in the third year, or above, of study (65 per cent of Year 3+ apprentices worked overtime compared with 49 per cent for Year 1 Apprentices). Unlike the previous findings, the 2012 study found that Level of Apprenticeship had no bearing on the proportion of apprentices who worked overtime.

Apprentices who did not work for their employer before the course (62 per cent), those who participated in off-the-job training (58 per cent) or who participated in on-the-job training (58 per cent) were more likely to work overtime than average.

On average, apprentices who worked overtime in Northern Ireland did so for 6.68 hours per week, which is a slighter lower figure than was reported in 2011 (8.5 hours).

Figure 4.6 shows the number of hours of overtime per week that apprentices in Northern Ireland said they worked. The data is a good example of the possible effects of mode in survey design as the data is statistically very different to that provided in other countries. In particular, the ‘varies too much to say’ precode is much more heavily used in the self-completion survey; was chosen by half (49 per cent) of apprentices in Northern Ireland. In comparison, a quarter of apprentices spontaneously said this during the telephone surveys in England and Wales as the ‘varies’ option was not a read out precode.

Figure 4.6: Number of hours working overtime per week (%)

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### Paid overtime

Two-thirds of apprentices (64 per cent) who are currently working or have worked overtime said that they were ‘always’ paid for it. However, 20 per cent were ‘never paid’. Only 13 per cent were ‘sometimes paid’. These figures are in line with the findings from the 2011 survey.

On average, those who worked paid overtime did so for 6.79 hours a week. This figure is lower than was reported in the 2011 survey, when the mean figure for hours worked as paid overtime was 9.2.

Half of the apprentices (52per cent) who had worked paid overtime were unable to give a figure because it ‘varies too much’, while one in ten (11 per cent) were unsure.

Apprentices who worked paid overtime received a mean of £6.58 an hour. This figure did not vary significantly across sub-groups.

### Unpaid overtime

Amongst apprentices who undertook unpaid overtime, an average (mean) of 6.11 hours a week was spent doing so. This figure is lower than reported by apprentices taking part in the 2011 survey. However, the base size is relatively small and half of apprentices working unpaid overtime said that the amount of time spent on unpaid overtime varied too much for them to give an average (44 per cent) or were simply unsure (eight per cent).

### Time off in lieu or flexi leave

Among those who did work overtime, paid or unpaid, around a third (34 per cent) said they were given time off or flexi leave in return. Older apprentices were more likely to receive time off/ flexi leave (43 per cent of those aged 25 or above) as were apprentices studying up to Level 3 (41 per cent).

Albeit from low base sizes, those who were either sometimes or never paid for the overtime they worked were more likely to receive time off in lieu or work flexi time. Around half (51 per cent) of those who never or sometimes got paid for overtime received either time off or flexi leave.

## Other work

One in ten apprentices in Northern Ireland (11 per cent) said they had other part-time, paid work outside their Apprenticeship. This reflects the findings from the 2011 survey.

Male apprentices (17 per cent), those aged 19-24 (19 per cent), and those following at Level 3 (14 per cent) were more likely than average to rely on other work to supplement their income. Interestingly, apprentices who work overtime (paid or unpaid) are also more likely to have other part-time, paid work (15 per cent, compared with eight per cent of those who do not work overtime).

In line with the 2011 study, apprentices who did other work spent on average 12.64 hours (mean) a week doing so. Their pay for this other job (or jobs) – per hour – was £6.90 (mean). This figure is slightly higher than in 2011 (a mean of £5.69), however, this finding is purely indicative as the base sizes are very small[[34]](#footnote-34).

## After Apprenticeships

Apprentices were asked what they planned to do after they finished their Apprenticeship or, if they had already completed, what they planned to do in the next few months. The majority (70 per cent) planned to stay working for the same employer while one in ten (10 per cent) planned to work in the same sector but with a different employer.

Five per cent wanted to continue in education or training. Only four per cent of apprentices want to work somewhere completely different. The findings on future intentions have not changed since 2011.

While three-quarters of apprentices in Year 1 (76 per cent) intend to stay working for the same employer, just two-thirds of apprentices in Year 3, or above (66 per cent), have the same intentions.

Figure 4.7: Apprentices’ plans after finishing Apprenticeship (%)

Among the small number of apprentices (5per cent) who plan to stay in education or training after the current Apprenticeship, a third plan to take part in a higher level NVQ or Apprenticeship, while 28 per cent want to go to university to do a degree and three per cent wanted to attend a college-based training course.

# Appendix A: Methodology

## The survey in brief

The 2012 Survey of apprentice pay was administered to a random selection of apprentices in England and Wales, and to all apprentices in Northern Ireland.

A disproportionate, randomly selected sample was surveyed in England and Wales using a Computer Assisted Telephone Interviewing (CATI) mode. The principle reason for a disproportionate sample was to ensure that enough data was collected on the main 11 frameworks to allow for cross comparison. The survey sample was drawn from apprentice records supplied by the Skills Funding Agency in England and the Department for Education and Skills in Wales. The audience was Level 2 and 3 apprentices who were still on their course in April 2011. After an opt-out process, Ipsos MORI attempted to contact 17,889 apprentices in England and 4,902 in Wales. 6,597 agreed to take part in England and 1,817 in Wales.

The adjusted response rates were 45.2 per cent in England and 47.2 per cent in Wales.

A cooperation rate of 72.8 per cent for England and 82.2 per cent for Wales was also calculated, which discounts all of the unknown records and only includes completed interviews and refusals.

The Department of Employment and Learning in Northern Ireland (DEL) is responsible for the data records of apprentices under their jurisdiction. DEL did not hold specific authorisation to either release apprentice records to Ipsos MORI in order to draw a sample or supply contact details for the purposes of a telephone survey. Instead, a postal survey was administered by DEL to all current apprentices listed on their records. A total of 10,811 postal surveys were sent to apprentices in Northern Ireland, of which 640 were completed, representing a response rate of 5.9per cent.

### The research audience

Learners on Level 2 and Level 3 Apprenticeships in each participating country comprised the target research audience. The sample was designed to deliver sufficient numbers of interviews for analysis by key sub-groups (e.g. framework, gender, age, ethnicity, number of years since starting the programme) within each country. Analysis by framework was a special case and the convention of using the top eleven frameworks in 2011 at the UK level was followed to allow for longitudinal analysis. All other frameworks were sampled to be included in a catch-all “other" category.

### Sampling approach

Because the findings would be used to inform key areas of government policy, it was necessary to ensure robust data was available for analysis. For this reason, random probability sampling was adopted in England and Wales. A different approach was taken in Northern Ireland due to the data protection constraints.

#### Sampling in England and Wales

The sampling frames used in England and Wales were the Individualised Learner Record (ILR) and Lifelong Learning Wales Record (LLWR) respectively. Each administration has taken a different approach towards seeking permission to contact apprentices for survey purposes. In England, a specific field is used to denote whether a learner can be contacted for research purposes. In Wales and Scotland, permission is included in the general terms and conditions to which learners sign-up to on enrolment. BIS sent an advance letter to all apprentices selected to take part in the survey for England and Wales. In all, 24,000 advance letters were sent (18,000 in England and 6,000 in Wales). These numbers were based on an assumed minimum unadjusted response rate of 33per cent.

Prior to sample selection, the sample was first cleaned to ensure both contact details (address and telephone number) were present and duplicate records removed. The England and Wales data was provided at a course level and not for individual apprentices. As one apprentice can be listed on many courses[[35]](#footnote-35) or modules, each file needed to be “de-duplicated” to create a file list of unique apprentices.

In Wales, selecting the right record was more complicated. Originally, the ‘lp17 – Type of Learning Programme’ was used as this lists the type of Apprenticeship. However, it became apparent that a Foundation Apprenticeship in Wales nearly always equates to a level 2 qualification, and a Modern Apprenticeship can be either a Level 2 or 3 (the ratio is around 70:30 in favour of Level 3). The initial sample was drawn using the lp17 variable and needed to be subsequently corrected using the following method. Instead of lp17, the ‘la06 – Learning aim reference’ variable was used as this listed all of an Apprentice’s courses and modules. A separate look-up file was required to derive the level of the course, which was appended to the learner record. All courses which were not Level 2 or 3 were then removed. Duplicates still remained after this process, so either the higher level remaining was chosen, or in the case of the listed level being the same, one of the listed courses was chosen at random as this did not affect the framework classification.

Further data processing was required on all data to remove learners who had finished their course by April 2011 and to remove individuals with no listed telephone number as they could not be contacted for a CATI survey.

The sample frame was then stratified by: Educational Level (Levels 2 and 3), gender, age, year of study and course name (as opposed to broad framework). In deriving the year of study variable, a date was set for the middle of the main fieldwork period (1st December, 2012).

#### Sampling in Northern Ireland

There are 10,811 apprentices listed on the DEL learner database (the Client Management System). Last year’s response rate of 7.9per cent was based on a single mail out to these apprentices. In order to try to boost that response rate, a reminder letter was suggested by Northern Ireland, comprising of a letter only (as opposed to resending the whole questionnaire). As in 2011, all apprentices in Northern Ireland were sent a paper survey.

### Mode of data collection

#### England and Wales

A CATI methodology was adopted in England and Wales as it is by far the most cost-effective and efficient way of collecting reliable data given the sample size, the geographical distribution of the sample and the fact that a telephone number was included in the samples. The telephone mode is generally well established for surveys of learners and apprentices. This was also the approach used in earlier apprentice pay surveys. Fieldwork took place in England from 15th October to 23rd December, 2012. In Wales, fieldwork started later on 12th November, also ending on 23rd December 2012.

In order to maximise response rates, the sample was split into batches and loaded at a ratio of two leads per interview. Response rates were monitored for frameworks within country and additional samples were released only for cells with lower than average response rates.

#### Northern Ireland

Ipsos MORI designed the NI questionnaire to match the wording of the telephone questionnaire as closely as possible. Nonetheless, taking into account that the NI survey used a self-completion methodology, some of the question ordering was changed to simplify the routing for respondents.

The final graphic-designed questionnaire was provided to DEL, which was responsible for printing and mailing the survey to all 10,811 apprentices on the database. In line with the telephone survey, fieldwork began on 9th November 2012 and no more questionnaires were processed after 7th January 2013. Reminder letters were sent to those who had not responded on 12th December 2012. In order to further boost response, the Ipsos MORI and DEL logos were included on the cover letter to assure respondents that the survey was bona fide and an Ipsos MORI and DEL contact was listed on the cover letter so that respondents could contact with any questions.

For the data processing and weighting, where it was necessary to match each returned survey back to the profile of the respondent, DEL provided Ipsos MORI with an anonymised dataset linking the serial number of each survey to the respondent’s gender, age, year of study, level of study and Apprenticeship framework.

### Response rates

In calculating a response rate to a survey, five main figures are required: the total number of completed interviews, the total sample used, the sample known to be eligible, the sample known to be ineligible and the sample with unknown eligibility. These five figures allow a response rate to be calculated.

The calculation of the response rate can take several forms. The easiest method is to divide the completed interviews by the sum completes, refusals and unknowns (as below):

1. Response rate = completes / (completes + refusals + unknown)

In this case, this results in a response rate of 42 per cent in England and in Wales (Tables A1 and A2). However, one of the main failings of this method is that a number of ineligible respondents are included in the “unknown” group, which means the reported response rate is lower than it should be. In order to take this into account, the figure *e* is calculated, which is an estimate of the proportion of unknown cases which are eligible. This is calculated by dividing the sum of the complete and eligible respondents by the sum of the complete, eligible and ineligible.

1. *e* = (complete + eligible) / (complete + eligible + (ineligible)

In this instance, e is calculated as 0.815 i.e. 81.5 per cent of the unknown population is estimated to be eligible. Adding e into equation 1 allows for a more accurate estimated response rate. This creates equation 3:

1. Revised response rate = completes / (completes + refusals + (*e* \* unknown))

Using this calculation, **the response rate for the 2012 apprentice pay Survey was 45 per cent in England and 47 per cent in Wales.**

Table A1: Response rates in England

|  | Frequency | % | Frequency | % |
| --- | --- | --- | --- | --- |
| Total sample loaded | 17,899 |  |  |
| Ineligible (screened + unusable number) | 2,055 | 11.5% |
| Screened out of survey | 710 | 4.0% |
| Known ineligible | 1,345 | 7.5% |
| Completed, refused and unknown eligibility | 15,844 | 88.5% | 15,844 |  |
| Unknown eligibility  |  | 6,783 | 42.8% |
| *e - the proportion of unknown cases which are eligible* | *81.5%* | *-* |
| Revised unknown eligibility using *e* | 5,528 | 34.9% |
| Refused and other known eligible | 2,464 | 15.6% |
| Completed interviews (basic response rate) | 6,507 | 41.6% |
| Completed interviews (response rate using *e*) | 45.2% |

Table A2: Response rates in Wales

|  | Frequency | % | Frequency | % |
| --- | --- | --- | --- | --- |
| Total sample loaded | 4,902 |  |  |
| Ineligible (screened + unusable number) | 602 | 12.3% |
| Screened out of survey | 139 | 2.8% |
| Known ineligible | 463 | 9.4% |
| Completed, refused and unknown eligibility | 4,300 | 87.7% | 4,300 |  |
| Unknown eligibility  |  | 2,089 | 48.6% |
| *e - the proportion of unknown cases which are eligible* | *78.6%* | *-* |
| Revised unknown eligibility using *e* | 1,642 | 38.2% |
| Refused and other known eligible | 394 | 9.2% |
| Completed interviews (basic response rate) | 1,817 | 42.3% |
| Completed interviews (response rate using *e*) | 47.2% |

#### Northern Ireland

A total of 640 respondents in Northern Ireland returned a completed survey, out of an initial mailing list of 10,811 addresses. This represents an unadjusted response rate of 5.9per cent.

An adjusted response rate would usually calculated by removing void sample (sent to derelict, demolished, business or vacant addresses). In this case, there were just 13 known void addresses, so this makes no difference to the response rate.

### Non-response and corrective weighting

As the CATI surveys were designed using disproportionate stratification, corrective weights needed to be applied to the final data to provide representative findings. This meant that significant design effects were built into the survey design. Whilst the design effect was known to be high from the outset, it was agreed with BIS that this was a price worth paying to allow for a high level of cross-framework analysis at the individual country level.

The survey weighting for CATI responses was automated by the data processing software and took into account two factors.

Firstly, the design weights were calculated in order to account for the unequal selection probabilities resulting from the disproportionate stratification in the sample. This weight took into account the chance of selection for each record based on the different sized sub-populations based on framework and level of study in each country.

Secondly, weighting for non-response was completed based on the population profiles outlined in Tables B1 to B5 in Appendix B. In this case, rim weighting was used, which is an iterative process using an algorithm to apply a weight using one variable at a time. At the end of the process, a weight is derived for each record which satisfies the population distribution in each country based on the variables selected, in this case the proportional distribution for each devolved administration as listed in tables B1 to B5.

Appendix B provides the profile data from which the weights were derived. Post-weighting, the effective base size for England was 2,430 and 1,090 in Wales.

The same level of weighting was not possible for Northern Ireland due to the lack of profile data Ipsos MORI had access to and the mode of survey adopted. Limited profile data was available for some corrective weighting, which resulted in and effective base size of 410 for the Northern Ireland data. The Northern Ireland data is not comparable with the collected in England and Wales.

# Appendix B: Apprentice Profile Data

For the purposes of sampling and weighting, profile data of Level 2 and 3 apprentices who were still on their course in May 2012. The survey samples were drawn from apprentice records supplied by the Skills Funding Agency in England and the Department for Education and Skills in Wales. The England profile data provided below is for all Apprentices, whereas the sample was drawn from only those that had agreed to be contacted for research purposes on their enrolment form. In the case of Northern Ireland, all current apprentices were contacted by post and asked to take part. This profile data for each participating country by framework by level, age, year of study, gender and ethnicity is provided below.

Table B1: Profile data of apprentices in training by framework, April 2011

|  | England | Wales | Northern Ireland |
| --- | --- | --- | --- |
| Level 2 | Level 3 | Total | Level 2 | Level 3 | Total | Level 2 | Level 3 | Total |
| Customer Service | 7.8% | 2.5% | 68,069 | 3.7% | 2.0% | 1,272 | 5.3% | 0.7% | 655 |
| Business Administration | 4.8% | 3.3% | 53,005 | 3.4% | 3.4% | 1,540 | 2.5% | 1.1% | 384 |
| Retail | 6.9% | 0.8% | 50,938 | 1.6% | 0.5% | 466 | 6.2% | 0.5% | 727 |
| Health and Social Care | 6.5% | 6.1% | 82,909 | 14.3% | 8.3% | 5,050 | 10.1% | 5.3% | 1,670 |
| Engineering | 3.7% | 3.5% | 47,593 | 1.3% | 3.9% | 1,153 | 2.8% | 4.1% | 740 |
| Children's Care, Learning and Development | 1.8% | 3.9% | 37,749 | 1.9% | 4.3% | 1,380 | 1.1% | 3.2% | 461 |
| Hospitality and catering | 4.7% | 1.3% | 39,855 | 3.6% | 1.3% | 1,103 | 12.2% | 1.7% | 1,496 |
| Hairdressing | 2.5% | 1.1% | 24,059 | 3.6% | 1.6% | 1,170 | 0.7% | 2.2% | 322 |
| Construction | 2.5% | 0.7% | 21,032 | 2.6% | 1.2% | 839 | 1.6% | 2.2% | 412 |
| Team Leading and Management | 3.6% | 3.7% | 48,534 | 3.0% | 4.0% | 1,552 | 4.4% | 6.5% | 1,180 |
| Electrotechnical | 0.0% | 2.2% | 14,349 | 0.2% | 5.0% | 1,172 | 0.0% | 3.6% | 390 |
| Other | 16.3% | 9.9% | 17,3101 | 15.1% | 10.4% | 5,699 | 13.5% | 8.5% | 2,374 |
| Total | 61.0% | 39.0% | 661,193 | 54.1% | 45.9% | 22,396 | 60.3% | 39.7% | 10,811 |

Table B2: Profile data of apprentices in training by age, April 2011

|  | **England** | **Wales** | **Northern Ireland** |
| --- | --- | --- | --- |
| Percent |  Total  | Percent |  Total  | Percent |  Total  |
| Under 19 | 12.2% | 80,197 | 6.9% | 1,592 | 3.3 | 353 |
| 19 to 24 | 42.0% | 277,179 | 36.5% | 8,382 | 37.4 | 4,042 |
| 25 + | 45.8% | 302,212 | 54.2% | 12,422 | 59.3 | 6,416 |
| Total |  | 659,588 |  | 22,396 | 100.0 | 10,811 |

Table B3: Profile data of apprentices in training by year of study on December 1st, 2012

|  | **England** | **Wales** | **Northern Ireland** |
| --- | --- | --- | --- |
| Percent |  Total  | Percent |  Total  | Percent |  Total  |
| Year 1 | 40.0% | 263,997 | 43.6% | 10,007 | 21.2 | 2,287 |
| Year 2 | 47.3% | 312,313 | 42.4% | 9,726 | 59.9 | 6,475 |
| Year 3 | 12.9% | 84,870 | 11.6% | 2,663 | 19.0 | 2,049 |
| Total |  | 661,180 |  | 22,396 | 100.0 | 10,811 |

Table B4: Profile data of apprentices in training by gender, April 2011

|  | **England** | **Wales** | **Northern Ireland** |
| --- | --- | --- | --- |
| Percent |  Total  | Percent |  Total  | Percent |  Total  |
| Female | 51.6% | 341,379 | 54.9% | 12,291 | 49.9 | 5,400 |
| Male | 48.4% | 319,814 | 45.1% | 10,105 | 50.1 | 5,411 |
| Total |  | 661,193 |  | 22,396 | 100.0 | 10,811 |

Table B5: Profile data of apprentices in training by Ethnicity, April 2011

|  | England | Wales\* | Northern Ireland\* |
| --- | --- | --- | --- |
| Percent |  Total  | Percent |  Total  | Percent |  Total  |
| White | 89.8% | 593,610 | 96.8% | 21,679 | 97.2% | 10,503 |
| Mixed | 1.7% | 11,552 | - | - | - | - |
| Asian/Asian British | 3.8% | 25,248 | - | - | - | - |
| Black/Black British | 3.1% | 20,446 | - | - | - | - |
| Chinese and other | 0.8% | 5,130 | - | - | - | - |
| Other | - | - | 3.2% | 717 | 2.8% | 308 |
| Unknown | 0.8% | 5,207 |  |  | - | - |
| Total | 100.0 | 661,193 | 100.0 | 22,396 | 100.0 | 10,811 |

\* Ethnicity data limited to White versus other

# Appendix C: Questionnaires

The CATI and paper questionnaires used in the survey are provided in this Appendix. The CATI questionnaire is provided first, followed by the postal version.

### CATI Survey

**INTERNAL USE ONLY 12-050801-01**

**Survey of Apprenticeship Pay 2012 – FINAL (25/09/2012)**

***INTRO1***

**Good MORNING/AFTERNOON/EVENING. Could I please speak to** (NAMED RESPONDENT)?

*USE STANDARD OUTCOME CODES. SEE INSTRUCTIONS FOR THOSE WHO ARE UNABLE TO TAKE PART BECAUSE OF LANGUAGE/LEARNING DIFFICULTIES OR DISABILITY.*

*Yes 1 GO TO INTRO2*

*No - call back later 2 MAKE APPOINTMENT*

*No - not available in fieldwork 3 THANK & CLOSE*

*No – refused 4 THANK & CLOSE*

*Other - cannot continue 5 THANK & CLOSE*

***INTRO2***

**Good morning/afternoon/evening my name is (NAME) and I am calling from Ipsos MORI, the independent research agency. We are doing a survey for the** Department for Business, Innovation and Skills **and** <TEXT SUB FOR WALES: Welsh Government> **about people’s in-work learning and training, including Apprenticeships, and any pay they may get during this time.**

**You should have received a letter in the post explaining what the survey is about. Would now be a good time to ask you a few questions – the survey is very short and should take around 10 minutes?**

INTERVIEWER ADD IF NECESSARY:

**Department for Business, Innovation and Skills is the Government department in charge of in-work learning and training in England.**

**The Skills Funding Agency is the Government agency responsible for funding in-work learning and training in England**

**The Welsh Government provides funding for in-work learning and training courses in Wales.**

We are not trying to sell you anything. We are simply conducting a survey about your course/training and pay. All your answers are confidential; your responses will be reported back but not with names attached.

ASK IF RESPONDENT IS UNABLE TO TAKE PART DUE TO LANGUAGE DIFFICULTIES

**QA. Is there someone who would be able to interpret for you?**

1. Yes – arrange to call back to conduct interview when proxy is around
2. Yes – proceed with interview with proxy
3. No – THANK & CLOSE.

ASK IF RESPONDENT IS UNABLE TO TAKE PART DUE TO LEARNING DIFFICULTIES, HEARING OR SPEECH IMPAIRMENT, OR OTHER DISABILITY, READ OUT:

**QB. Is there someone who would be able to help you to take part by telephone? IF NO: find out if they would be happy to take part using Type Talk?**

1. Yes – arrange to call back when someone is available to help
2. Yes – proceed with interview with proxy
3. Yes – happy to conduct interview using Type Talk
4. No - CLOSE.

**Course and employer details**

**CHECK ELIGIBILITY**

**QCHECK1. We are contacting you because we understand that you are currently involved in, or have recently finished a course or training in** <TEXT SUB: INSERT NAME OF COURSE FROM SAMPLE>. **Can I check that this is correct?**

1. YES, CORRECT AND IS STILL DOING THE COURSE/TRAINING – *PROCEED WITH INTERVIEW*
2. YES, CORRECT BUT COURSE/TRAINING HAS FINISHED/DECIDED TO LEAVE COURSE – *ASK QCHECK2*
3. NO, DOING A **DIFFERENT** COURSE/TRAINING WHICH IS STILL UNDERWAY – *ASK QCHECK 3*
4. NO, DOING A **DIFFERENT** COURSE/TRAINING WHICH IS NOW FINISHED/DECIDED TO LEAVE COURSE – *ASK QCHECK2*
5. NO, HAVE NOT DONE ANY COURSE/TRAINING – *CLOSE INTERVIEW*
6. NOT STARTED THE COURSE/TRAINING YET – *CLOSE INTERVIEW*

ASK IF CODES 2 OR 4 AT QCHECK1

**QCHECK 2. When did this training/course finish? Was it before April 2012?**

1. No, finished in May 2012 or later - PROCEED
2. Yes, finished April 2012 or before - CLOSE

ASK IF CODE 1 AT QCHECK2

**QCHECK 2a. And did you complete your course/training or did you decide to leave it before finishing?**

1. Completed course/training
2. Decided to leave before finishing

ASK IF (CODE 3 AT QCHECK 1) OR (CODE 4 AT QCHECK 1 AND CODE 1 AT QCHECK 2) AND COUNTRY = ENGLAND

**QCHECK 3 ENG. What is the subject name and qualification level of this course/training?** PROMPT TO CODE

1. Customer Service
2. Business Administration
3. Retail
4. Health and Social Care
5. Engineering
6. Children's Care, Learning and Development
7. Hospitality and catering
8. Hairdressing
9. Construction
10. Team Leading and Management
11. Electrotechnical
12. Other
13. Don’t know

ASK IF (CODE 3 AT QCHECK 1) OR (CODE 4 AT QCHECK 1 AND CODE 1 AT QCHECK 2) AND COUNTRY = WALES

**QCHECK 3 WAL. What is the subject name and qualification level of this course/training?** PROMPT TO CODE

1. Customer Service
2. Business Administration
3. Retail
4. Health and Social Care
5. Engineering
6. Early Years Care & Education in Wales
7. Hospitality
8. Hairdressing
9. Construction
10. Management
11. Electrotechnical
12. Other
13. Don’t know

ASK IF CODE 1 AT QCHECK 1 OR (CODE 2 AT Q CHECK 1 AND CODE 1 AT QCHECK 2)

**Q1. Can I just confirm that this course/training is an** <TEXT SUB: INSERT LEVEL OF COURSE FROM SAMPLE>**?**

1. Yes, correct
2. No

ASK IF NO AT Q1 OR IF QCHECK1 CODE 3-4

**Q2 EAW. What NVQ Level is it? Is it .** . . READ OUT? SINGLE CODE ONLY

1. NVQ Level 2
2. NVQ Level 3
3. NVQ Level 4
4. Other (specify)
5. Don’t know

***Create dummy variable with correct name and level based for subsequent text substitution:***

USE QCHECK3 IF = (CODE 3 AT QCHECK 1) OR (CODE 4 AT QCHECK 1 AND CODE 1 AT QCHECK 2)

USE SAMPLE **AND** Q2 IF = CODE 2 AT Q1

FOR EVERYONE ELSE, USE SAMPLE

ASK IF ENGLAND

**Q3. According to** the Skills Funding Agency**’s records, you undertook this course/training whilst working for** <Employer from sample>**. Can I check that this is correct?**

1. Yes
2. No

ASK IF WALES

**Q3a. What was the name of the employer you were working for whilst you undertook this course/training?**

WRITE IN

ASK IF “NO” AT Q3

**Q4a. Did you undertake this course/training whilst employed by a different employer?**

1. Yes – ASK FOR FULL NAME OF EMPLOYER AND WRITE IN
2. No, I was not employed whilst doing this training/course – CLOSE
3. Don’t know – CLOSE

NEW Q

ASK ALL

**Q4b. Do/Did you have a written contract of employment with this employer**?

READ OUT. SINGLE CODE

1. Yes
2. No
3. Don’t know

ASK ALL

**Q4b. Were you employed by this employer for the duration of your** <INSERT COURSE NAME> **only or was this a permanent job with no fixed end date?**

READ OUT. SINGLE CODE

1. Employed for duration of training only
2. Permanent job with no fixed end date
3. Don’t know

ASK ALL

**Q5. According to** <the Skills Funding Agency> <Welsh Government**’s records, you started this course/training around** <insert START DATE (MONTH AND YEAR) from sample>**? Is this correct?**

1. Yes
2. No
3. Can’t remember

ASK IF NO AT Q5

**Q6. Approximately when did you start this course/training?**

1. CODE MONTH AND YEAR
2. Can’t remember

**For MONTH, Use the following:**

1. January
2. February
3. March
4. April
5. May
6. June
7. July
8. August
9. September
10. October
11. November
12. December
13. Can’t remember month

**For YEAR, Use the following**

1. 2011
2. 2010
3. 2009
4. 2008
5. Earlier

ASK ALL

**Q7. Are you still working for** <NAME OF EMPLOYER FROM SAMPLE OR Q4\_1 OR Q3A>**?**

1. Yes
2. No

ASK ALL

**Q8. Did you work for** <NAME OF EMPLOYER FROM SAMPLE OR Q4\_1 OR Q3A> ***before* you started doing your** <INSERT COURSE NAME>**?**

1. Yes
2. No

ASK IF YES AT Q8

**Q9. How long did you work for this employer before you started doing your** <INSERT COURSE NAME>**?** PROMPT TO CODE: **Was it . . . ?**

1. Less than 1 month
2. 1-3 months
3. 4-6 months
4. 7-9 months
5. 10-12 months
6. 12 months or longer
7. Don’t know

ASK IF YES AT Q8

**Q10. Did your pay increase, decrease or stay the same as a result of *starting* your** <INSERT COURSE NAME>**?**

1. Increase
2. Decrease
3. Stayed the same
4. Don’t Know

ASK IF NO AT Q8

**Q11. What were you doing before you started your** <INSERT COURSE NAME>**? Were you…**READ OUT. SINGLE CODE

INTERVIEWER: If respondent was doing more than one activity, we are interested in their MAIN activity – the one they spent the most amount of time doing.

1. Working for a different employer
2. Doing a course in school or college
3. Unemployed
4. Looking after home or family
5. Or something else? (specify)
6. Don’t know
7. Refused

ASK ALL

**Q12. I am now going to ask you about the hours you spend working and training as part of your** <INSERT COURSE NAME>.

**(IF CODE 1 AT Q4b): How many hours a week are/were you contracted by <NAME OF EMPLOYER FROM SAMPLE OR Q4\_1 OR Q3A> to spend working, excluding meal breaks and any overtime?**

**(IF CODES 2-3 AT Q4b): How many hours a week do/did you spend working for <NAME OF EMPLOYER FROM SAMPLE OR Q4\_1 OR Q3A>, excluding meal breaks and any overtime?**

Numeric Range

IF VARIES, TAKE AVERAGE IF POSSIBLE.

SOFT CHECK: INTERVIEWER TO RECONFIRM HOURS IF LESS THAN 10 OR OVER 50

HARD CHECK: 0 IS NOT PERMISSIBLE. 100 OR MORE HOURS NOT PERMISSIBLE.

**Q13. Do/did you take part in off-the-job training as part of your** <INSERT COURSE NAME>?

**O*ff-the-job training* is training away from your everyday work. This can include courses, workshops, training sessions, distance Learning, Workbooks, CD-ROMs etc. Off-the-job training could still be at the place where you work, but would be away from your everyday work area.**

1. Yes
2. No
3. Don’t know

ASK IF YES AT Q13

**Q14. How many hours a week do/did you usually spend getting off- the-job training as part of your** <INSERT COURSE NAME>**?** PLEASE PROBE FOR BEST ESTIMATE.

1. Numeric Range
2. Don’t know

SOFT CHECK: INTERVIEWER TO RECONFIRM HOURS IF OVER 21

HARD CHECK: 0 IS NOT PERMISSIBLE. 40 OR MORE HOURS NOT PERMISSIBLE.

ASK ALL

**Q15. Do/did you take part in the on-the-job training as part of your <**INSERT COURSE NAME**>?**

**O*n-the-job training* is training where someone provides advice, shows you how to do something or coaches you whilst you are doing your everyday work.**

1. Yes
2. No

ASK IF YES AT Q15

**Q16. How many hours a week do/did you usually spend getting *on-the job training***? PLEASE PROBE FOR BEST ESTIMATE.

Numeric Range

Don’t know

SOFT CHECK: INTERVIEWER TO RECONFIRM HOURS IF LESS THAN 14

HARD CHECK: 0 IS NOT PERMISSIBLE. 45 OR MORE HOURS NOT PERMISSIBLE.

ASK ALL

**Q16a. Do/Did you have an external assessor who comes/came into your workplace to assess your skills and progress in relation to your <**INSERT COURSE NAME**>**?

DO NOT READ OUT. SINGLE CODE ONLY

CLARIFY IF NECESSARY WITH: An “External Assessor” is someone who provides an independent assessment of your Apprenticeship work. This assessment reviews the overall progress you are making in your Apprenticeship and the skills you are learning. The External Assessor could be someone you do not meet regularly, or a tutor or lecturer.

1. Yes
2. No
3. Don’t know

ASK IF CODE 1 AT Q16a

**Q16b. Thinking about your progress on your <**INSERT COURSE NAME**>, which of the following best describes the amount of feedback you typically receive/ed from the external assessor**?

READ OUT 1 TO 5. REVERSE 1 TO 5. SINGLE CODE ONLY

1. I always receive/ed feedback
2. I mostly receive/ed feedback
3. I sometimes receive/ed feedback
4. I rarely receive/ed feedback
5. I never receive/ed feedback
6. Don’t know

ASK ALL

**Q17. Do/did you ever work overtime with** <INSERT EMPLOYER OR RESPONSE AT Q4\_1>? This could be paid or unpaid overtime.

1. Yes
2. No
3. Don’t know

ASK IF YES AT Q17

**Q18. How many hours a week overtime would you say you usually do/did**?

1. Numeric Range
2. Varies too much
3. Don’t know

SOFT CHECK: INTERVIEWER TO RECONFIRM HOURS IF MORE THAN 14

HARD CHECK: 0 IS NOT PERMISSIBLE. 21 OR MORE HOURS NOT PERMISSIBLE.

**Pay, Bonuses and Tips**

**I am now going to ask you some questions about your pay. For these questions, I am asking specifically about any pay you get/got from** <INSERT EMPLOYER OR RESPONSE AT Q4\_1> <TEXT SUB: IF CODE 2 OR CODE 4 AT QCHECK1 –**during the time that you were on your course/training>, and not for any second jobs you may have.**

ASK ALL

**Q19. Do/did you receive any pay from** <INSERT EMPLOYER OR RESPONSE AT Q4\_1> <TEXT SUB: IF CODE 2 OR CODE 4 AT QCHECK1 –**during the time that you were on your course/training>?**

1. Yes
2. No
3. Don’t know
4. Refused

ASK IF YES AT Q19. OTHERS GO TO Q22

**Q20. Can you tell me what your usual pay is/was BEFORE any deductions for tax or national insurance. Please do not include bonuses, tips or overtime?**

ENTER AMOUNT. ALLOW REF AND DK. NULL NOT ALLOWED

PROBE FOR ESTIMATE IF NECESSARY.

INTERVIEWER NOTE: ENTER EXACT AMOUNT AND CODE FREQUENCY (I.E. WHETHER WEEK, MONTH, YEAR). IF INCOME VARIES, GIVE A RECENT EXAMPLE OF AN AMOUNT.

SOFT RANGE CHECK (CHECK IF OUTSIDE THESE RANGES): PLEASE CHECK WITH RESPONDENT THAT THIS FIGURE IS CORRECT.

1. Amount per hour £2.60 TO (AGE 16-18) £8; (AGE 19 TO 20) £9 (AGE 21+) £10
2. Amount per WEEK £75 TO (AGE 16-19) £300; (AGE 20 -24) £600 (AGE 25+) £1000
3. 2. Amount per MONTH £300 TO (AGE 16-19) £1500 (AGE 20-24) £3000 (AGE 25+) £5,000
4. 3. Amount per YEAR £4,000 TO (AGE 16-19) £20000 (AGE 20-24) £35000 (AGE 25+) £50,000

ASK IF DON’T KNOW AT Q20

**Q21. What is/was your usual take home pay whilst studying for your** < INSERT COURSE NAME> **– that is after all deductions for income tax and National Insurance? Please *exclude* any bonuses, tips or overtime.**

ENTER AMOUNT. ALLOW REF AND DK. NULL NOT ALLOWED

PROBE FOR ESTIMATE IF NECESSARY.

INTERVIEWER NOTE: ENTER EXACT AMOUNT AND CODE FREQUENCY (I.E. WHETHER WEEK, MONTH, YEAR). IF INCOME VARIES, GIVE A RECENT EXAMPLE OF AN AMOUNT.

SOFT RANGE CHECK (CHECK IF OUTSIDE THESE RANGES): PLEASE CHECK WITH RESPONDENT THAT THIS FIGURE IS CORRECT.

1. Amount per hour £2.60 TO (AGE 16-18) £5; (AGE 19 TO 20) £6 (AGE 21+) £7
2. Amount per WEEK £75 TO (AGE 16-19) £300; (AGE 20 -24) £600 (AGE 25+) £1000
3. Amount per MONTH £300 TO (AGE 16-19) £1500 (AGE 20-24) £3000 (AGE 25+) £5,000
4. Amount per YEAR £4,000 TO (AGE 16-19) £20000 (AGE 20-24) £35000 (AGE 25+) £50,000

ASK ALL

**Q23. Do/did you ever receive any tips from customers in your work with** <INSERT EMPLOYER OR RESPONSE AT Q4\_1>?

IF NOT APPLICABLE, CODE AS ‘NO’.

1. Yes
2. No
3. Don’t know

ASK IF Q23=YES

**Q24. Approximately how much do/did you usually get paid in tips? Would you like to answer per day, per week, per month or per year?**

Numeric Range. AND CODE:

1. Per day SOFT CHECK RANGE 1-50
2. Per week SOFT CHECK RANGE 1-250
3. Per month SOFT CHECK RANGE 1-1,000
4. Per year SOFT CHECK RANGE 1-10,000
5. Other (specify)
6. Varies too much to say
7. Don’t know

ASK ALL

**Q25. Do/did you ever receive any bonuses in your work with** <INSERT EMPLOYER OR RESPONSE AT Q4\_1>?

IF NOT APPLICABLE, CODE AS ‘NO’.

1. Yes
2. No
3. Don’t know

ASK IF Q25=YES

**Q26. Approximately how much do/did you usually get paid in bonuses? Would you like to answer per day, per week, per month or per year?**

Numeric Range. AND CODE:

1. Per week SOFT CHECK RANGE 1-100
2. Per month SOFT CHECK RANGE 1-400
3. Per year SOFT CHECK RANGE 1-4,000
4. Other (specify)
5. Varies too much to say
6. Don’t know

ASK IF YES AT Q17

**Q27. You mentioned earlier that you do/did overtime as part of your work with** <INSERT EMPLOYER OR RESPONSE AT Q4\_1 OR Q3a>**. Do/did you get paid for doing this overtime? PROMPT IF SAY YES: Is that always or sometimes?**

1. Yes – always
2. Yes - sometimes
3. No
4. Don’t know

ASK IF CODE 1 OR 2 AT Q27

**Q28. How many hours a week of paid overtime would you say you do/did you usually work?**

1. Numeric Range
2. Varies too much
3. Don’t know

ASK IF CODE 1 OR 2 AT Q27

**Q29. And how much do/did you usually get paid per hour for any overtime?**

INTERVIEWER PROMPT: If asked to clarify, the figure that should be entered here is the total per hour figure they get for working overtime, not extra amount they get in addition to their normal wage. So, if normal per hour wage is £3.00, and the total for overtime is £4.50 per hour, please type in 4.50 and not 1.50.

1. INTERVIEWER: ENTER IN POUNDS
2. Numeric Range 1.00-50.00 SOFT CHECK IF OVER 10.00
3. Don’t know

ASK IF CODE 2 OR 3 Q27

**Q30. How many hours a week of unpaid overtime do/did you usually work?**

1. Numeric Range
2. Varies too much
3. Don’t know

ASK IF CODE 1 AT Q17

**Q31. Do/did you ever get given time off or flexi leave in return for working overtime?**

1. Yes
2. No
3. Don’t know

ASK ALL

**Q32. Aside from your work with <** INSERT EMPLOYER OR RESPONSE AT Q4\_1>, **do you have any other part-time, paid work?**

1. Yes
2. No
3. Don’t know

ASK IF YES AT Q32

**Q32a. How many hours a week do/did you usually work with this other job**? PLEASE PROBE FOR BEST ESTIMATE.

Numeric Range

Don’t know

SOFT CHECK: INTERVIEWER TO RECONFIRM HOURS IF MORE THAN 16

HARD CHECK: 0 IS NOT PERMISSIBLE. 28 OR MORE HOURS NOT PERMISSIBLE.

ASK IF YES AT Q32. OTHERS GO TO Q35

**Q33. Can you tell me what your usual pay for these other job(s) is/was BEFORE any deductions for tax or national insurance. Please do not include bonuses, tips or overtime?**

ENTER AMOUNT. ALLOW REF AND DK. NULL NOT ALLOWED

PROBE FOR ESTIMATE IF NECESSARY.

INTERVIEWER NOTE: ENTER EXACT AMOUNT AND CODE FREQUENCY (I.E. WHETHER WEEK, MONTH, YEAR). IF INCOME VARIES, GIVE A RECENT EXAMPLE OF AN AMOUNT.

SOFT RANGE CHECK (CHECK IF OUTSIDE THESE RANGES): PLEASE CHECK WITH RESPONDENT THAT THIS FIGURE IS CORRECT.

1. Amount per hour £3.50 TO (AGE 16-18) £5; (AGE 19 TO 20) £7 (AGE 21+) £10
2. Amount per WEEK £40 TO (AGE 16-19) £100; (AGE 20 -24) £200 (AGE 25+) £300
3. Amount per MONTH £150 TO (AGE 16-19) £400 (AGE 20-24) £800 (AGE 25+) £1,200
4. Amount per YEAR £2,000 TO (AGE 16-19) £4,000 (AGE 20-24) £8,000 (AGE 25+) £12,000

ASK IF DON’T KNOW AT Q33

**Q34. What is/was your usual take home pay for these other job(s)? Again, please give us a figure that is after all deductions for income tax and National Insurance? Please do not include any bonuses, tips or overtime.**

ENTER AMOUNT. ALLOW REF AND DK. NULL NOT ALLOWED

PROBE FOR ESTIMATE IF NECESSARY.

INTERVIEWER NOTE: ENTER EXACT AMOUNT AND CODE FREQUENCY (I.E. WHETHER WEEK, MONTH, YEAR). IF INCOME VARIES, GIVE A RECENT EXAMPLE OF AN AMOUNT.

SOFT RANGE CHECK (CHECK IF OUTSIDE THESE RANGES): PLEASE CHECK WITH RESPONDENT THAT THIS FIGURE IS CORRECT.

1. Amount per hour £3.50 TO (AGE 16-18) £5; (AGE 19 TO 20) £7 (AGE 21+) £10
2. Amount per WEEK £40 TO (AGE 16-19) £100; (AGE 20 -24) £200 (AGE 25+) £300
3. Amount per MONTH £150 TO (AGE 16-19) £400 (AGE 20-24) £800 (AGE 25+) £1,200
4. Amount per YEAR £2,000 TO (AGE 16-19) £4,000 (AGE 20-24) £8,000 (AGE 25+) £12,000

ASK IF

**Q34a. IF CURRENTLY ON COURSE: Are you currently receiving any of these benefits or credits?**

**IF NO LONGER ON COURSE: Were you receiving any of these benefits or credits whilst doing your <INSERT COURSE NAME>**

1. Income Support
2. Jobseeker’s Allowance
3. Housing Benefit or Council Tax Credit
4. Incapacity Benefit
5. Employment and Support Allowance (ESA)
6. Pension Credit
7. Working tax credit
8. Child tax credit
9. Other benefits
10. Not receiving any benefits or credits
11. Don’t know

ASK ALL

**Q35 Which of the following statements best describes what you plan to do** <IF NOT COMPLETED AT QCHECK1 after you finish your <INSERT COURSE NAME><IF COMPLETED AT QCHECK: in the next few months>**?**

READ OUT AND CODE ONE ONLY

1. Stay working for the same employer
2. Stay working in the same sector
3. Work somewhere completely different
4. Stay in education/ training

DON’T READ OUT None of these/ something else

ASK IF Q35=Stay in education/training

**Q36 And what type of education or training programme do you plan to take part in?**

READ OUT. SINGLECODE

1. Go to University/Do a degree
2. Higher level NVQ/apprenticeship
3. A-levels
4. College based training course
5. Other (Specify)
6. I haven’t decided yet

ASK ALL

Q36a. Are you aware of the Apprentice Rate of the National Minimum Wage?

READ OUT 1 TO 5. REVERSE 1 TO 5. SINGLE CODE ONLY

1. Yes
2. No

ADD website/phone number should respondent ask for more information about the Apprentice Rate.

**Demographics**

**Finally, can I ask some questions about you. This information will be used to analyse the survey findings only.**

ASK ALL

**Q37. What was your age at your last birthday?**

1. Numeric range
2. Don’t know
3. Refused

**ASK IF Ethnicity flag = 1**

**Q38. Can you say to which ethnic group do you consider you belong?** DO NOT READ OUT. CODE ONE ONLY - PROBE TO PRECODES

1. White - British
2. White - Irish
3. White - any other White background
4. Black or Black British - African
5. Black or Black British - Caribbean
6. Black or Black British - any other Black background
7. Asian or Asian British - Bangladeshi
8. Asian or Asian British - Indian
9. Asian or Asian British - Pakistani
10. Asian or Asian British - any other Asian background
11. Mixed - White and Asian
12. Mixed - White and Black African
13. Mixed - White and Black Caribbean
14. Mixed - any other Mixed background
15. Chinese
16. Any other, please specify
17. Refused

**ASK IF Disability/learning flag = 1**

**Q39. Do you consider yourself to a have a disability?**

1. Yes
2. No
3. Refused
4. Don’t know

**ASK IF Disability/learning flag = 1**

**Q40. Do you consider yourself to have learning difficulties?**

1. Yes
2. No...
3. Refused.
4. Don't know

**Q41. If the government and its agencies wish to undertake further work on related issues in the future would it be ok for them or their appointed contractors to contact you on these issues?**

1. Yes

2. No

3. Don’t know

<If Yes at Q38 - ADD STANDARD SCRIPT FOR CHECKING CONTACT DETAILS>

READ OUT FOR ALL

**That is the end of the questions. The information you gave us about your in-work learning and training and pay will be used for research purposes only by Ipsos MORI, Low Pay Commission, Department for Business, Innovation and Skills, <as appropriate, Welsh Government>.**

**THANK AND CLOSE**

**RECORD GENDER**

### Postal Survey

|  |  |  |
| --- | --- | --- |
|   |  |  |

<TITLE> <FORENAME> <SURNAME>

ADDRESS1
ADDRESS2
ADDRESS3
ADDRESS4
POSTCODE

November 2012

**Your views on Apprenticeship pay**

Dear <Title> <Surname>,

I am writing to ask for your help with some important research that this Department is carrying out, on behalf of the Government about Apprenticeship pay. The Department has asked the independent research organisation Ipsos MORI to carry out a survey of people who are doing Apprenticeship courses.

According to the Northern Ireland Government’s records, you are currently involved in, or have recently finished, an apprenticeship course. .However, if your course finished in April of this year or earlier, you can ignore this survey.

The survey looks at what wages people on courses like yours are being paid, what kind of training they are getting and how these things might vary by their age and the industry they are working in. By taking part, you will be helping to shape how courses like yours are delivered in the future.

We would greatly appreciate it if you could take the time (10 minutes or so) to complete this questionnaire and return it in the pre-paid envelope (no stamp required) as soon as possible, or by the closing date of Friday 21st December 2012. Taking part is entirely voluntary, although we hope that you can do so, as your views are very important.

The results of the survey will be published in Spring 2013. **The answers you give in the survey will be treated in the strictest confidence** – it will not be possible to identify individual respondents from the survey results, and no one outside of Ipsos MORI will know you have taken part in the survey, or what answers you have given, without your prior consent.

If you have any more questions or concerns about this survey, please do not hesitate to contact \*\*\* at Ipsos MORI on \*\*\*, or email \*\*\*@ipsos-mori.com. Alternatively, if you would like to get in touch with a member of my team, please contact \*\*\* on \*\*\*.

I very much hope you are able to take part.

Yours sincerely,

**HELPFUL HINTS FOR COMPLETING THIS QUESTIONNAIRE**

* This questionnaire should be completed only if you are currently involved in an Apprenticeship course, or finished one from April 2012.
* Please read each question carefully and tick a box to indicate your answer.
* Answer the next question unless asked otherwise.
* Once you have finished please take a minute to check you have answered all the questions that you should have answered.
* This questionnaire consists of 12 pages and should take 10 minutes or so to complete. Thank you in advance for your time.
* Once you have completed the questionnaire please tear off this page and return the rest of the booklet in the pre-addressed envelope supplied. **You do not need to add a stamp.**
* You will notice that there is an ID number at the bottom of the questionnaire (but not this letter). The purpose of this number if to help the project managers at the Northern Ireland Executive to track which questionnaires have been submitted and to post reminders if necessary. **It is impossible for the Northern Ireland Executive to attach the responses you give in the survey to this identification number**.

**COURSE AND EMPLOYER DETAILS**

**EVERYONE PLEASE ANSWER QUESTIONS 1 TO 4**

|  |  |
| --- | --- |
| Q1 | **Please write in the full name of the employer you were working for while you undertook your Apprenticeship.****PLEASE WRITE YOUR ANSWER IN THE BOX BELOW** |
|  |
|  |  |  |  |  |
|  |  |  |  |  |

|  |  |
| --- | --- |
| Q2 | **Please write in the month and year you started your Apprenticeship.****PLEASE WRITE YOUR ANSWER IN THE BOXES BELOW, OR TICK ✓ ONE BOX** |
|  |
|  |  | MONTH |  |  |
|  |  |  |  |  |
|  |  | YEAR |  |  |
|  |  |  |  |  |
|  |  | Can’t remember |  |  |

|  |  |
| --- | --- |
| Q3 | **Are you still working for the employer you were working for when you undertook your Apprenticeship?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes |  | No |

|  |  |
| --- | --- |
| Q4 | **Did you work for this employer before you started doing your Apprenticeship?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes (GO TO Q5) |  | No (GO TO Q7) |

**PLEASE ANSWER THE FOLLOWING QUESTIONS IF YOU WERE WORKING FOR THIS EMPLOYER BEFORE YOU STARTED DOING THIS APPRENTICESHIP. OTHERWISE GO TO Q7.**

|  |  |
| --- | --- |
| Q5 | **How long did you work for this employer before you started doing your Apprenticeship?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Less than 1 month |  | 10-12 months |
|  |  | 1-3 months |  | 12 months or longer |
|  |  | 4-6 months |  | Don’t know |
|  |  | 7-9 months |  |  |

|  |  |
| --- | --- |
| Q6 | **Did your pay increase, decrease or stay the same as a result of starting your Apprenticeship?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Increase |  | Stayed the same |
|  |  | Decrease |  | Don’t know |

**PLEASE ANSWER THE FOLLOWING QUESTION IF YOU WERE NOT WORKING FOR THIS EMPLOYER BEFORE YOU STARTED DOING THIS APPRENTICESHIP. OTHERWISE GO TO Q8.**

|  |  |
| --- | --- |
| Q7 | **What was the main activity you were doing before you started your Apprenticeship?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Working for a different employer |  | Other (TICK ✓ AND WRITE IN BELOW) |
|  |  | Doing a course in school or college |  |  |
|  |  | Unemployed |  | Don’t know |
|  |  | Looking after home or family |  | Prefer not to say |

**EVERYONE PLEASE ANSWER THE NEXT QUESTIONS. THE EMPLOYER WE REFER TO THROUGHOUT THE REST OF THIS QUESTIONNAIRE IS THE ONE YOU MENTIONED IN Q1, UNLESS OTHERWISE STATED.**

|  |  |
| --- | --- |
| Q8 | **Whilst on your Apprenticeship, how many hours a week are/were you contracted by your employer to spend working, excluding meal breaks and any overtime?****PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW** |
|  |
|  |  | HOURS A WEEK |  |  |
|  |  |  |  |  |

**OFF-THE-JOB TRAINING**

**EVERYONE PLEASE ANSWER THE NEXT QUESTION**

|  |  |
| --- | --- |
| Q9 | **Do/did you take part in off-the-job training as part of your Apprenticeship?****Off-the-job training is training away from your everyday work. This can include courses, workshops, training sessions, distance learning, workbooks, CD-ROMs etc. Off-the-job training could still be at the place where you work, but would be away from your everyday work area.****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes (GO TO Q10) |  | Don’t know (GO TO Q11) |
|  |  | No (GO TO Q11) |  |  |

**PLEASE ANSWER THE FOLLOWING QUESTION IF YOU TAKE/TOOK PART IN OFF-THE-JOB TRAINING AS PART OF YOUR APPRENTICESHIP. OTHERWISE GO TO Q11.**

|  |  |
| --- | --- |
| Q10 | **How many hours a week do/did you usually spend getting off-the-job training as part of your Apprenticeship?****PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX** |
|  |
|  |  | HOURS A WEEK |  |  |
|  |  |  |  |  |
|  |  | Don’t know |  |  |

**ON-THE-JOB TRAINING**

**EVERYONE PLEASE ANSWER THE NEXT QUESTION.**

|  |  |
| --- | --- |
| Q11 | **Do/did you take part in on-the-job training as part of your Apprenticeship?****On-the-job training is training where someone provides advice, shows you how to do something or coaches you whilst you are doing your everyday work.****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes (GO TO Q12) |  | No (GO TO Q13) |

**PLEASE ANSWER THE FOLLOWING QUESTION IF YOU TAKE/TOOK PART IN ON-THE-JOB TRAINING AS PART OF YOUR APPRENTICESHIP. OTHERWISE GO TO Q13.**

|  |  |
| --- | --- |
| Q12 | **How many hours a week do/did you usually spend getting on-the-job training as part of your Apprenticeship?****PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX** |
|  |
|  |  | HOURS A WEEK |  |  |
|  |  |  |  |  |
|  |  | Don’t know |  |  |

**EVERYONE PLEASE ANSWER THE NEXT QUESTION.**

**We would like to know about anybody who comes to your workplace to assess your Apprenticeship. This “External Assessor” is someone who provides an independent assessment of your Apprenticeship work. This assessment reviews the overall progress you are making in your Apprenticeship and the skills you are learning. The External Assessor could be someone you do not meet regularly, or a tutor or lecturer.**

|  |  |
| --- | --- |
| Q13 | **Do/Did you have an external assessor who comes/came into your workplace to assess your skills and progress in relation to your Apprenticeship?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes (GO TO Q14) |  | Don’t know (GO TO Q15) |
|  |  | No (GO TO Q15) |  |  |

**PLEASE ANSWER THE FOLLOWING QUESTION IF YOU HAVE/HAD AN EXTERNAL ASSESSOR VISITING YOUR PLACE OF WORK. OTHERWISE GO TO Q15**

|  |  |
| --- | --- |
| Q14 | **Thinking about your progress on your Apprenticeship, which of the following best describes the amount of feedback you typically receive/ed from the external assessor?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | I always receive/ed feedback |  | I never receive/ed feedback |
|  |  | I mostly receive/ed feedback |  | Prefer not to say |
|  |  | I sometimes receive/ed feedback |  | Don’t know |
|  |  | I rarely receive/ed feedback |  |  |

**PAY, TIPS AND BONUSES**

**We are now going to ask you some questions about your pay. For these questions, we are asking specifically about any pay you get/got from the employer you mentioned at Q1 during the time you were on your Apprenticeship, and not for any second jobs you may have.**

**EVERYONE PLEASE ANSWER THE NEXT QUESTION.**

|  |  |
| --- | --- |
| Q15 | **Do/did you receive any pay from your employer during the time you were on your Apprenticeship?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes (GO TO Q16) |  | Don’t know (GO TO Q17) |
|  |  | No (GO TO Q17) |  | Prefer not to say (GO TO Q17) |

**PLEASE ANSWER THE FOLLOWING QUESTION IF YOU RECEIVE/RECEIVED ANY PAY FOR THE WORK AND TRAINING YOU DO/DID. OTHERWISE GO TO Q17.**

|  |  |
| --- | --- |
| Q16 | **Can you tell me what your usual pay is/was before any deductions for tax or national insurance? Please do not include bonuses, tips or overtime.****PLEASE WRITE YOUR ANSWER IN FIGURES IN ONLY ONE OF THE BOXES BELOW, OR TICK ✓ ONE BOX** |
|  |
|  | £ |  | PER HOUR | £ |  | PER MONTH |
|  |  |  |  |  |  |  |
|  | £ |  | PER WEEK | £ |  | PER YEAR |
|  |  |  |  |  |  |  |
|  |  | Don’t know |  | Prefer not to say |

**EVERYONE PLEASE ANSWER THE NEXT QUESTION.**

|  |  |
| --- | --- |
| Q17 | **During your Apprenticeship, do/did you ever receive any tips from customers?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes (GO TO Q18) |  | Don’t know (GO TO Q19) |
|  |  | No (GO TO Q19) |  |  |

**PLEASE ANSWER THE FOLLOWING QUESTION IF YOU RECEIVE/RECEIVED ANY TIPS FROM CUSTOMERS IN YOUR WORK. OTHERWISE GO TO Q19.**

|  |  |
| --- | --- |
| Q18 | **Approximately how much do/did you usually get paid in tips?****PLEASE WRITE YOUR ANSWER IN FIGURES IN ONLY ONE OF THE BOXES BELOW, OR TICK ✓ ONE BOX** |
|  |
|  | £ |  | PER DAY | £ |  | PER MONTH |
|  |  |  |  |  |  |  |
|  | £ |  | PER WEEK | £ |  | PER YEAR |
|  |  |  |  |  |  |  |
|  |  | Varies too much to say |  | Don’t know |

**EVERYONE PLEASE ANSWER THE NEXT QUESTION.**

|  |  |
| --- | --- |
| Q19 | **During your Apprenticeship, do/did you ever receive any bonuses in your work?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes (GO TO Q20) |  | Don’t know (GO TO Q21) |
|  |  | No (GO TO Q21) |  |  |

**PLEASE ANSWER THE FOLLOWING QUESTION IF YOU RECEIVE/RECEIVED ANY BONUSES IN YOUR WORK. OTHERWISE GO TO Q21.**

|  |  |
| --- | --- |
| Q20 | **Approximately how much do/did you usually get paid in bonuses?****PLEASE WRITE YOUR ANSWER IN FIGURES IN ONLY ONE OF THE BOXES BELOW, OR TICK ✓ ONE BOX** |
|  |
|  |  |  |  | £ |  | PER MONTH |
|  |  |  |  |  |  |  |
|  | £ |  | PER WEEK | £ |  | PER YEAR |
|  |  |  |  |  |  |  |
|  |  | Varies too much to say |  | Don’t know |

**OVERTIME**

**EVERYONE PLEASE ANSWER THE NEXT QUESTION.**

|  |  |
| --- | --- |
| Q21 | **Do/did you ever work overtime with the employer you work for/were working for while you undertook your Apprenticeship? This could be paid or unpaid overtime.****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes (GO TO Q22) |  | Don’t know (GO TO Q28) |
|  |  | No (GO TO Q28) |  |  |

**PLEASE ANSWER THE FOLLOWING QUESTIONS IF YOU WORK/WORKED OVERTIME WITH YOUR EMPLOYER WHILE YOU UNDERTOOK YOUR APPRENTICESHIP. OTHERWISE GO TO Q28.**

|  |  |
| --- | --- |
| Q22 | **How many hours a week overtime would you say you usually do/did?****PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX** |
|  |
|  |  | HOURS A WEEK |  |  |
|  |  |  |  |  |
|  |  | Varies too much to say |  | Don’t know |
|  |  |  |  |  |

|  |  |
| --- | --- |
| Q23 | **Do/did you ever get given time off or flexi leave in return for working overtime?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes |  | Don’t know |
|  |  | No |  |  |

|  |  |
| --- | --- |
| Q24 | **Do/did you get paid for doing overtime?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes – always (GO TO Q25) |  | No (GO TO Q27) |
|  |  | Yes – sometimes (GO TO Q25) |  | Don’t know (GO TO Q27) |

**PLEASE ANSWER THE FOLLOWING QUESTIONS IF YOU EVER GET/GOT PAID FOR DOING OVERTIME. OTHERWISE GO TO Q27.**

|  |  |
| --- | --- |
| Q25 | **How many hours a week of paid overtime would you say you usually work/worked?****PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX** |
|  |
|  |  | HOURS A WEEK |  |  |
|  |  |  |  |  |
|  |  | Varies too much to say |  | Don’t know |

|  |  |
| --- | --- |
| Q26 | **And how much do/did you usually get paid per hour for any overtime?****PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX** |
|  |
|  | £ |  | PER HOUR |  |  |  |
|  |  |  |  |  |  |  |
|  |  | Don’t know |  |  |

**PLEASE ANSWER THE FOLLOWING QUESTION IF YOU DO/DID NOT ALWAYS GET PAID FOR DOING OVERTIME. OTHERWISE GO TO Q28.**

|  |  |
| --- | --- |
| Q27 | **How many hours a week of unpaid overtime would you say you usually work/worked?****PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX** |
|  |
|  |  | HOURS A WEEK |  |  |
|  |  |  |  |  |
|  |  | Varies too much to say |  | Don’t know |

**OTHER WORK**

**EVERYONE PLEASE ANSWER THE NEXT QUESTION.**

|  |  |
| --- | --- |
| Q28 | **Aside from the employer you mentioned at Q1, do/did you have any other part-time, paid work?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes (GO TO Q29) |  | Don’t know (GO TO Q31) |
|  |  | No (GO TO Q31) |  |  |

**PLEASE ANSWER THE FOLLOWING QUESTIONS IF YOU HAVE/HAD ANY OTHER PART-TIME, PAID WORK. OTHERWISE GO TO Q31.**

|  |  |
| --- | --- |
| Q29 | **How many hours a week do/did you usually work with any other job(s)?****PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX** |
|  |
|  |  | HOURS A WEEK |  |  |
|  |  |  |  |  |
|  |  | Don’t know |  |  |

|  |  |
| --- | --- |
| Q30 | **Can you tell me what your usual pay for any other job(s) is/was before any deductions for tax or national insurance? Please do not include bonuses, tips or overtime.****PLEASE WRITE YOUR ANSWER IN FIGURES IN ONLY ONE OF THE BOXES BELOW, OR TICK ✓ ONE BOX** |
|  |
|  | £ |  | PER HOUR | £ |  | PER MONTH |
|  |  |  |  |  |  |  |
|  | £ |  | PER WEEK | £ |  | PER YEAR |
|  |  |  |  |  |  |  |
|  |  | Don’t know |  | Prefer not to say |

**EVERYONE PLEASE ANSWER THE NEXT QUESTION.**

|  |  |
| --- | --- |
| Q31 | **Do/Did you receive any of the following benefits or credits whilst on your Apprenticeship?****PLEASE ONLY TICK ✓ THE BOX FOR EACH BENEFIT / CREDIT RECEIVED.** **TICK NO BOXES IF YOUR RECEIVED NO BENEFITS** |
|  |
|  |  | Income support |  | Pension credit |
|  |  | Jobseeker’s allowance |  | Working tax credits |
|  |  | Housing benefit or council tax credit |  | Child tax credits |
|  |  | Incapacity benefit |  | Other benefits |
|  |  | Employment and support allowance |  | Don’t know |

**WHAT YOU WILL DO NEXT**

**EVERYONE PLEASE ANSWER THE NEXT QUESTION.**

|  |  |
| --- | --- |
| Q32 | **Which of the following statements best describes what you plan to do in the next few months?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Stay working for the same employer (GO TO Q34) |
|  |  | Stay working in the same sector (GO TO Q34) |
|  |  | Work somewhere completely different (GO TO Q34) |
|  |  | Stay in education/training (GO TO Q33) |
|  |  | None of these/something else (GO TO Q34) |

**PLEASE ANSWER THE FOLLOWING QUESTIONS IF YOU PLAN TO STAY IN EDUCATION/TRAINING. OTHERWISE GO TO Q34.**

|  |  |
| --- | --- |
| Q33 | **What type of education or training programme do you plan to take part in?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Go to University/do a degree |  | Other (TICK ✓ AND WRITE IN BELOW) |
|  |  | Higher level NVQ/apprenticeship |  |  |
|  |  | A Levels |  | I haven’t decided yet |
|  |  | College-based training course |  |  |

**ABOUT YOU**

**EVERYONE PLEASE ANSWER THE NEXT QUESTIONS.**

|  |  |
| --- | --- |
| Q34 | **Are you male or female?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Male |  | Female |

|  |  |
| --- | --- |
| Q35 | **Which, if any, of the following ethnic groups do you consider yourself to belong to?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  | **White** | Black or **Black** British |
|  |  | British |  | African |
|  |  | Irish |  | Caribbean |
|  |  | Any other White background |  | Any other Black background |
|  | **Asian or Asian British** | **Mixed** |
|  |  | Indian |  | White and Asian |
|  |  | Pakistani |  | White and Black African |
|  |  | Bangladeshi |  | White and Black Caribbean |
|  |  | Any other Asian background |  | Any other Mixed background |
|  | **Chinese and other ethnic groups** |  |
|  |  | Chinese |  | Other ethnic group (TICK ✓ AND WRITE IN BELOW) |
|  |  |  |  |  |
|  |  |  |  |  |

|  |  |
| --- | --- |
| Q36 | **What was your age at your last birthday?****PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX** |
|  |
|  |  | YEARS OLD |  |  |
|  |  |  |  |  |
|  |  | Don’t know |  | Prefer not to say |

|  |  |
| --- | --- |
| Q37 | **Do you consider yourself to have a disability?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes |  | Don’t know |
|  |  | No |  | Prefer not to say |

|  |  |
| --- | --- |
|  Q38 | **Do you consider yourself to have learning difficulties?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes |  | Don’t know |
|  |  | No |  | Prefer not to say |

|  |  |
| --- | --- |
| Q39 | **If the government and its agencies wish to undertake further work on related issues in the future, would it be okay for them or their appointed contractors to contact you on these issues?****PLEASE ONLY TICK ✓ ONE BOX** |
|  |
|  |  | Yes, I would be willing to be contacted |  | No, I would not be willing to be contacted |
|  |  |  |  |  |
|  | **If you would be willing to be contacted, please write your name in BLOCK CAPITALS, your telephone number and, if you have one, an email address we can contact you on in the box below.** |
|  | NAME:TELEPHONE NUMBER:EMAIL: |
|  |  |  |  |  |

**Thank you very much for taking the time to complete this questionnaire.**

**Please return it to us in the freepost envelope provided, or send it back to:**

**FREEPOST PLUS RSHB-CHAR-SCZT**

**In-work Training and Pay Survey**

**Ipsos MORI**

**Research Services House**

**Elmgrove Road**

**Harrow, HA1 2QG**

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**BIS/13/P137**

1. The hourly pay figure was derived from answers given on working hours, training hours and income. The method of deriving pay is included in Appendix A [↑](#footnote-ref-1)
2. The weekly rate was derived from the calculated hourly rate described in Appendix A [↑](#footnote-ref-2)
3. Base size is only those who answered questions on pay and hours. It excludes those saying they were not paid. [↑](#footnote-ref-3)
4. It is worth noting that the majority of individual frameworks’ GLH are well in excess of the SASE minimum. [↑](#footnote-ref-4)
5. Griffiths, C, Ormerod, C and Ritchie, F, (2006) Measuring low pay: Measures and precision. ONS. Newport [↑](#footnote-ref-5)
6. In 2007, the question was: “On average, how many hours a week do you work for your employer?” This has changed to “How many hours a week are/were you contracted by your employer to spend working, excluding meal breaks and any overtime?”. [↑](#footnote-ref-6)
7. Semta website: [http://semta.org.uk/media/press-releases/youre-hired-huge-increase-in-engineering-and-manufacturing-apprentices Accessed 11/02/2013](http://semta.org.uk/media/press-releases/youre-hired-huge-increase-in-engineering-and-manufacturing-apprentices%20Accessed%2011/02/2013). [↑](#footnote-ref-7)
8. Note: The framework ‘Team Leading and Management’ has been excluded from this table because of small base size. [↑](#footnote-ref-8)
9. I am now going to ask you about the hours you spend working and training as part of your Apprenticeship. How many hours a week <are/were you contracted by your employer to> OR <did you> spend working, excluding meal breaks and any overtime? [↑](#footnote-ref-9)
10. “The purpose of allowing some cases where employment can be 16 hours per week is to accommodate provision in sectors/employers where this is usual or common practice, or to accommodate the requirement of an individual who, for example, may have caring duties that prevent longer working hours.” [http://www.Apprenticeships.org.uk/Partners/~/media/Documents/NAS-DeliveryModels-GuidanceNote-18March2011.ashx](http://www.apprenticeships.org.uk/Partners/~/media/Documents/NAS-DeliveryModels-GuidanceNote-18March2011.ashx), pp.2-3 [↑](#footnote-ref-10)
11. As indicated here: [http://www.Apprenticeships.org.uk/About-Us/News/~/media/Documents/SASE/11-521-Specification-of-Apprenticeship-standards-for-england.ashx](http://www.apprenticeships.org.uk/About-Us/News/~/media/Documents/SASE/11-521-Specification-of-apprenticeship-standards-for-england.ashx) [↑](#footnote-ref-11)
12. Base is 243 respondents for BME [↑](#footnote-ref-12)
13. Base is 338 respondents [↑](#footnote-ref-13)
14. Figure excludes those receiving no pay [↑](#footnote-ref-14)
15. Difference compared to the chart due to rounding [↑](#footnote-ref-15)
16. Base size of 82 [↑](#footnote-ref-16)
17. Base of 338 respondents [↑](#footnote-ref-17)
18. The hourly pay figure was derived from answers given on working hours, training hours and income. The method of deriving pay is included in Appendix A [↑](#footnote-ref-18)
19. The weekly rate was derived from the calculated hourly rate described in Appendix A [↑](#footnote-ref-19)
20. Base size is only those who answered questions on pay and hours. It excludes those saying they were not paid. [↑](#footnote-ref-20)
21. [↑](#footnote-ref-21)
22. A summary of the rules regarding working hours is provided by the Apprenticeship service here: [http://www.Apprenticeships.org.uk/Partners/~/media/Documents/NAS-DeliveryModels-GuidanceNote-18March2011.ashx](http://www.apprenticeships.org.uk/Partners/~/media/Documents/NAS-DeliveryModels-GuidanceNote-18March2011.ashx) [↑](#footnote-ref-22)
23. Figure excludes those receiving no pay [↑](#footnote-ref-23)
24. Since 1 October 2009, tips, gratuities, service charges and cover charges no longer count towards NMW pay. This is regardless of whether they are paid through your payroll or are given direct to workers by customers or a tronc master. Business Link: <http://www.businesslink.gov.uk/bdotg/action/detail?itemId=1096705664&r.l1=1073858787&r.l2=1084822773&r.l3=1081657912&r.l4=1096705577&r.s=sc&type=RESOURCES> [↑](#footnote-ref-24)
25. Bases of 99 and 64 respectively [↑](#footnote-ref-25)
26. Small base size of 46 [↑](#footnote-ref-26)
27. The hourly pay figure was derived from answers given on working hours, training hours and income. The method of deriving pay is included in Appendix A [↑](#footnote-ref-27)
28. The weekly rate was derived from the calculated hourly rate described in Appendix A [↑](#footnote-ref-28)
29. Base size is only those who answered questions on pay and hours. It excludes those saying they were not paid. [↑](#footnote-ref-29)
30. 77 per cent of Hairdressing apprentices received tips, from an unweighted base of 13 responses. The proportion is in line with other countries, but for NI the base size is too small to report on at the sub group level. [↑](#footnote-ref-30)
31. Difference from figure 4.3 due to rounding [↑](#footnote-ref-31)
32. Base of 74 responses for ‘Engineering’ [↑](#footnote-ref-32)
33. Figure excludes those receiving no pay [↑](#footnote-ref-33)
34. In 2012 39 apprentices provided a figure for pay (by hour) for other part-time work. In 2011 the base was slightly higher at 66. [↑](#footnote-ref-34)
35. The records drawn for the survey came from both the learner and aims database of the Individualised Learner Records in England because on the learner database holds contact details. [↑](#footnote-ref-35)