

Apprenticeship Pay: 2007 Survey of Earnings by Sector

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BMRB Social Research

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Executive Summary

- The average net pay per week for an apprentice in 2007 was £170. This was an increase from 2005 where the average was £137. Although this is substantially above the £137 recorded in the 2005 survey, much of the increase is due to the differing respondent profiles between the two surveys. Analysis suggests that, on a comparable basis, pay increased in line with inflation between 2005 and 2007.
- Average net pay per week had increased since 2005 across all industry sectors. However, pay varied greatly across industry sectors, the lowest paying sector being Hairdressing (£109), the highest paying sector being Electrotechnical (£210). This mirrored the 2005 finding.
- Those on a Level 2 Apprenticeship earned an average of £159 compared with an average of £179 earned by those on a Level 3 Advanced Apprenticeship. The difference in pay by apprenticeship level narrowed in 2007 (from a 26 per cent difference to an eleven per cent difference).
- Apprentices aged 21 and over had an average net pay per week of £199 compared with £140 for those aged 18 and under. As with apprenticeship level, the difference in pay by age narrowed in 2007.
- The average pay for a male apprentice was £186 compared with an average of £147 for female apprentices. This was likely to be explained by the close correlation between gender and industry sector rather than any particular pay discrimination based on gender.
- Tips were received by 85 per cent of Hairdressing apprentices and 47 per cent of Hospitality apprentices, much higher than in other sectors. The average amount of tips per week for those who received tips was £13.
- Around six in ten apprentices (62 per cent) worked overtime (compared with 57 per cent in 2005). However, this difference is likely to be explained by a different profile of respondents in 2007. Eighty three per cent of apprentices that did overtime got paid for it (compared with 71 per cent in 2005).
- On average apprentices working overtime worked 4.1 hours paid overtime per week and of those that worked paid overtime the average weekly pay for overtime was £29.
- Over one third (38 per cent) of apprentices that did overtime said they were given time off in lieu or flexi leave in return. Over a quarter (28 per cent) reported being paid for overtime and being given time off in lieu.
- Five per cent of apprentices reported earning less than £80 per week. Thirteen per cent of this five per cent were receiving a training allowance or Education Maintenance Allowance only.
- Four in ten apprentices who had completed the NVQ component of the Apprenticeship framework (40 per cent) said their pay increased as a result of completing their NVQ. On average they received a pay rise of £36 per week. The majority (56 per cent) did not receive a pay rise.
- One in ten apprentices (10 per cent) said they had received a bonus as a result of completing their NVQ (same proportion as 2005). On average the bonus was £123. The majority (87 per cent) did not receive a bonus.

- On average apprentices spent 37 hours per week working for their employer (this includes on-the-job training but excludes off-the-job training). This compared with 33 hours worked per week on average in 2005. This increase is possibly linked with the decrease in the proportion of apprentices reporting they received off-the-job training (from 68 per cent in 2005 to 57 per cent in 2007 – and from an average of five and a half hours per week in 2005 to three hours per week in 2007), but an older respondent profile in 2007 is unlikely to have affected this result. Apprentices may have mistakenly included off-the-job training within their answer for number of hours worked. Recent initiatives such as “blended learning” may also have blurred the distinction between training and working.
- The majority of apprentices (85 per cent) reported receiving on-the-job training, down from 87 per cent in 2005. The average number of hours per week spent receiving on-the-job training fell from twelve hours in 2005 to eight and a half hours in 2007.
- Around six in ten apprentices (59 per cent) intended to stay working for the same employer after they finished their apprenticeship (compared with 62 per cent in 2005). A further 22 per cent said they would stay working in the same sector and seven per cent expected to go on to further education.

1 Introduction

1.1 Aims and Objectives

In 2004 the Department for Education and Skills (DfES) commissioned BMRB Social Research to conduct an initial baseline study of apprenticeship pay. This study sought to establish the pay received by apprentices and to provide evidence on the differences between different sector frameworks. On completion of this research a commitment was made to conduct a follow up study to evaluate the impact of interventions made as a result of the inter-departmental Review of Financial Support for 16-19 year olds. Employed apprentices aged under 19, or aged 19 and above and in their first year, are exempt from National Minimum Wage requirements. However, from 1 August 2005 all employed apprentices funded by the Learning and Skills Council (LSC) in England must receive a minimum income of £80 per week (exclusive of tips and overtime). One aim of this research was to enable Government to judge the impact of this new LSC contractual requirement in comparison with wages in the original baseline study.

As such, the key aims of the second Survey of Apprenticeship Pay were:

- What wages are apprentices being paid at the moment
- How apprentices' pay vary by age and industry sector
- How these factors compare with the baseline survey undertaken in Spring 2005.

1.2 Survey Information

The fieldwork ran from 20th April to 15th July. This was approximately the same time of year as when the baseline study was conducted in 2005 when fieldwork ran from 7th March to 29th May. All interviews were carried out using CATI, Computer Assisted Telephone Interviewing. The total number of interviews achieved was 4,477. Only trainees undertaking an Apprenticeship in one of the largest 11 sector frameworks were included in the survey to ensure comparability with the previous survey.

A quota of 500 interviews was set for each of the 11 sectors to ensure that there was a large enough sample size in each sector. However, mainly due to a much higher level of ineligibility within the Individual Learner Record (ILR) database, 500 interviews were not achieved in every sector despite the issued sample being doubled during fieldwork (more detail on this is given in Section 8). Even though lower numbers were achieved, comparative analysis is still possible, but differences need to be slightly larger for these differences to become statistically significant (see Section 1.4).

Weighting was applied to bring the sectors back into line with the population of apprentices as a whole. More information about the survey, sampling method and weighting can be found in Section 8. The 11 largest Apprenticeship sector frameworks that were included in this study were:

1. Business Administration
2. Construction
3. Customer Service
4. Early Years Care and Education
5. Electro-technical
6. Engineering Manufacturing
7. Hairdressing
8. Health and Social Care
9. Hospitality
10. Motor Industry
11. Retail

1.3 Notes on reading the report

All base sizes shown are unweighted.

A “*” in a table indicates a percentage that is greater than zero but less than 0.5 per cent.

In the report the word ‘sector’ refers to Apprenticeship sector framework.

Except where otherwise stated, the data provided have been weighted to reflect the number of apprentices in each sector, and within each sector to reflect the proportion of apprentices undertaking a Level 2 Apprenticeship vs. a Level 3 Advanced Apprenticeship and region (see Appendix 2).

The percentages in the report do not always add up to 100 per cent. In some cases this is due to respondents giving more than one answer to the question, but on questions where only one answer is allowed this is due to a small proportion of respondents replying ‘don’t know’/‘not applicable’, not responding to the question, or to rounding.

Data for respondents who were not undertaking an Apprenticeship at Level 2 or an Advanced Apprenticeship at Level 3 or who were working in a sector that was not one of the main 11 sectors have not been included in this report. Therefore references to ‘all respondents’ excludes these individuals.

Except where otherwise stated, age refers to the respondents’ age last birthday.

1.4 Statistical significance

All comparative results in this report have been subjected to testing for statistical significance at the 95% confidence level. When the report makes reference to a change, this will always represent a statistically significant change. Any other reported change which is not statistically significant will be indicated as such.

2 Profile of respondents

Apprentices in the 11 largest sectors were interviewed for the survey. The vast majority of all Apprenticeships are undertaken in one of these 11 sector frameworks. This section provides detail about the apprentices who were interviewed and makes comparisons to 2005.

2.1 Overall demographic profile

The age, gender and apprenticeship level profile of respondents is shown below giving a comparison with 2005 and the 2007 Learning & Skills Council ILR database from which the sample was drawn.

		Table 2.1: Age and gender profile		
		Base: All respondents (2007 – 4,477; 2005, 5,461)		
		2007	2007 ILR database	2005
		%	%	%
Gender	Male	55	54	51
	Female	45	46	49
Age	16	1	*	8
	17	8	5	19
	18	22	16	19
	19	23	20	17
	20	16	18	12
	21	11	14	8
	22+	19	28	16
Apprentice Level	2	44	41	61
	3	56	59	39

NB: Unweighted figures

Overall, Table 2.1 shows that although the profile of respondents in 2007 is different from the profile in 2005, it is reflective of the 2007 population as a whole (comparing with administrative data from the ILR database).

For example, a greater proportion of males were interviewed than females compared with 2005 (55 per cent male in 2007, 51 per cent male in 2005), but this was reflective of the 2007 population as a whole where 54 per cent were male and 46 per cent female.

In terms of age, apprentices interviewed in 2007 tended to be older than those interviewed in 2005. For example, 9 per cent of respondents in 2007 were 16-17 compared with 27 per cent in 2005. However, as with gender, this was more reflective of the population profile in 2007 as a whole where 5 per cent were 16-17.

The same can be said for apprenticeship level. A greater proportion of respondents were undertaking an apprenticeship at Level 3 in 2007 compared with 2005 (56 per cent compared with 39 per cent). But again this was reflective of the population as a whole where 59 per cent were undertaking Level 3.

In conclusion, the profile of respondents in 2007 compared with 2005 was:

- older
- more likely to be male
- more likely to be undertaking Level 3

Although the profile of respondents was reflective of changes in the population profile of apprentices over the two year period, this has important implications for analysis of results in this report. Although the results from 2007 in this report are valid and robust, to what extent are changes in key areas just a reflection of the change in respondent profile?

For example, if pay has increased, is this just because pay increases with age, pay is higher on average for men, and pay is higher for Level 3 than Level 2? This report analyses key findings by these key demographic variables so that comment can be made on comparative apprentices between the two surveys.

2.2 Age and gender profile by sector

The age profile of the 11 sectors is shown in Figure 2.1.

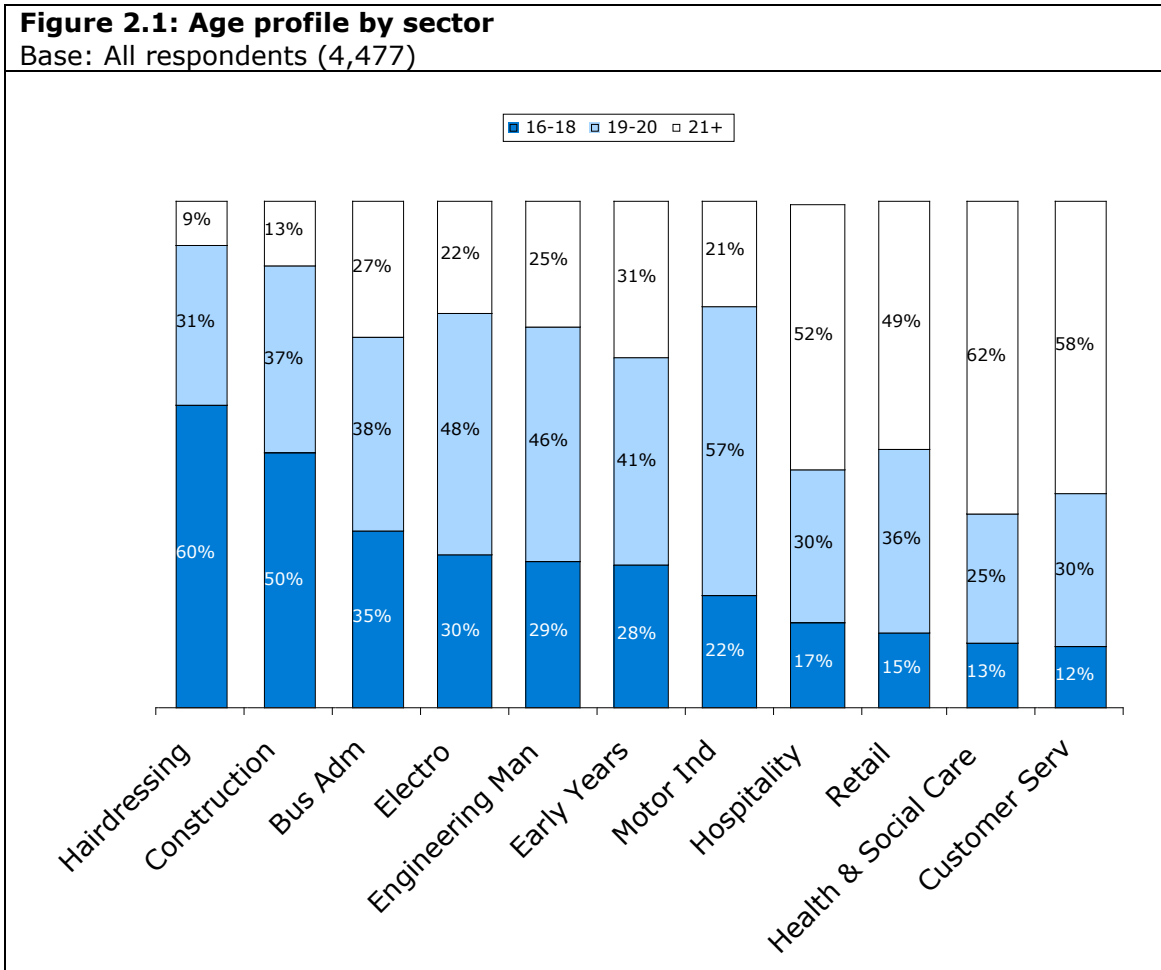
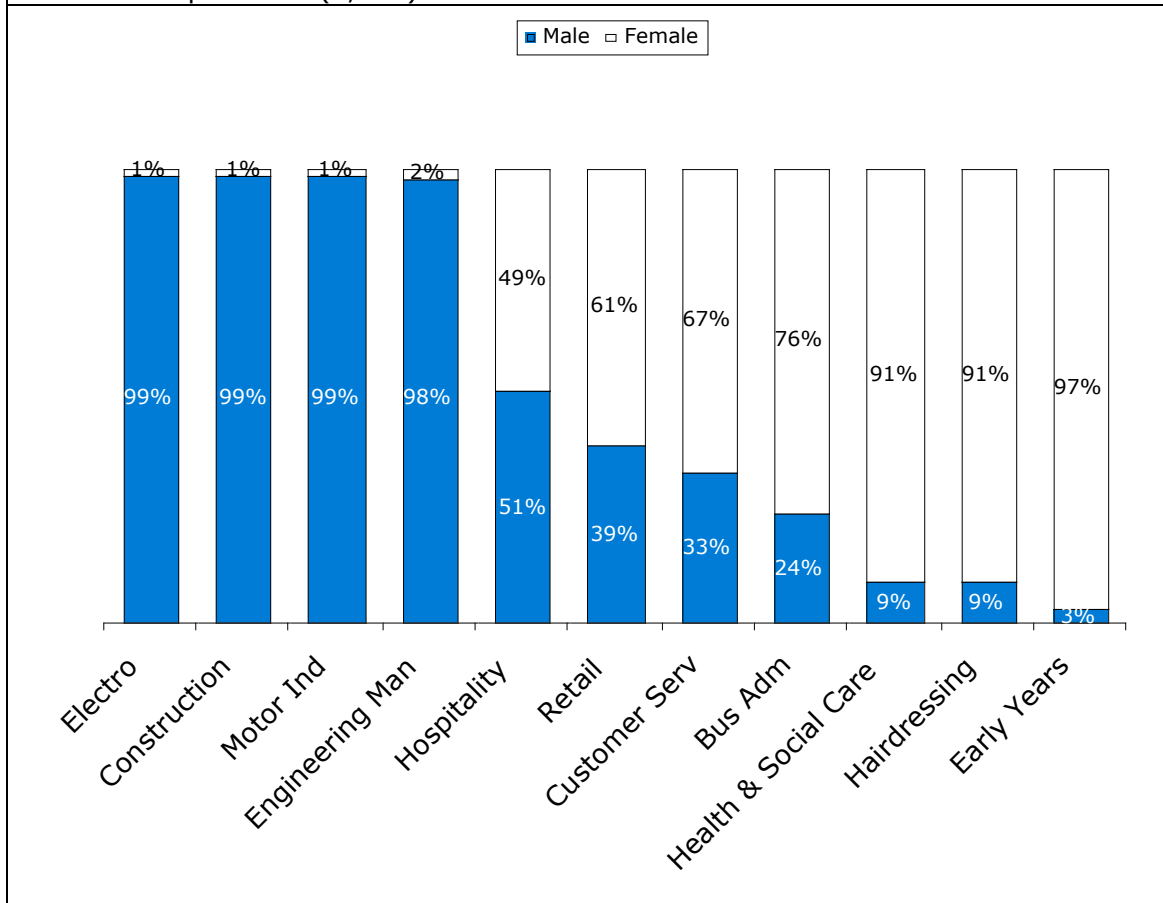


Figure 2.1 shows a big difference in age profiles by sector. For example in Hairdressing, 60 per cent of respondents were 16-18, whereas in Customer Service 12 per cent were 16-18.

The gender profile of the 11 sectors is shown in Figures 2.2.

Figure 2.2: Gender profile by sector

Base: All respondents (4,477)



As in 2005, many sectors were predominantly male, or predominantly female. Only Hospitality had a gender profile which was in line with the general population. Therefore when this report comments on differences by gender, it may be the case that the difference is as a result of sector which is then reflected in the gender difference.

The gender profile of respondents in 2007 matched very closely the profile in 2005.

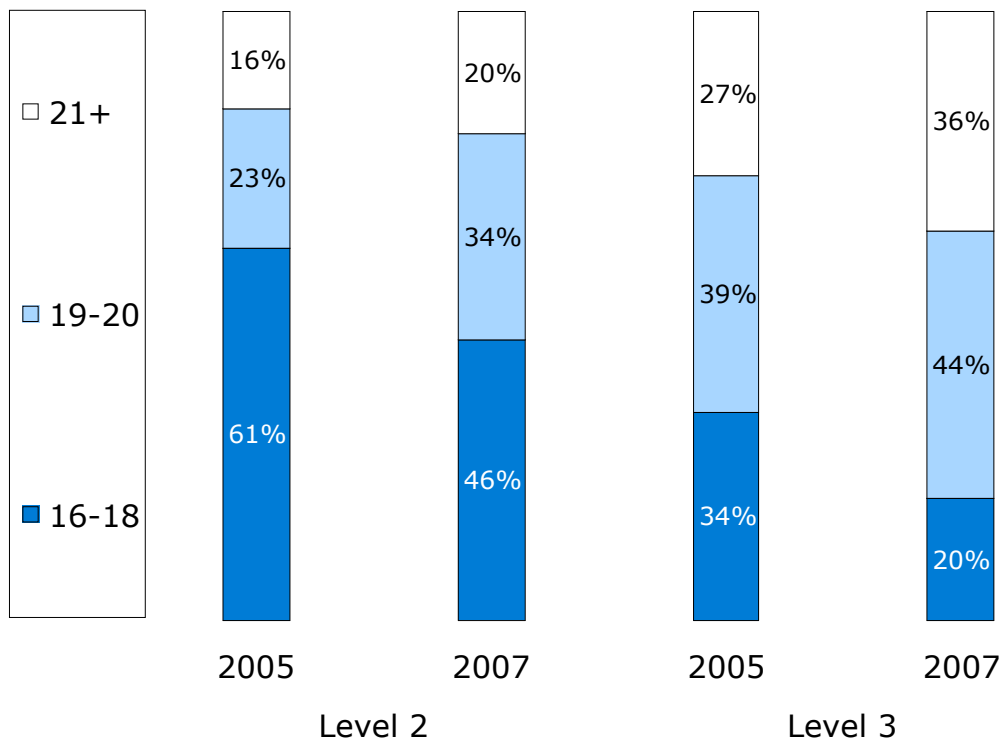
2.3 Apprenticeship Level

Forty-four per cent of apprentices were undertaking an Apprenticeship at Level 2 and 56 per cent were undertaking an Advanced Apprenticeship at Level 3. This compares with 61 per cent undertaking an Apprenticeship at Level 2 in 2005, and 39 per cent undertaking an Advanced Apprenticeship at Level 3 in 2005. However, the population profile (according to the Learning and Skills Council database) shows that 41 per cent of apprentices are undertaking an Apprenticeship at Level 2 and 59 per cent undertaking an Advanced Apprenticeship at Level 3, much closer to the profile of the sample of respondents.

As might be expected, the age profile of apprentices working towards an Apprenticeship at Level 2 was younger than that of apprentices undertaking an Advanced Apprenticeship at Level 3 (see Figure 2.3). Compared with 2005, respondents were older in 2007 for both Apprenticeships at Level 2 and Advanced Apprenticeships at Level 3.

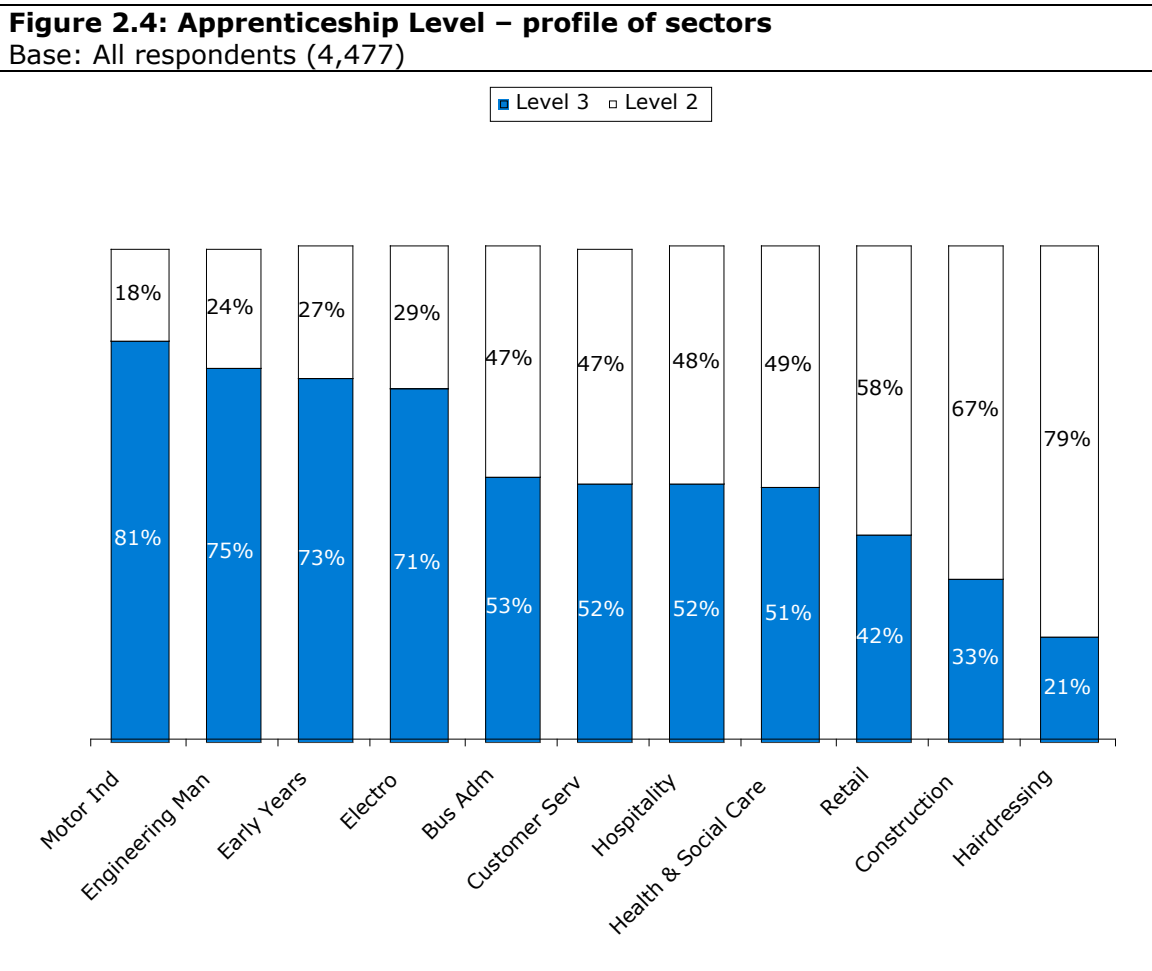
Figure 2.3: Apprenticeship Level and age profile

Base: All respondents (4,477)



NB: The 2005 survey contained a small number of 15 year old respondents, in 2007 no respondent was younger than 16.

The apprenticeship level profile of the 11 sector frameworks is shown in Figure 2.4 below.



As in 2005, Motor Industry, Engineering and Electrotechnical had the largest proportion of apprentices in the sample of respondents undertaking Advanced Apprenticeships at Level 3, along with Early Years and Education where the proportion undertaking Level 3 increased from 43 per cent in 2005 to 71 per cent in 2007. As in 2005, Retail, Construction and Hairdressing had the lowest proportion of Level 3 apprentices (but still higher than the respective proportions in 2005).

2.4 Length of time on Apprenticeship

Eighty four per cent of apprentices started working as an apprentice for their current employer more than 12 months ago. Only one per cent had been on their apprenticeship for less than 3 months, four per cent between 4 and 9 months, and nine per cent between 10 and 12 months. This makes for a distinctly different profile of respondents in terms of time on the apprenticeship compared with 2005 and compared with the likely population of all apprentices in 2007. In 2005 75 per cent of apprentices had been on their apprenticeship for between three months and nine months at the time of the survey and 10 per cent had started their

apprenticeship more than 12 months ago. (In the interview, apprentices were asked to confirm that their start date recorded in their Individual Learner Record was correct. If it was incorrect they were asked to say how long ago they had started their apprenticeship). This difference in profile is referred to in later sections of this report.

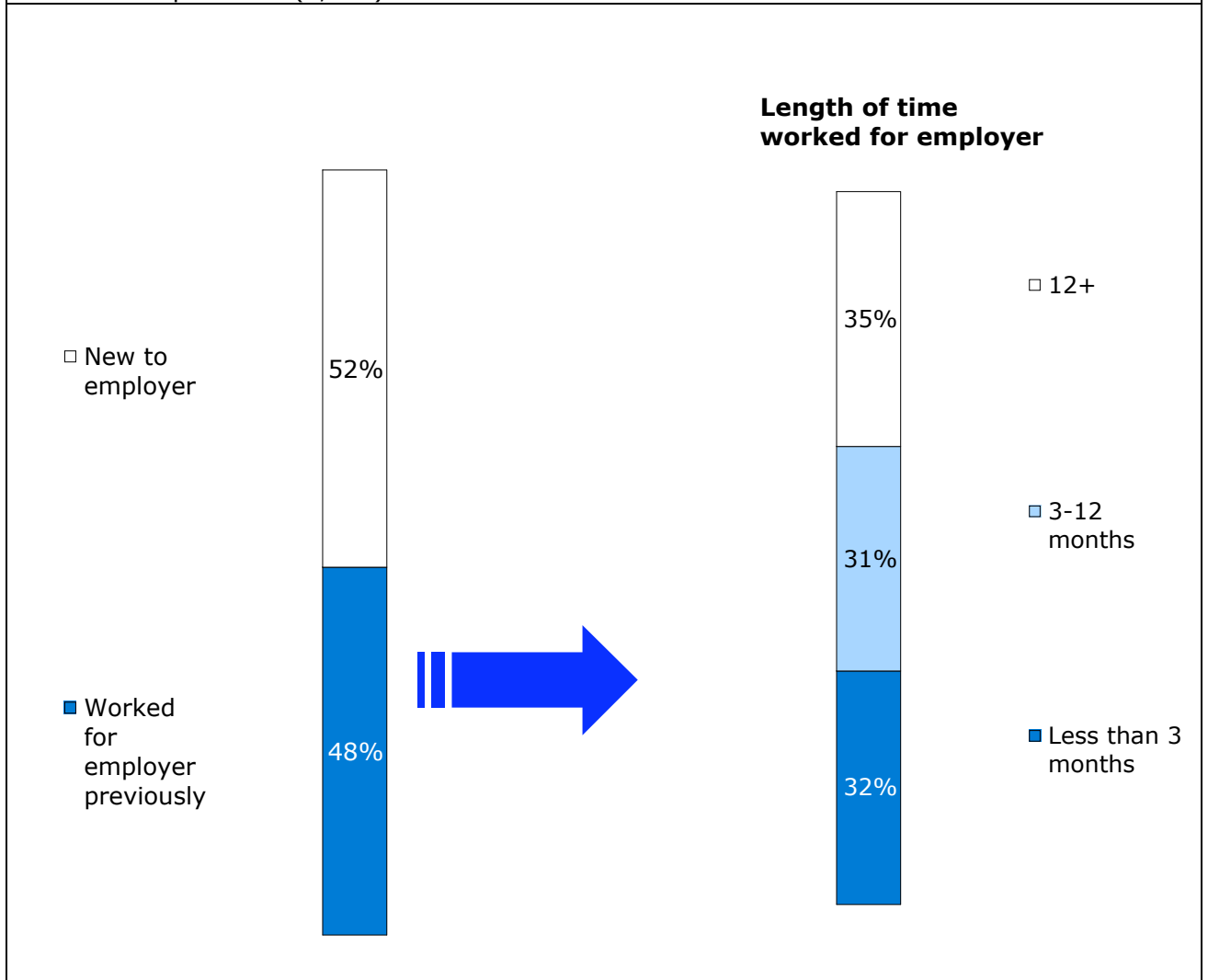
2.5 Working for employer before Apprenticeship

Apprentices were asked whether they worked for their current employer before starting their apprenticeship. If they did, they were then asked how long they had worked for their employer before starting their apprenticeship.

Just less than half (48 per cent) of apprentices had worked for their employer before starting their apprenticeship, with 52 per cent new to the employer (see Figure 2.5).

Figure 2.5: Working for employer before Apprenticeship

Base: All respondents (4,477)



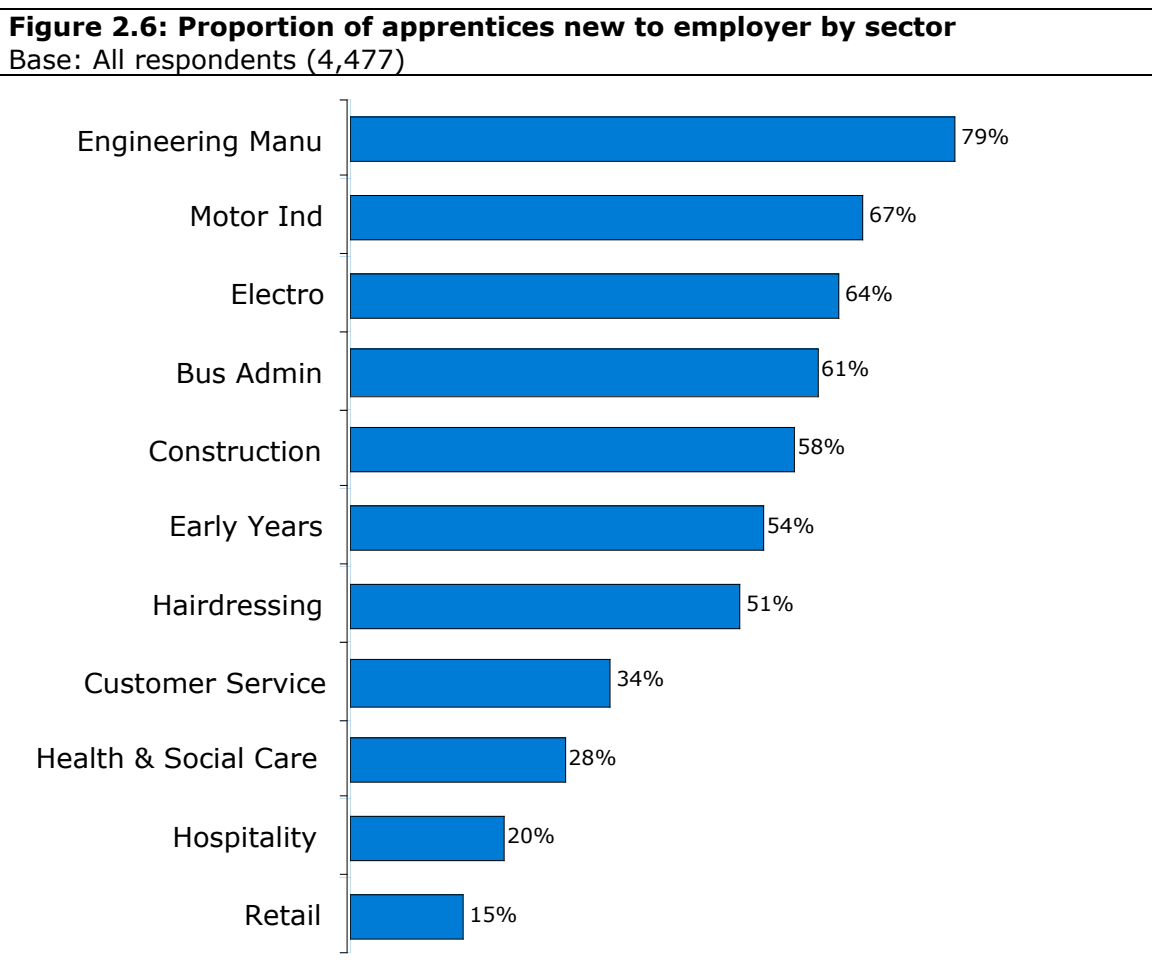
Just over a third (35 per cent) of those who worked for their employer prior to starting their apprenticeship had done so for over a year and a third (32 per cent) had been with their employer three months or less.

When asked whether their pay had changed as a result of starting their apprenticeship, two thirds (65 per cent) of those who worked for their employer beforehand said that their pay had stayed the same, 31 per cent said it had increased and three per cent said it had decrease.

As in 2005, apprentices aged 16-18 were more likely to report a pay increase on starting their apprenticeship (44 per cent) than 19-20 year olds (34 per cent) who were in turn more likely to report a pay increase than those aged 21+ (21 per cent).

Again, as in 2005, hairdressers were the most likely to report a pay increase (64 per cent), followed by those in Motor Industry (51 per cent). Apprentices in Customer Service were least likely to report a pay increase (10 per cent).

The proportion of apprentices new to their employer varied between sectors as shown in Figure 2.6.



As in 2005, apprentices who were new to their employer were more likely to be found in the traditional sectors (Engineering Manufacture, Motor Industry and Electrotechnical) whereas they were less common in the newer apprenticeship sectors (Hospitality and Retailing) where it is common practice for employers to select suitable employees to take up an apprenticeship.

3 Training and hours worked per week

Before going on to the subject of pay it is important to look at the contextual factors of apprentices' work. So as with the baseline survey in 2005, this section will cover what level of off-the-job training and on-the-job training apprentices are currently undertaking. In layman's terms, apprenticeships are traditionally thought to be made up of training and working so the whole picture will be looked at including how long they spend working, thus being able to derive a measure of how much time an apprentice spends on their apprenticeship.

3.1 Off-the-job training

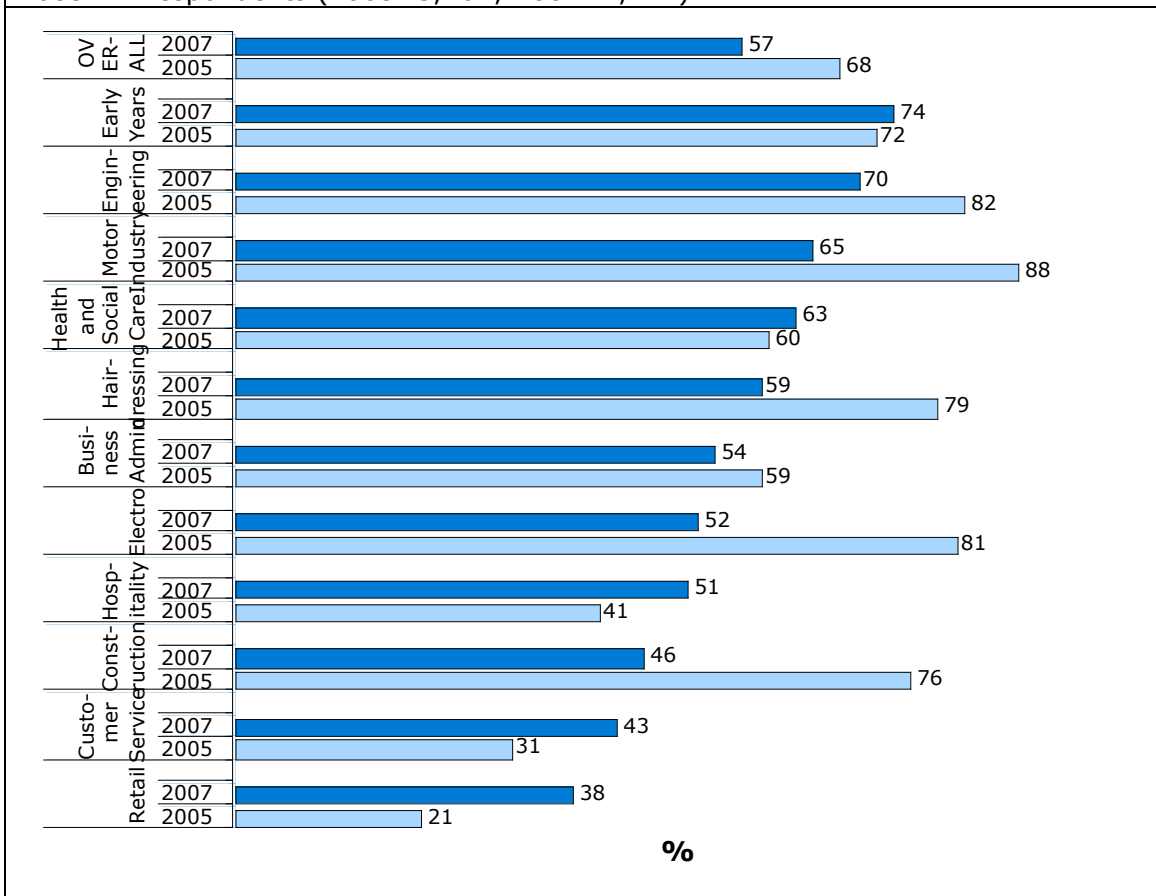
Apprentices were asked about off-the-job training. In the 2005 survey the question defined off-the-job training as "training away from your everyday work such as courses, workshops, training sessions, distance Learning, Workbooks, CD Roms etc". For the 2007 survey it was felt that the explanation needed to be more explicit after receiving feedback garnered from the 2005 survey. Therefore the definition was expanded to include: "this could still be at the place where you work, but would be away from your everyday work area." For comparability purposes the definition was still the same as in the baseline survey but the extra sentence about where the training took place was added to further enhance respondents' understanding of its meaning.

Overall over half of all apprentices (57 per cent) reported that they received off-the-job training. This was a decrease from the proportion of apprentices who reported receiving off-the-job training in 2005 (68 per cent).

As in the 2005 survey, a greater proportion of apprentices on Advanced Apprenticeships at Level 3 reported receiving off-the-job training than those on Apprenticeships at Level 2 (60 per cent and 53 per cent respectively). Age and sex had no bearing on the levels of off-the-job training reported and similarly the length of time that a person had been doing an apprenticeship for was not a distinguishing factor. This differed from the 2005 results when it was found that younger apprentices (aged 18 and under) were more likely to have reported receiving off-the-job training compared with older apprentices (aged 21 and over).

Although overall the proportion of off-the-job training reported by apprentices had decreased since the baseline survey in 2005, the experience within different sector frameworks differed (see Figure 3.1).

Figure 3.1: Off-the-job training by sector
 Base: All respondents (2005: 5,461; 2007: 4,477)



The 2005 survey had shown vast differences in the amount of off-the-job training received depending on which sector framework the apprentice was undertaking their apprenticeship. The Motor Industry and Engineering Manufacture both had higher than average reported levels of off-the-job training in 2005 and this was the case in 2007 as well (65 per cent and 70 per cent in 2007 respectively). Apprentices in the Early Years sector reported the highest proportion of off-the-job training received (74 per cent).

However, the Motor Industry and Engineering Manufacture were just two sectors that had experienced falls in levels of off-the-job training since 2005. The others were the Electro, Construction and Hairdressing sectors. Apart from the Hairdressing sector, all of the other sectors mentioned had gender profiles skewed very much towards male apprentices (over 98 per cent of all apprentices in these sectors were male apprentices).

Sectors which had gone against the overall trend and reported higher levels of off-the-job training in 2007 were Retail, Customer Service and Hospitality. These sectors had more balanced gender profiles.

As an indicator of the amount of off-the-job training the average apprentice receives per week it is useful to look at how many hours they reported receiving. In

2005 the average number of hours was five and a half hours per week¹. In 2007 this figure fell to just over three hours per week. This result seems fairly intuitive since the proportion of those reporting receiving off-the-job training has decreased. A more useful measure is the average number of hours for just those who reported receiving training. In 2005, of those who reported receiving off-the-job training they received over eight and a half hours per week on average. In 2007 this decreased to six and a half hours per week on average so the change does reflect the fact that apprentices are receiving less off-the-job training.

3.2 On-the-job training

In addition to asking apprentices about off-the-job training, they were also asked whether they received on-the-job training. The definition used in both the 2005 and 2007 surveys was “where someone provides advice, shows you how to do something or coaches you while you are doing your everyday work”. As with the off-the-job training measure, the proportion of apprentices who reported receiving on-the-job training fell to 85 per cent, compared with 87 per cent in 2005. Part of this decrease may have been as a result of an older respondent profile in 2007, although this is difficult to quantify.

A greater proportion of males than females reported receiving on-the-job training (90 per cent compared with 79 per cent). However, this difference can be explained by the gender imbalance that exists within some sectors. Sectors that had more male apprentices received more on-the-job training compared with some sectors which had a high proportion of female apprentices. For example, Electro, Engineering Manufacture and Construction apprentices received a higher amount of on-the-job training compared with those in the Early Years and Hospitality sectors. There is a link here but the direction of this relationship cannot be distinguished without further in-depth analysis.

As was the case in the baseline survey, a greater proportion of younger apprentices (aged 18 and under) reported receiving on-the-job training than older apprentices (aged 19 and above) (88 per cent and 84 per cent respectively).

A greater proportion of those on Apprenticeships at Level 2 compared with Advanced Apprenticeships at Level 3 reported receiving on-the-job training as part of their apprenticeships (89 per cent and 82 per cent respectively).

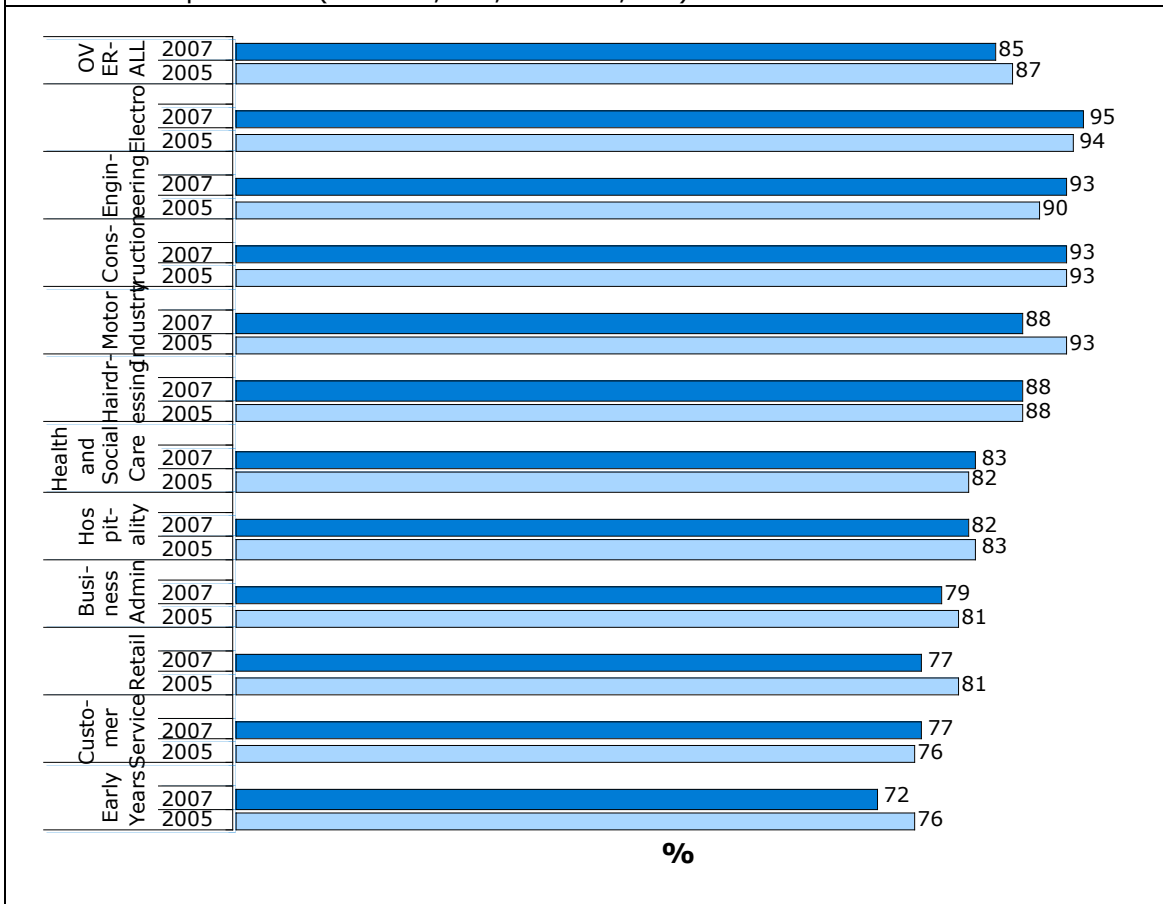
Although overall the proportion of on-the-job training reported by apprentices had decreased since the baseline survey in 2005, the experience within different sector

¹ This includes all apprentices who said they do not receive off-the-job training and so receive zero hours per week.

frameworks was largely unchanged with only the Motor Industry sector showing a significant decrease between 2005 and 2007 (see Figure 3.2).

Across all sectors, and including those who do not receive on-the-job training, the average number of hours of on-the-job training received by apprentices was around eight and a half hours per week. This was a decrease from 2005 when the average was 12 hours per week. Focusing just on apprentices who reported receiving on-the-job training, the average number of hours per week was 13 in 2007 and 15 in 2005. So as with off-the-job training the change does reflect the fact that apprentices are receiving less on-the-job training.

Figure 3.2: On-the-job training by sector
Base: All respondents (2005: 5,461; 2007: 4,477)



3.3 Hours worked per week

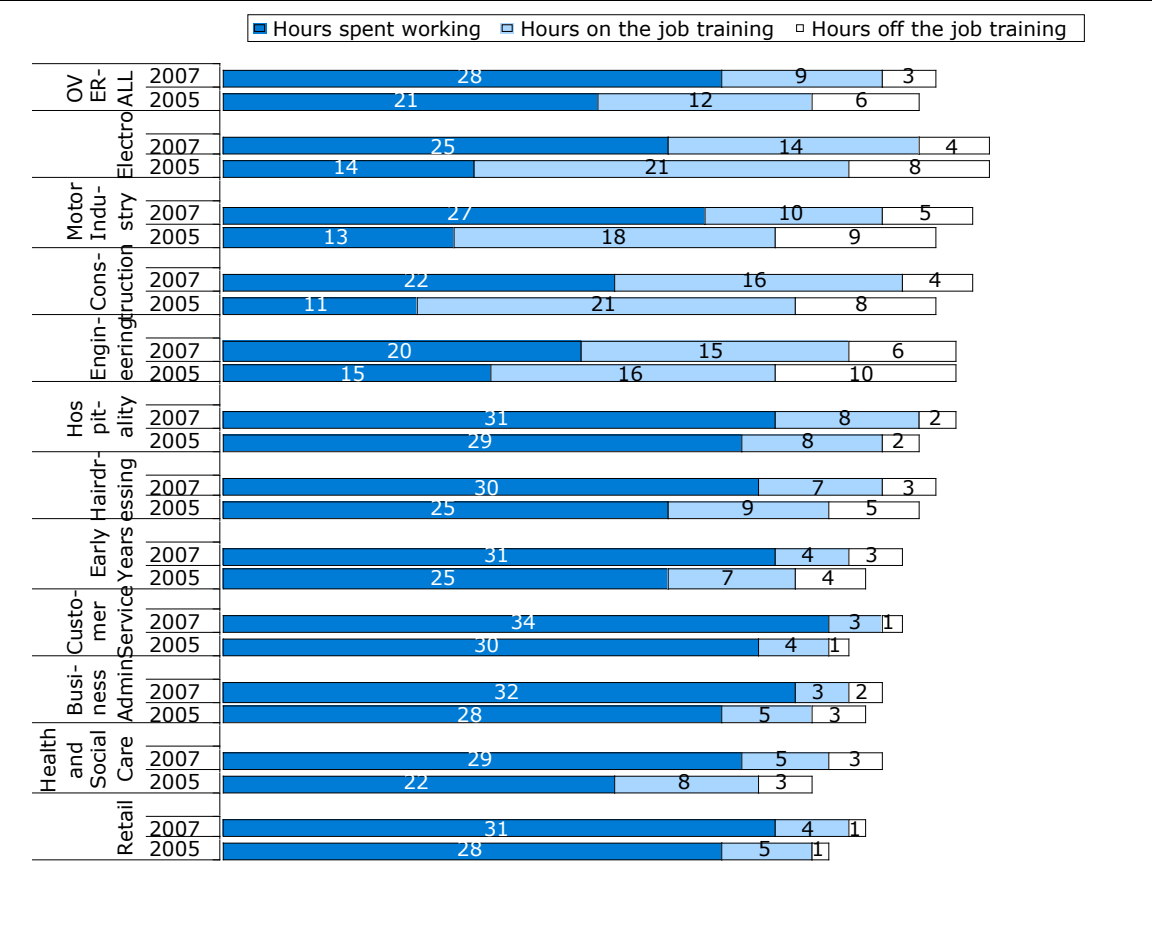
Apprentices were asked how many hours a week they worked for their employer. The figures given include on-the-job training but exclude off-the-job training.

The average number of hours apprentices worked for their employer was 37 hours per week. This was an increase compared with the baseline survey in 2005 when apprentices worked on average 33 hours per week. Male apprentices reported working on average a greater number of hours than female apprentices (38 hours

and 36 hours respectively) but again this could be linked to sector differences where male dominated sectors reported working more hours in general (see Figure 3.3).

There was no significant difference between the average number of hours worked by apprentices aged 18 or under (36 hours) and those aged over 18 (37 hours). This indicates that the older profile of respondents in 2007 is not a factor in the increase in hours worked.

Figure 3.3: Hours spent training and working per week by sector
 Base: All respondents who knew hours spent on Apprenticeship (2005: Working hours=5405, on-the-job training=4349, off-the-job training=4854, 2007: Working hours=3811, on-the-job training=3563, off-the-job training=3658)



The total time spent on an apprenticeship can be calculated by adding in the amount of off-the-job training an apprentice receives to the hours that they work. Figure 3.3 shows that the four sectors with the highest number of hours spent on the apprenticeship are male dominated sectors, namely Electro, Motor Industry, Construction and Engineering Manufacture. The overall pattern was that apprentices in 2007 reported receiving less training (both on and off-the-job) and spending more time actually working (28 hours working in 2007 compared with 21 hours in 2005; and 12 hours training in 2007 compared with 18 hours in 2005).

This pattern was evident throughout all sectors with reported training levels having gone down, and reported working hours having gone up. The proportion of training received within each sector differed, presumably according to the nature of the work done within each sector. For example, Engineering Manufacture apprentices reported that over half of the hours they spent on the apprenticeship was on training (21 hours out of 41). However, apprentices in Hospitality spent only a quarter of their time on training (10 hours out of 41).

So the overall picture was of apprentices reporting less training and more hours working. An important point to bear in mind when considering these results are that these are reported figures from apprentices. Therefore, it could be that some figures are understated or overstated. The emphasis by many providers recently has been on 'blended learning' so the likely effect would be a blurring of the distinction between training and working, not least in apprentices' minds. This could result in apprentices seeing training as part of their everyday work to a greater degree than two years ago. The fact that the profile of respondents in 2007 is older does not seem to have had an impact on the levels of training received and hours worked.

3.4 Working more than 48 hours per week

The Working Time Directive's fundamental provision is that there is a limit of an average of 48 hours a week which a worker can be required to work (though workers can choose to work more if they want to). As the Apprenticeship Pay survey asked about an apprentice's hours of work it would be interesting to see whether there were any reports of them working over this 48 hours limit. Unfortunately the survey did not include a question regarding whether any apprentices had decided to opt out of the Working Time Directive so cannot provide an indicator of those working beyond the statutory limit.

In the 2005 survey, it was found that three per cent of apprentices were working longer than the maximum working week of 48 hours. In 2007, this had risen to four per cent of apprentices. In both years it was unclear whether apprentices were including overtime in their answer. As was the case in 2005, the highest incidence of working more than 48 hours came in the Hospitality sector (12 per cent of apprentices in this sector compared with 10 per cent in 2005). The Electro sector was the next highest with 8 per cent of apprentices working more than 48 hours.

4 Level of Pay

Having covered how much apprentices work and train, this section will turn to levels of remuneration for their time and effort spent on their apprenticeships. It will cover the key questions in the survey on the level of pay that apprentices in 2007 are being paid at the moment and how this varies by age, sector framework and apprenticeship level. In addition, since this survey is the second in the series of Apprenticeship Pay surveys, these factors will be compared against the baseline survey undertaken in Spring 2005.

Throughout this section on levels of pay it is important to bear in mind that the pay measure used is that of weekly net pay. This definition means that tax and National Insurance contributions have been taken out from the calculations, it does not include bonuses, tips or overtime payments but does include any training allowance/Education Maintenance Allowance². An apprentice can either receive all their pay from their employer or all their pay from a training allowance or receive part of their pay from a training allowance and part from their employer. Another point to note is that all figures in this section are based on the number of apprentices that gave an answer to the pay question i.e. they did not refuse to answer the question or say that they were unsure of how much they earned.

Firstly, this chapter will examine the small proportion of apprentices that reported receiving no pay from their employer and no training allowance/Education Maintenance Allowance.

4.1 Not receiving any pay

The 2005 survey showed that 10 per cent of apprentices reported not being paid in their work as an apprentice and not receiving a training allowance/Education Maintenance Allowance. In 2007 this increased to 12 per cent. This was a surprising result in 2005 and so comes as even more of a surprise in 2007 with the fact that the proportion had risen.

However these are reported figures from apprentices themselves so to some extent could be misinterpretation by apprentices. For example, it could be the case that apprentices see an apprenticeship programme being a form of qualification and training programme and do not associate the pay or allowance they receive with it.

It is unlikely that those saying that they received no pay or allowance from their work as an apprentice were on a Programme Led Apprenticeship as the survey sampling ensured that respondents were selected from a Work Based Learning funding stream rather than a Further Education funding stream.

² Training allowance/Education Maintenance Allowance is explained further in Section 4.8.

The proportion of apprentices who reported receiving no pay or allowance varied considerably by sector. The sectors where the highest proportion of apprentices reported receiving no pay or allowance were Retail (41 per cent), Health and Social Care (32 per cent) and Customer Service (30 per cent). The sectors with the lowest proportion of apprentices receiving no pay or allowance were Electro (0.5 per cent), Construction (one per cent) and Engineering Manufacturing (one per cent).

4.2 Average net pay compared with 2005

The average net pay for apprentices in 2007 was £170 per week (excluding bonuses, tips and overtime). The average net pay only includes apprentices who said they were paid for their work as an apprentice. As mentioned above, to have over one in ten apprentices report that they did not receive any pay would skew the results and so they have been discounted from the calculations for the reasons given above.

Average net pay increased between 2005 and 2007 from an average of £137 per week to £170 per week, an increase of 24 per cent. If price inflation is taken into account³, this is an increase of 15 per cent in real wages since 2005.

However, as mentioned in Section 2.1, how much of this increase is as a result of the change in respondent (and population) profile since 2005? As the average respondent in 2007 is older, more likely to be Level 3 apprentices, more likely to be male and more likely to have been an apprentice for more than 12 months, it is possible to compare average net pay taking into account these factors.

In 2005 the average net pay for a male apprentice aged 18+ on an Apprenticeship at Level 3 that had been on his apprenticeship for more than 12 months was £195. In 2007 the average pay for this specific group of apprentices had risen to £208, still a statistically significant increase, even accounting for the relative small numbers of respondents in this group, but more in line with price inflation.

It is likely therefore that even though there has been a change in the profile of respondents since 2005, there has still been a statistically significant increase in pay, although not as large as the headline figure would suggest. The size of the impact of the change in respondent profile on average pay is not possible to

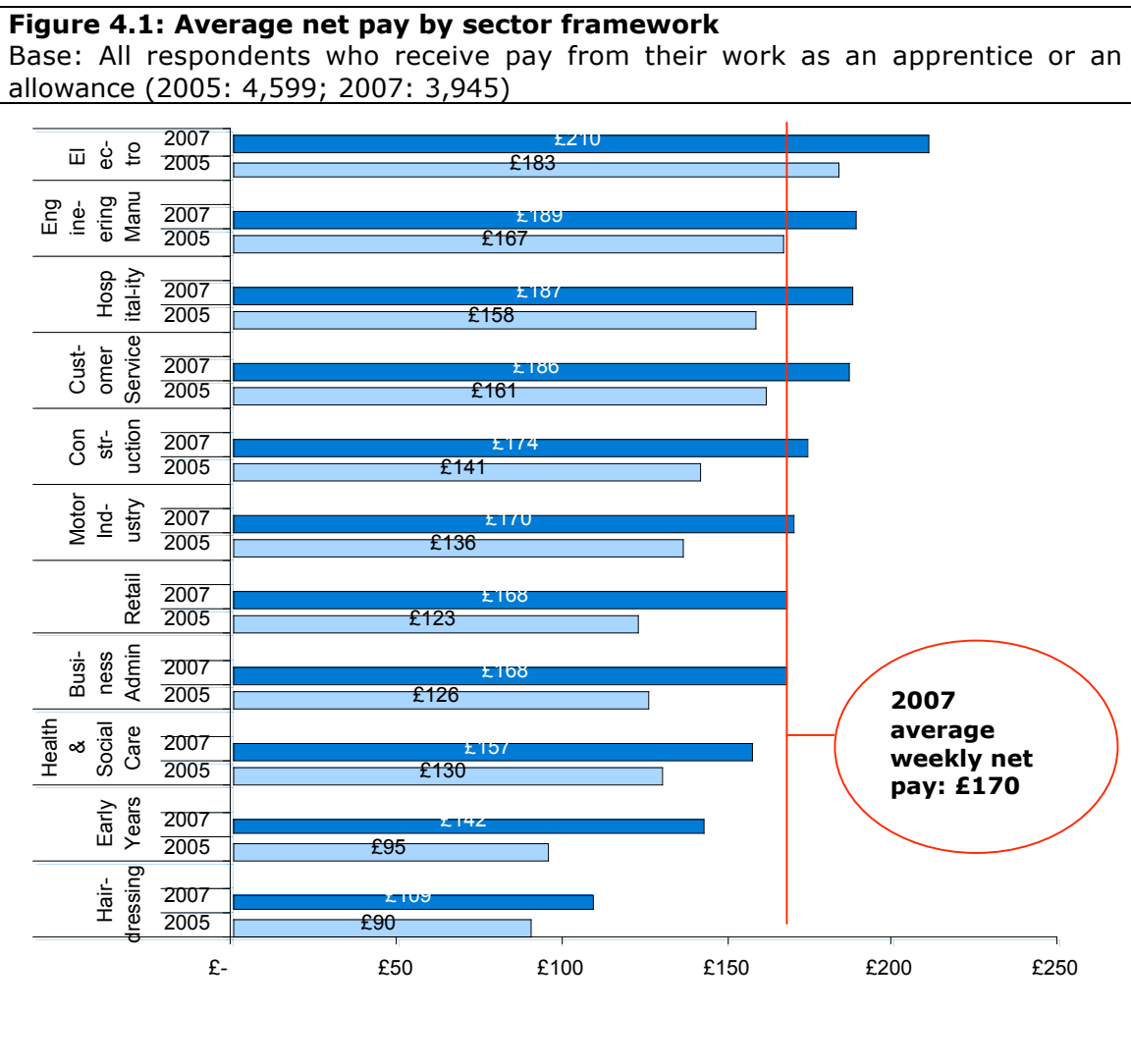
³ The Retail Prices Index (RPI) is the most familiar general purpose domestic measure of inflation in the United Kingdom. The Government uses it for uprating of pensions, benefits and index-linked gilts. It is commonly used in private contracts for uprating of maintenance payments and housing rents. It is also used for wage bargaining. In June 2005, at the time of the baseline survey of Apprenticeship Pay, the index stood at 192.2. By the time of the second survey of Apprenticeship Pay, in June 2007, it had risen to 207.3, a rise of 7.9 per cent. For further information see the National Statistics website: <http://www.statistics.gov.uk>

measure; therefore the relative size of the significant increase in pay is not possible to measure.

4.3 Average net pay by sector framework

Pay varied considerably by sector framework (see Figure 4.1) and as in 2005, the highest paid sector was Electro (£210) with the lowest paid being Hairdressing (£109). Average net pay per week was almost double the amount in the highest paid sector compared with the lowest.

However these differences need to bear in mind the demographic profile differences as presented in Section 2. For example some sectors are more likely to have older apprentices, more apprentices who are undertaking Level 3, or more apprentices who have been on their apprenticeship longer. In addition, apprentices in some sectors are more likely to work overtime (see Section 5) or get tips (see Section 4.8).



Average net pay increased across all sectors that the survey covered. The biggest percentage increase was in the Early Years sector where average pay increased by 49 per cent. The top two sectors for pay were dominated by male apprentices (Electro and Engineering Manufacture). The three lowest sectors for pay were dominated by female apprentices (Health and Social Care, Early Years and Hairdressing). Therefore, it would be expected that male apprentices are higher earners than female apprentices, in part, because of these sector differences.

4.4 Average net pay by sex

In 2005, it was shown that there was a gender pay gap in apprenticeships. The wage of a typical female apprentice was just 74 per cent of that of a male. Thus the gender pay gap was 26 per cent. It was explained, in part, by the fact that many of the sectors were particularly male dominated or female dominated. In 2007 the pay gap had narrowed to 21 per cent. Both male and female apprentices' average net pay had increased since 2005 but female wages had risen faster, thus closing the gap. The average male apprentice's wage was now £186 per week compared with £153 in 2005 (a rise of 22 per cent); the average female apprentice's wage was now £147 compared with £113 in 2005 (a rise of 30 per cent). The gender skew in sectors still plays a part in explaining the link between higher wages for male apprentices than female apprentices. However the direction of this relationship cannot be established without further in-depth analysis.

Most of the sector frameworks that fall within the scope of this study on apprenticeship pay are heavily weighted towards one sex or the other (see section 2.2). Therefore the only feasible way to conduct analysis within sectors focusing on differences between male and female apprentices is to choose sectors where the gender profile was more even. As was the case in 2005, there were four sectors that fell into this category: Hospitality, Retail, Customer Service and Business Administration. Table 4.1 shows a breakdown of average earnings within these four sectors between male and female apprentices.

Table 4.1: Average weekly pay by sex in Hospitality, Retail, Customer Service and Business Administration

Base: All respondents in Hospitality, Retail, Customer Service and Business Administration who receive pay (243, 147, 173, 278)

Sector	2007 average weekly pay		Female earnings as percentage of male earnings	
	Male	Female	2007	2005
Hospitality	£197 (base 132)	£177 (base 111)	90%	85%
Retail	£185 (base 63)	£156 (base 84)	84%	89%
Customer Service	£195 (base 61)	£180 (base 112)	92%	94%
Business Administration	£172 (base 66)	£166 (base 212)	97%	95%

Within these four sectors male apprentices earn more, on average, than female apprentices. The difference was greatest in the Retail sector where female apprentices earn 84 per cent of what the average male apprentice earns. As in 2005, the gender pay gap was significant in the Hospitality and Retail sectors but not the Customer Service and Business Administration sectors. In terms of whether the gender pay gap was narrowing, the experience in the Hospitality and Retail sectors were mixed with the former showing the gap had narrowed and the latter showing the gap to be widening..

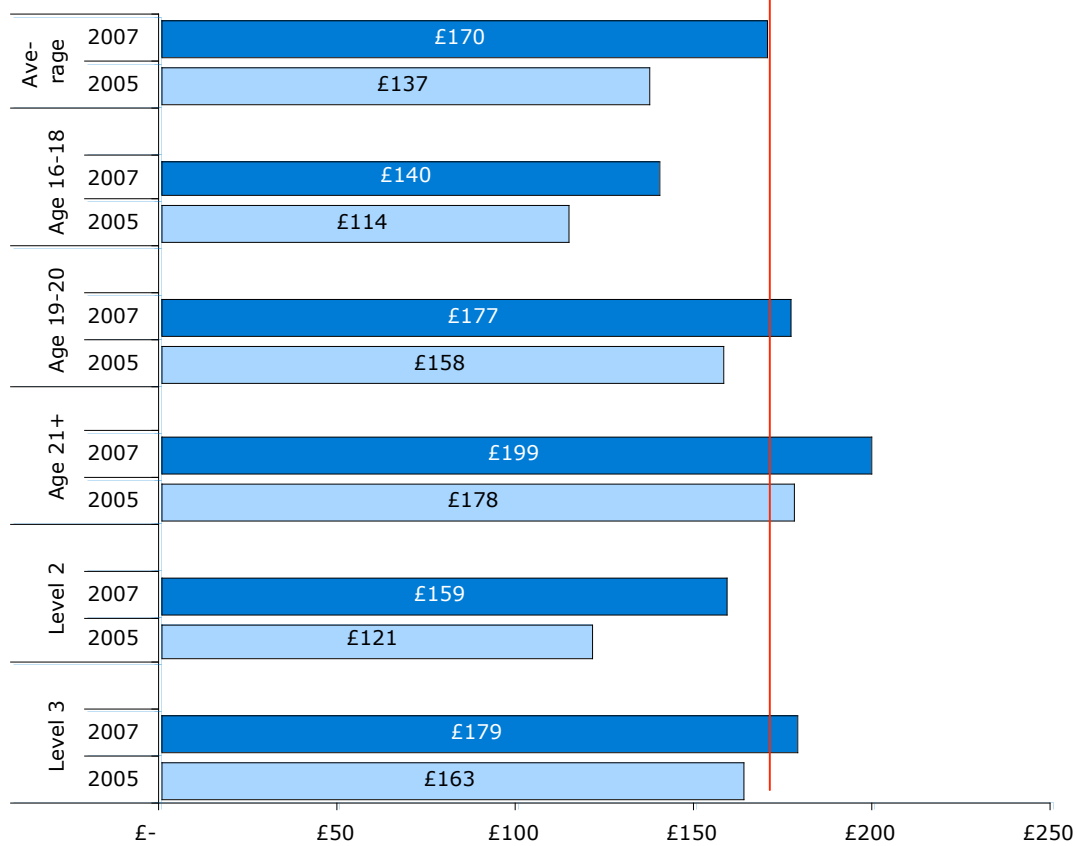
4.5 Average net pay by age and apprenticeship level

It would be reasonable to expect that wages would be positively correlated with both age and apprenticeship level due to the nature of apprenticeship pay in general. Pay rises for apprentices are typically linked to their age and it would be expected that an apprentice working on a higher level apprenticeship would be paid commensurately for the greater challenge of completing a higher level apprenticeship. Both of these were shown to be the case in 2005 with those on Advanced Apprenticeships at Level 3 having an average net pay of £163 compared with £121 for those on Apprenticeships at Level 2. Apprentices aged 21 and over had an average net pay of £178 compared with £114 for those aged 18 and under.

In 2007 across all age groups and apprenticeship levels pay increased compared with levels reported in 2005. Pay for those on Apprenticeships at Level 2 rose from £121 to £159 and for those on Advanced Apprenticeships at Level 3 from £163 to £179. Younger apprentices, so those aged 18 and under, had an average net pay of £140 in 2007 with those aged 21 and over an average of £199 (see Figure 4.2).

Figure 4.2: Average net pay by age and apprenticeship level

Base: All respondents who receive pay from their work as an apprentice or an allowance (2005: 4,599; 2007: 3,945)



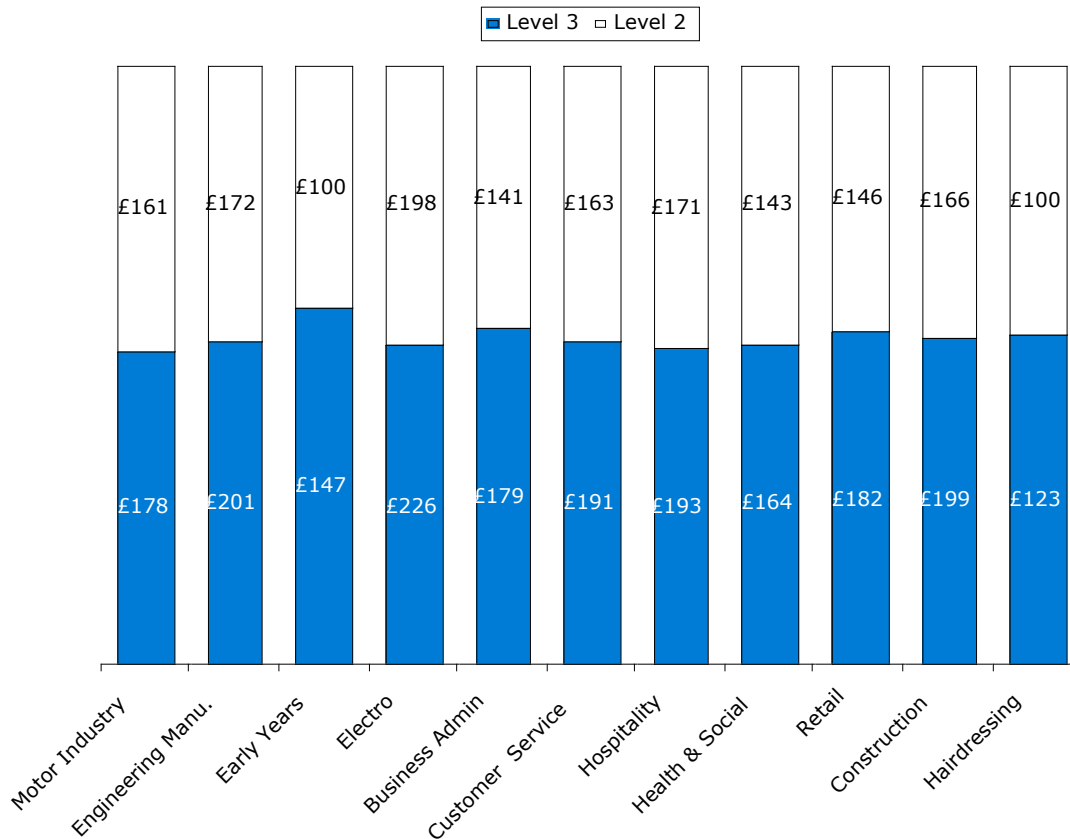
As was noted earlier, a pay gap existed between male and female apprentices which narrowed in 2007. The same was true for those on Apprenticeships at Level 2 compared with those on Advanced Apprenticeships at Level 3. The 'level' pay gap was 26 per cent in 2005 but this narrowed to 11 per cent in 2007. This could be partly explained by sector differences as with the gender pay gap.

Figure 4.3 reiterates what was shown before in terms of the apprenticeship level breakdown of each sector. However also shown are the respective average pay levels for apprentices in each sector on Apprenticeships at Level 2 and Advanced Apprenticeships at Level 3. Some sectors were more dominated by apprentices doing one or the other level of apprenticeship. This inevitably skewed the averages found in those sectors higher or lower depending on which way the bias went. On the whole, the averages within the sectors were roughly down the middle of the averages of the Apprenticeships at Level 2 and Advanced Apprenticeships at Level 3.

Figure 4.3: Average net pay by sector and apprenticeship level

Base: All respondents who receive pay from their work as an apprentice or an allowance (3,945)

The figures at the top of the bars show the average net pay for those doing Apprenticeships at Level 2. The figures at the bottom show the average net pay for those doing Advanced Apprenticeships at Level 3.

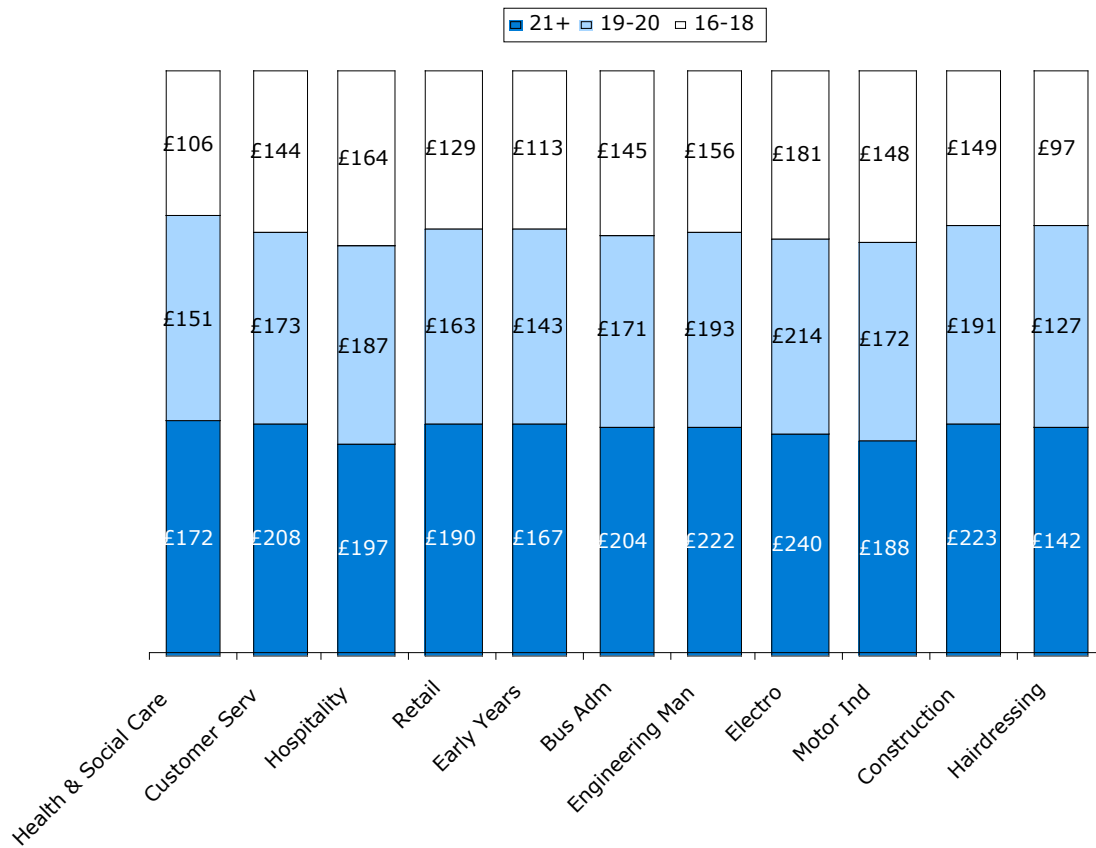


The highest and lowest two sectors for pay were also consistent across apprenticeship level; they had the highest and lowest pay for Apprenticeships at Level 2 and Advanced Apprenticeships at Level 3. Looking first at the higher paid, apprentices in the Electro and Engineering Manufacturing sectors undertaking an Apprenticeship at Level 2 had a weekly average net pay of £198 and £172 respectively. Those undertaking an Advanced Apprenticeship at Level 3 in those same sectors took home £226 and £201 respectively. Looking at those at the other end of the spectrum, apprentices in the Hairdressing and Early Years sectors undertaking an Apprenticeship at Level 2 both had a weekly average net pay of £100. Those undertaking an Advanced Apprenticeship at Level 3 in those same sectors took home £123 and £147 respectively. So it can be said that pay differentials across sectors are real, even with apprenticeship level taken into account.

Turning to look at the 'age' gap⁴, this was 31 per cent in 2005. By 2007, this had narrowed to 24 per cent. Figure 4.4 below shows the age breakdown of each sector. Also illustrated are the respective average pay levels for apprentices in each sector aged 18 years and under and those aged 19 and above. In a similar vein to the apprenticeship level analysis, some sectors were more dominated by apprentices in lower or higher age groups. This inevitably skewed the averages found in those sectors higher or lower depending on which way the bias went.

Figure 4.4: Average net pay by sector and age
 Base: All respondents who receive pay from their work as an apprentice or an allowance (3,945)

The figures at the top of the bars show the average net pay for apprentices aged 18 and under. The figures in the middle show the average net pay for apprentices aged 19 to 20. The figures at the bottom show the average net pay for apprentices aged 21 and over.



⁴ The 'age' gap looks at the difference in average pay between apprentices 18 years and under against those aged 19 and above.

The Health and Social Care sector had the highest proportion of apprentices aged 21 and over and this skewed the sector's average pay higher, as older apprentices were paid more on average (see Section 4.4). On the opposite end of the spectrum, apprentices aged 18 and under made up the majority of apprentices in the Hairdressing sector. As younger apprentices were paid less overall this skewed the sector's overall average down.

The highest and lowest sectors for pay were also consistent across age group; they had the highest and lowest pay for those 18 years and under, those 19 to 20 years of age and those 21 years and over. As was mentioned earlier, Electro was the highest paying sector and Hairdressing was the lowest. Looking first at apprentices aged 18 and under in those sectors, they had a weekly average net pay of £181 and £97 respectively. Apprentices aged 19 to 20 in those sectors had a weekly average net pay of £214 and £127 respectively. Apprentices aged 21 and over in those sectors had a weekly average net pay of £240 and £142 respectively.

There were differences in average pay levels by age group when ranked against other sectors but they were small. The most noticeable difference was in the Customer Service sector. Apprentices aged under 18 in this sector had the seventh highest average pay across the sectors looked at. Apprentices aged 21 and over in this sector had an average weekly pay of £208 which ranked them fourth against the sectors looked at. So, comparatively, pay levels by age group in this sector made ground on the other sectors.

Overall it seems that pay differentials across sectors are real, even with age group taken into account.

4.6 Average net pay by length of time working as an apprentice

As might be reasonably expected, apprentices who had worked for their employer as an apprentice longer received a higher average net pay. Those who started less than 6 months ago received an average of £139, those who started 6-12 months ago received £149 and those who started more than 12 months ago received £186.

Section 2.4 discussed the difference in respondent profile in terms of the length of time working as an apprentice and stated that in 2005 10 per cent started their apprenticeship more than 12 months ago, compared with 84 per cent in 2007.

However, if we compare just apprentices who had been on their apprenticeship for more than 12 months between surveys, average net pay had still increased statistically significantly from £156 to £186, suggesting that the increase in net pay was not entirely explained by the more experienced profile of respondents.

4.7 Distribution of the data

The pay data as has been reported up to this point had been dealing with average net pay as a mean figure. In order to better understand the pay data that had been collected the spread of values can also be analysed by looking at specific percentiles. The distribution of the data is set out in Table 4.2 broken down by sector⁵.

Table 4.2: Percentile chart net pay			
Base: All respondents who receive pay from their work as an apprentice or an allowance (3,945)			
Sector Framework	10th Percentile	50th Percentile (median)	90th Percentile
OVERALL	£89	£169	£244
Early Years and Education	£74	£156	£193
Hairdressing	£78	£100	£157
Health & Social Care	£80	£162	£229
Construction	£80	£172	£250
Retail	£86	£177	£229
Business Administration	£94	£162	£231
Customer Service	£115	£192	£254
Hospitality	£116	£192	£246
Motor Industry	£130	£162	£224
Engineering Manufacturing	£138	£185	£254
Electrotechnical	£139	£200	£300

The overall median average (£169) corresponds nearly to the mean average of £170 so indicates a fairly even spread of figures around the average. The 10th and 90th percentiles highlight the bottom and top 10 per cent of earners respectively. There were two sectors where the bottom 10 per cent of apprentices earned less than £80 per week on average, namely Early Years and Education and Hairdressing.

⁵ Certain values, on inspection, appeared too large to be realistic as measures of weekly pay for apprentices. In these cases, the data was edited by scaling the figures down. There were other cases of certain values appearing too small and so were scaled up. Editing of the pay data accounted for less than half a percent of all pay data and so had a negligible effect overall.

Apprentices on the lower end of the pay spectrum will also be analysed further in Section 4.8.

The one noticeable sector, in terms of the median level of pay, is that of Hairdressing with a median average of £100. This is half the median average of the highest paying sector, Electro, and considerably lower than the other sectors with the next highest median average being the Early Years and Education sector at £156 per week (a gap of 36 per cent). The Hairdressing sector's mean average net pay was also around half that of the Electro sector. However, as detailed in section 4.9, those in Hairdressing were most likely to receive tips which are not included in the figures here.

4.8 Lower Pay

As of August 2005, the Learning and Skills Council (LSC) required its apprenticeship providers to ensure that waged apprentices received a minimum level of pay of at least £80 per week. The 2005 baseline survey was conducted just before the introduction of this new minimum requirement and found that nearly one in five (17 per cent) of all apprentices who received pay or a training allowance earned less than £80 per week in take-home pay (not including bonuses, tips or overtime). However, some of these apprentices only received a training allowance and no pay from their employer.

In 2007, the equivalent proportion was five per cent of all apprentices, a decrease since 2005 which indicated that low pay had still not been eradicated completely, despite the LSC's new wage requirement.

An apprentice who follows a course with a training provider, but who is not employed therefore not receiving pay from an employer is entitled to a training allowance. Apprentices used to be eligible for the Minimum Training Allowance (MTA), which at the time of the 2005 survey was a flat rate of £40 per week. The MTA was phased out in 2006 and replaced by the income-assessed Education Maintenance Allowance (EMA). If an apprentice qualified for EMA then the amount they received depended on their household income, up to a maximum of £30 per week⁶.

In 2005, just over one in ten (11 per cent) apprentices said they were in receipt of a training allowance. In 2007, five per cent of apprentices were receiving money from a training allowance or Education Maintenance Allowance. The decrease in

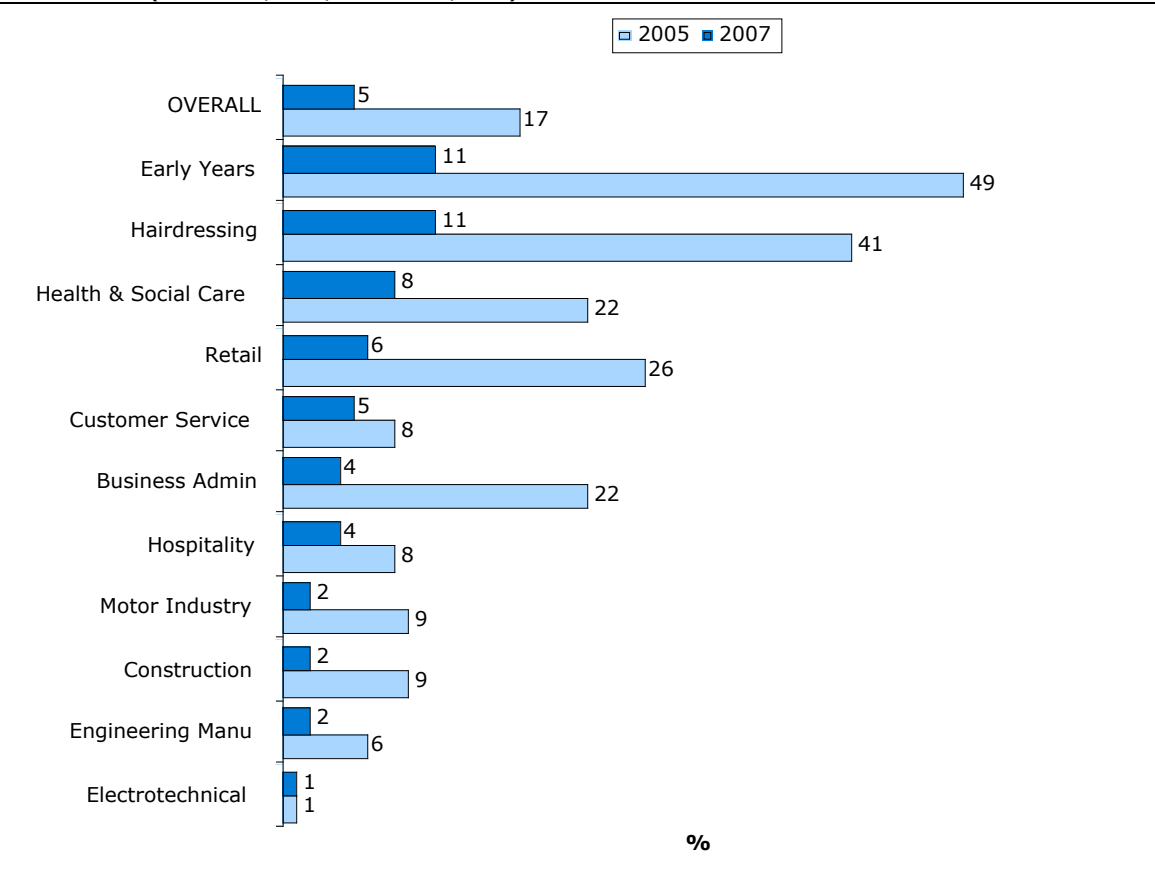
⁶ The thresholds as of the tax year 2006-2007 represent household income before tax and were as follows: if an apprentice's household income was up to £20,817 per year, they could get £30 per week; between £20,818 - £25,521 per year, £20 a week; between £25,522 - £30,810 per year, £10 a week; and more than £30,810 per year, no entitlement to EMA.

take-up could be as a direct result of the switch to means-testing the allowance, when previously it was non-means-tested.

The baseline survey in 2005 found the vast majority of low paid apprentices were aged 18 years and under and therefore undertaking an Apprenticeship at Level 2 as opposed to an Advanced Apprenticeship at Level 3. In 2007 the findings were similar with a higher proportion of apprentices on Apprenticeships at Level 2 being paid less than £80 per week than those on Advanced Apprenticeships at Level 3 (six per cent and four per cent respectively). There was also a greater proportion of apprentices aged 18 and under being paid less than £80 per week compared with those over 18 (eight per cent and three per cent respectively).

Figure 4.5 shows a breakdown of apprentices being paid less than £80 per week by sector. There were considerable differences between the different sectors although the lowest paying sectors tended to be those with a high female to male ratio. In all, eight per cent of female apprentices were being paid less than £80 per week compared with two per cent of male apprentices.

Figure 4.5: Apprentices who earn less than £80 average net pay per week by sector
 Base: All respondents who receive pay from their work as an apprentice or an allowance (2005: 4,599; 2007: 3,945)



Over one in ten apprentices (12 per cent) in both Early Years and Hairdressing earned less than the minimum requirement of £80 per week. The Hairdressing sector was shown earlier to be comprised heavily of those in the 16-18 year old age group thus partially explaining its low average net pay compared with other sectors generally.

In order to correctly identify whether some apprentices are being paid below the minimum requirement set out by the LSC it is important to consider how apprentices are paid. Apprentices will either be on a course which leads to an apprenticeship, which means they will be eligible to receive Education Maintenance Allowance, or they will be employed, which means they must be paid at least £80 per week.

In 2005 13 per cent of apprentices were unsure as to whether they received a training allowance or not. This relatively high proportion of uncertainty indicated that there could be some confusion among respondents as to this issue. An allowance could be paid via their employer or training provider and so it may not have been apparent to the apprentice that there was a distinction in their take home pay. In 2007, the proportion of apprentices that did not know whether they were receiving an allowance dropped to three per cent, thus indicating better knowledge about this issue in relation to their personal circumstances.

The proportion of apprentices that received a training allowance/Education Maintenance Allowance only and no pay from their employer was very small (one per cent). The majority of these apprentices did earn less than £80 per week but this group only made up 13 per cent of the apprentices who earned less than £80 per week. Therefore there is still a real minority of apprentices (four per cent) who are earning a wage less than the minimum requirement as set out in the regulations.

Although it was noted earlier that the Education Maintenance Allowance was payable to a maximum of £30 per week, the average found among apprentices who received a training allowance/Education Maintenance Allowance was £50. This suggests that either providers or employers are topping up the allowance or that there is a certain level of confusion among apprentices. In fact, over one half of apprentices (50 per cent) who did receive an allowance reported saying they did not know the correct amount or said that the amount varied too much for them to give an accurate figure. This perhaps indicates an issue regarding transparency about training allowances and apprentices' understanding of them.

Following on from the finding above that three per cent of apprentices did not know whether they were being paid an allowance or not, those who did know were asked who paid it for them. In 2007 there was no significant difference between the proportions that said their employer paid it compared to their training provider (37 per cent and 38 per cent respectively).

4.9 Tips

In both the 2005 and 2007 surveys apprentices were asked whether they ever received any tips from customers in their work as apprentices. Tips were not included in the measure of average net pay discussed earlier but they are particularly relevant to certain sectors of employment. The 2005 survey limited the questions regarding tips to just apprentices in the Hairdressing and Hospitality sectors. The 2007 survey widened its scope to include all apprentices across all of the eleven sector frameworks covered.

In all, one fifth (20 per cent) of apprentices received tips in their work. However the majority came from the Hairdressing and Hospitality sectors with 85 per cent of all Hairdressing apprentices receiving tips and 47 per cent of all Hospitality apprentices.

The average amount of tips per week across all apprentices who received tips was £13. Female apprentices earned slightly more in tips per week than their male counterparts (£16 per week compared with £10 per week).

Hairdressing was the lowest paid sector on average but adding in what they received on average through tips meant that their average weekly pay rose from £109 to £123. This extra pay did not have any effect on the Hairdressing sector's position as the lowest paid of all those looked at in this survey.

5 Overtime

Overtime is a particularly pertinent issue in the context of work-life balance. Overtime generally means any work over the basic working hours included in an employee's contract. Regulations say that most workers cannot be made to work more than an average of 48 hours a week, but they can agree to work longer. For this opt-out to be binding, the agreement must be in writing and signed by the employee.

This report looked at apprentices' standard hours earlier, with respect to the amount of time spent training and working per week. This section will now focus on any extra time an apprentice does and whether they are compensated for it. It should be noted that there is no legal right to pay for working extra hours, and there are no minimum statutory levels of overtime pay, although a good work-life balance culture would maintain that employees are adequately compensated for any extra time that they do work, whether it be paid or extra time off in lieu.

In 2007, around six in ten apprentices worked overtime (62 per cent) compared with 57 per cent in 2005.

The findings of the Second Survey of Apprenticeship Pay on overtime mirrored a lot of those found in the baseline survey. Firstly male apprentices worked overtime more than females (68 per cent and 53 per cent respectively). Older apprentices (aged 19 and over) were also more likely than those aged 18 and under to work overtime (65 per cent and 54 per cent respectively). Length of time spent on their apprenticeship to date was also a factor. A greater proportion of those who had been on an apprenticeship for 12 months or more reported doing overtime (63 per cent) than those who had been on their apprenticeship for less than 12 months (55 per cent).

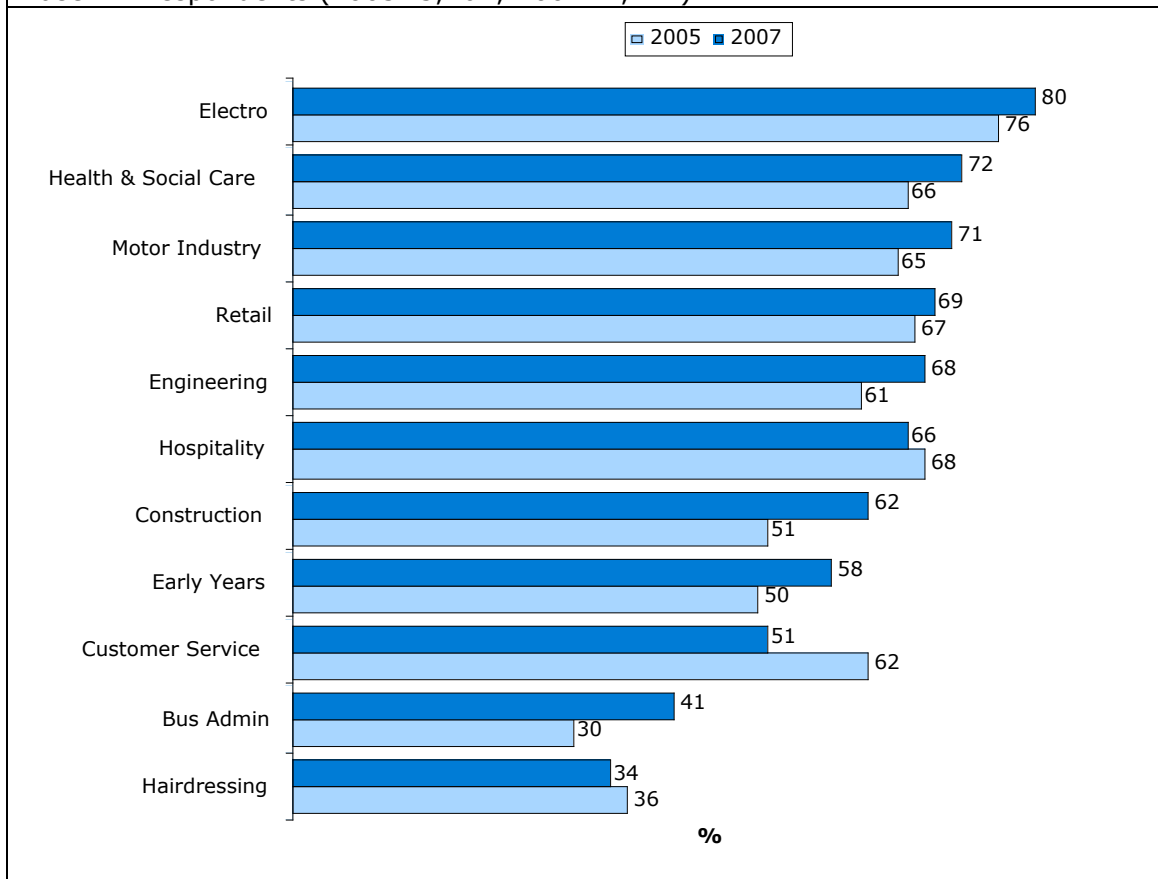
However, much of this overall increase in overtime is likely to be because of the change in the demographic profile of the respondent and population in 2007 (see Section 2.1). As the respondent profile in 2007 is older, and comprises more apprentices who have been on their apprenticeship for longer, this is more likely to account for the increase in overtime.

Evidence of this is that 65 per cent of apprentices aged 19+ in 2007 had worked overtime compared with 66 per cent of apprentices aged 19+ in 2005 (an insignificant difference). Similarly, 63 per cent of those in 2007 who had been on their apprenticeship for 12 months or more reported doing overtime compared with 62 per cent of those in 2005 who had been on their apprenticeship for 12 months or more (again, an insignificant difference).

Experience in different sectors varied (see Figure 5.1).

Figure 5.1: Proportion that work overtime by sector

Base: All respondents (2005: 5,461; 2007: 4,477)



A greater proportion of apprentices did overtime in sectors like Electro, Health and Social Care and Motor Industry (over seven in ten apprentices in each sector) compared with sectors such as Business Administration and Hairdressing where less than half of the apprentices in these sectors worked overtime. The reasons for this can probably be explained by the nature of the work within each sector and historical traditions regarding overtime in these industries.

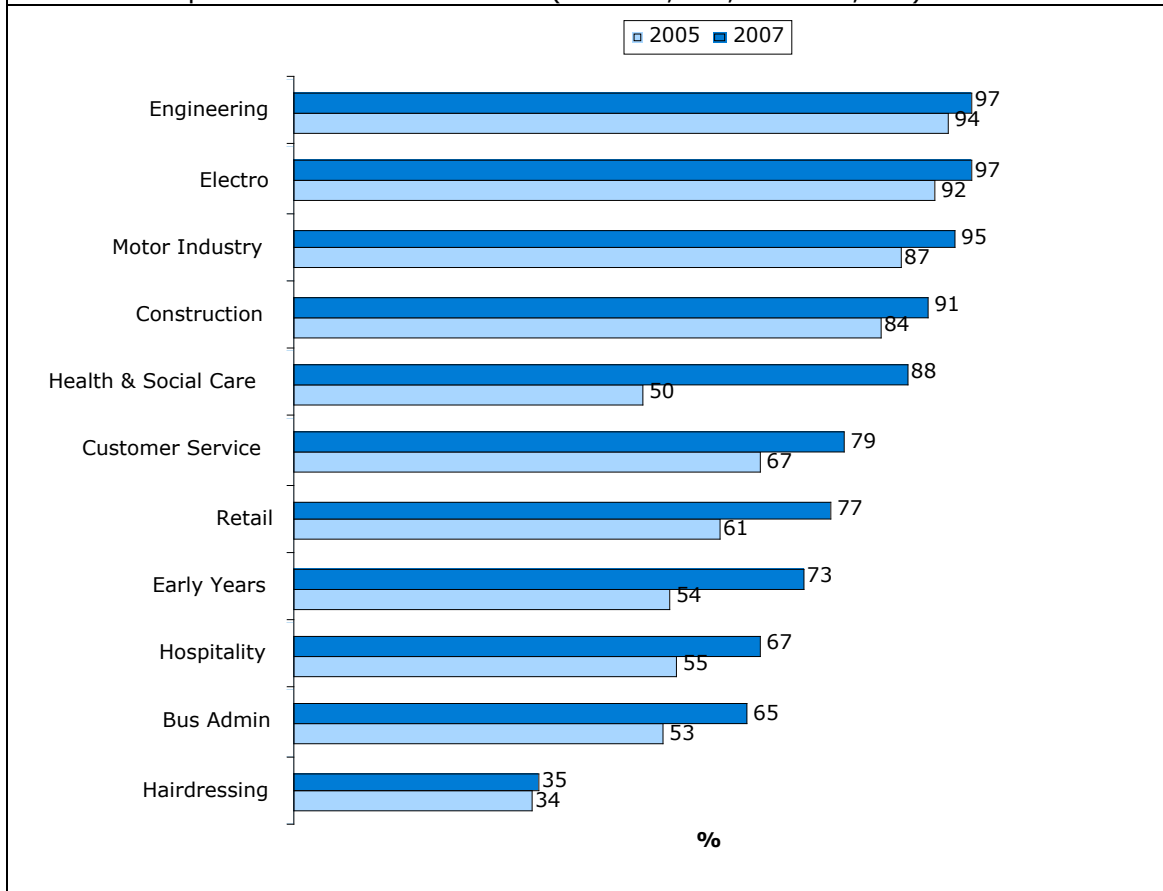
5.1 Paid overtime

After establishing how many apprentices ever did overtime, those who did were asked whether they got paid for doing it. Overall 83 per cent of apprentices that did overtime got paid for it compared with 71 per cent in 2005. Across all apprentices, this meant that 51 per cent did paid overtime and so supplemented their weekly pay with overtime pay.

As with overtime generally, paid overtime also varied considerably by sector (see Figure 5.2).

Figure 5.2: Proportion that are paid for working overtime by sector

Base: All respondents who do overtime (2005: 3,128; 2007: 2,745)

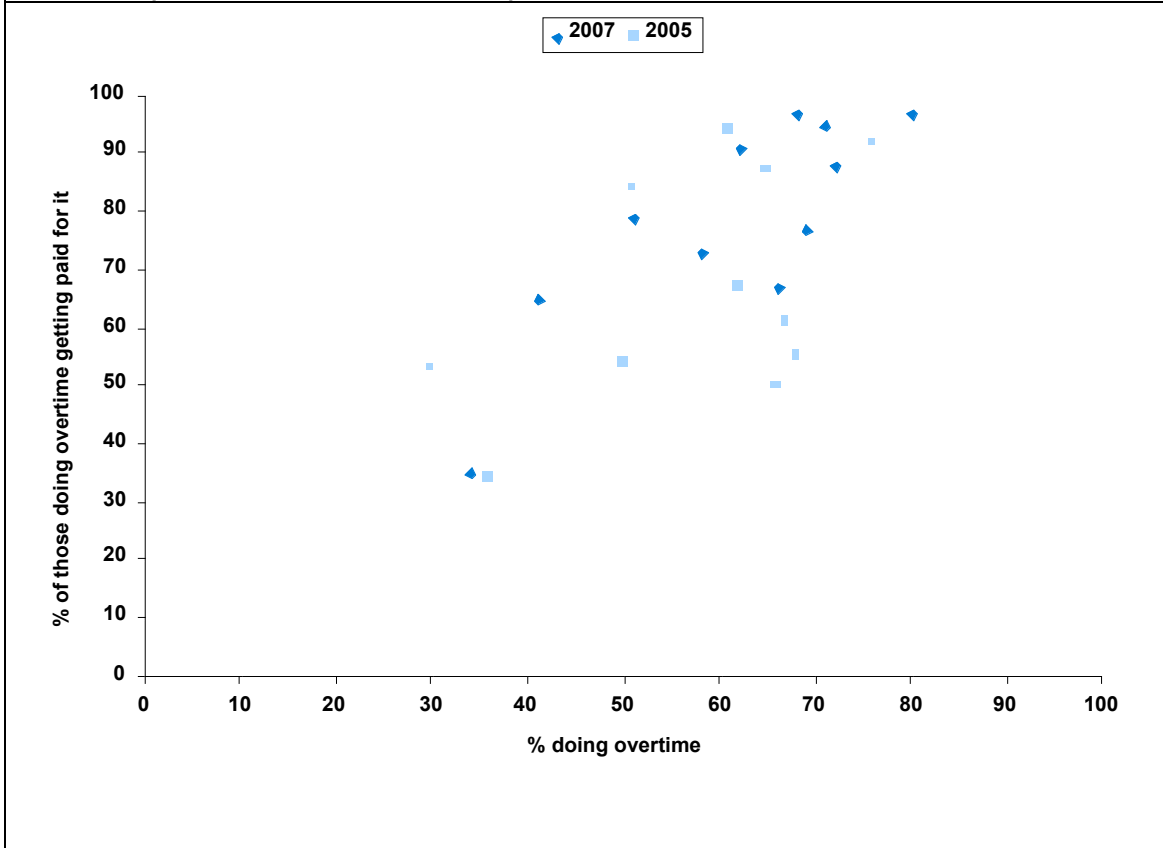


The four sectors that were more male dominated (Engineering, Electro, Motor Industry and Construction) reported the highest levels of paid overtime (over 90 per cent of apprentices in these sectors were paid for their overtime). These were the sectors that had the highest levels of paid overtime in 2005 as well. Paid overtime was less common in the Hairdressing sector with just over one-third (35 per cent) of apprentices in this sector receiving extra pay for overtime. Again the reasons for this could be down to historical factors within those industries and whether overtime pay has been 'the done thing'.

Figure 5.3 shows how the proportions of those working overtime relate to those who work overtime and are paid for it. Each point represents an individual sector. The patterns in both 2005 and 2007 seem to indicate a positive correlation between the two so that sectors which have low overtime take-up tend to have a low proportion of that overtime being paid and sectors which have high overtime take-up tend to have a high proportion of that overtime being paid. The true statistical relationship cannot be unravelled without further in-depth analysis.

Figure 5.3: Proportion that work overtime against proportion that are paid for working overtime, within sector

Base: All respondents (2005: 5,461; 2007: 4,477); All respondents who do overtime (2005: 3,128; 2007: 2,745)



As with average net pay there was a gender pay gap within overtime pay, with male apprentices being more likely to receive paid overtime than female apprentices. In 2005 the proportion of male apprentices who worked paid overtime was 83 per cent, compared with 52 per cent of female apprentices who worked paid overtime, a gap of 31 percentage points. The 2007 survey found that the gap had narrowed to 21 percentage points. The proportions of both male and female apprentices being paid for overtime had risen since 2005 but the female increase was more marked explaining why the gap had lessened.

The gender overtime pay gap can be partly explained by the fact that certain sectors were more male dominated than others. It has already been seen that paid overtime rates were highest in the four sectors that were more male dominated. Hairdressing was more female dominated and was the sector where paid overtime was least common.

If apprentices worked paid overtime then they were asked how many hours they usually did in an average week. In the 2005 survey, the question was asked slightly differently and apprentices were asked how many hours they had worked in the last week. The difference was only minimal between surveys and would not affect comparability, as it was just a time frame for respondents to focus on when

answering the question. The 2007 survey found that, including those who did not do any overtime, the average number of hours of paid overtime that an apprentice worked was 2.4 hours per week compared with 1.4 hours per week in 2005. Of those who did overtime, the average overtime worked was 4.1 hours per week compared with 2.6 hours in 2005.

Apprentices who did paid overtime were then asked how much they were usually paid for the extra time that they did. Overtime pay rates were, of course, linked to standard pay rates in the various sectors so it was perhaps unsurprising that Electro and Engineering had the highest overtime pay rates, with Health and Social Care, Early Years and Hairdressing having the lowest. Overall in 2007 the average weekly pay that an apprentice received for their overtime was £29.

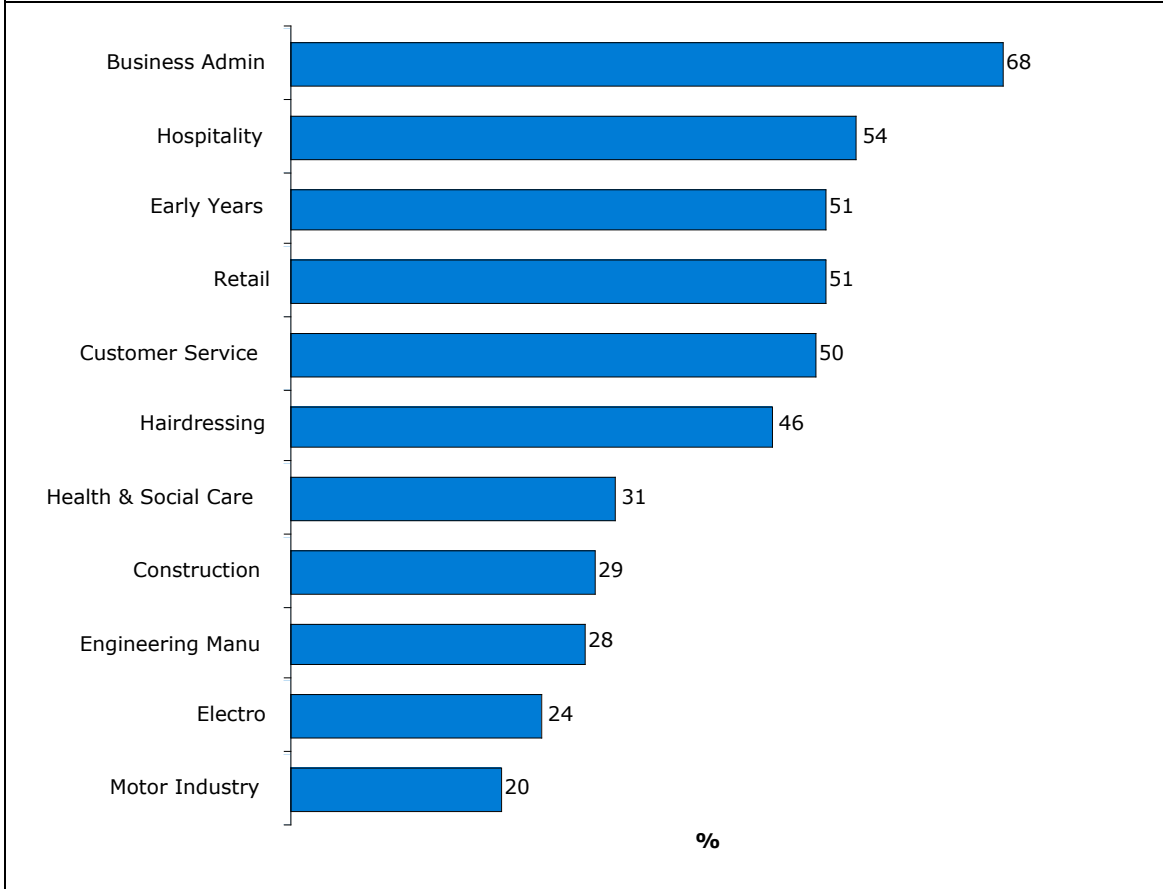
5.2 Time off in lieu for overtime

Earlier it was mentioned that a good work-life balance culture would consist of workers being adequately compensated for the extra time that they spend working over and above their standard hours. Remuneration through extra pay is one way. However another way of compensating someone is by offering 'time off in lieu' (TOIL) or flexi-leave⁷. This is agreed between an employee and their employer, and any time an employee takes off will normally be at a time that suits the employer. Some companies have rules on when time off can be taken, but others arrange time off on a case-by-case basis. Apprentices who did ever work overtime were asked whether they ever received time off in lieu or flexi-leave. Just over one-third (38 per cent) said that they were given time off in lieu in return for overtime (see Figure 5.4).

⁷ Flexitime is where an employee has no set start or finish time but there is an agreement to work a set number of hours per week or per month. Flexi-leave is when the employee has worked or will work over and above those set hours in that time period, but there are working days still available, so rather than accrue more flexitime by working those days, time is taken off during that week or month, which is distinct from annual leave.

Figure 5.4: Proportion that were given time off in lieu/flexi-leave in return for working overtime by sector

Base: All respondents who do overtime (2,745)



It was more common for female apprentices to be given time off in lieu than male apprentices (49 per cent and 30 per cent respectively). However looking at the sector breakdown this could be partly related to sector differences again. The four sectors which reported being least likely to offer time off in return for overtime were the four sectors which were the most likely to offer paid compensation (Motor Industry, Electro, Engineering Manufacture and Construction). Over two-thirds (68 per cent) of Business Administration apprentices who did overtime were offered time off in lieu. This result is not unexpected due to the nature of the working practices in the sector. Combining pay and flexi leave for overtime, it was found that 28 per cent of apprentices that did overtime received both in return for working overtime.

Looking at apprentices who did overtime but who did not get paid for it and comparing those who received flexi leave in return against those who did not, there were some noticeable differences between the two groups. Overall, of those who did overtime but did not get paid 58 per cent received flexi leave in return. A higher proportion of apprentices aged 19 and over received flexi leave in return for working overtime (65 per cent) than those aged 18 and under (42 per cent). A higher proportion of those on Advanced Apprenticeships at Level 3 received flexi

leave than those on Apprenticeships at Level 2 (64 per cent and 48 per cent respectively). The experience within sectors was mixed, with a greater proportion of apprentices in some sectors reporting receiving flexi leave in return for overtime than nothing at all (Early Years, Retail and Hospitality) and others where receiving nothing seemed more commonplace (Electro, Hairdressing and Motor Industry).

6 Bonuses and pay rises

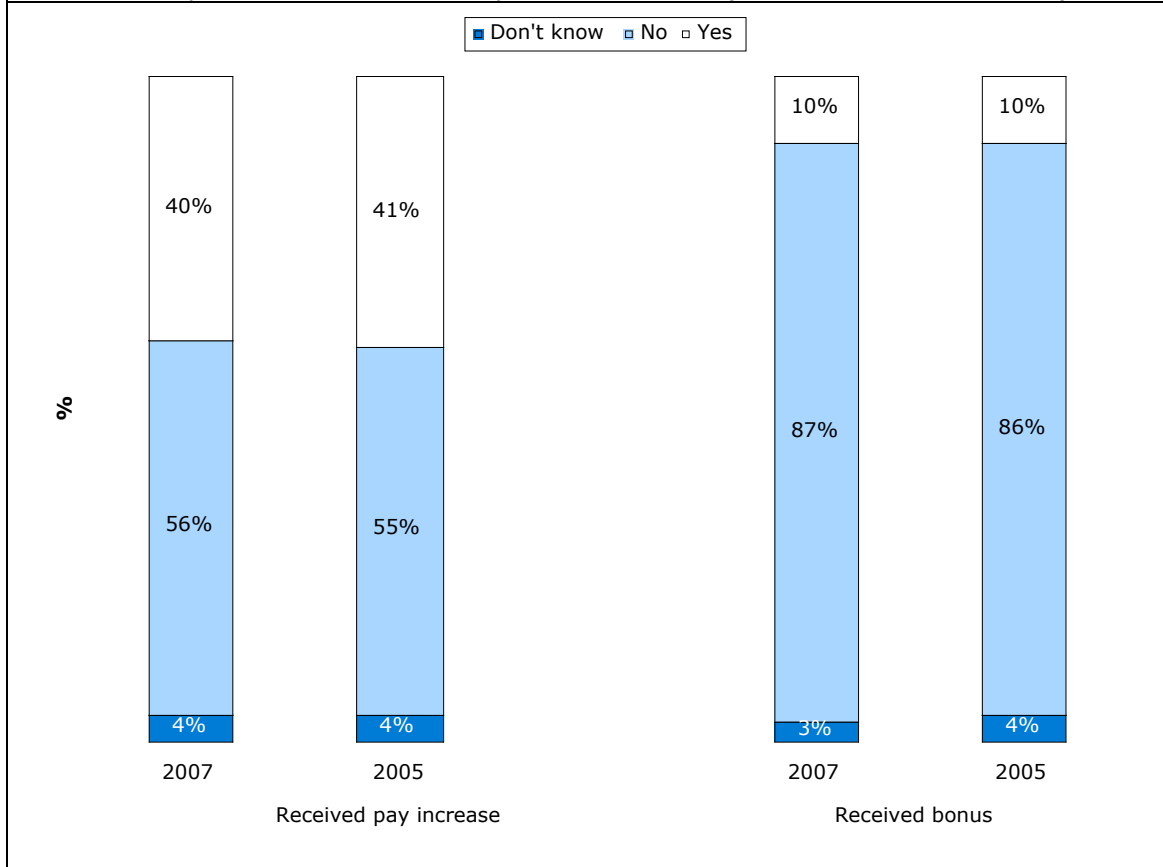
The final element of an apprentice's pay that was examined in the Second Survey of Apprenticeship Pay was that of bonuses and pay rises. This was in the context of when apprentices had completed the NVQ component of their apprenticeship framework. In 2007, just over one in five (22 per cent) of the apprentices interviewed had completed the NVQ element compared with one in twelve (8 per cent) in 2005. The difference could perhaps be explained by the different profile of apprentices interviewed in the 2007 survey compared with the 2005 survey (see Section 2). In particular, over four in five (84 per cent) of those surveyed started working as an apprentice for their current employer more than 12 months ago. In 2005, only 10 per cent of apprentices had done so. It would be reasonable to expect that the longer an apprentice has been working, the more likely they are to have completed various elements of the apprenticeship programme. However there is no set time to complete an apprenticeship as they vary widely in content and size, with the length of time taken ultimately depending on the ability of the individual apprentice and the employer's requirements. Bearing these factors in mind, an apprenticeship would usually take between 12 and 24 months to complete⁸.

Of those apprentices who had completed their NVQ, four in ten (40 per cent) had received a pay increase on completion and one in ten (10 per cent) had received a bonus (see Figure 6.1).

⁸ Information gathered from the LSC's website on Apprenticeships. For further information, see <http://www.apprenticeships.org.uk>

Figure 6.1: Bonus/pay rise as a result of completing NVQ

Base: All respondents who had completed their NVQ (2005: 426; 2007: 1,021)



There was no significant change in the proportion that received a pay rise or bonus on completion of their NVQ (41 per cent and 10 per cent respectively in 2005). In a similar finding to 2005, a higher proportion of male apprentices in 2007 (49 per cent) reported receiving a pay increase as a result of completing their NVQ than female apprentices (31 per cent). There were also differences between sectors. Retail and Customer Service reported the lowest levels of apprentices receiving pay increases for completing their NVQ (14 per cent and 15 per cent respectively). This was also the case in 2005.

So of apprentices that completed their NVQ, half (50 per cent) received either a pay increase or a bonus. There was a small proportion who received both a pay increase and a bonus (five per cent). Female apprentices who had completed their NVQ were less likely to receive either a pay increase or bonus than male apprentices (43 per cent and 56 per cent received one or both of the two respectively). Male apprentices were more likely to receive just a pay increase than their female counterparts (43 per cent compared with 26 per cent). There was more reward for those on Advanced Apprenticeships at Level 3 as 53 per cent received a reward of this nature compared with 45 per cent of those on Apprenticeships at Level 2. Some of this can be attributed to variations within sector. A greater proportion of Electro sector apprentices were rewarded for completing their NVQ (73 per cent received either a bonus or a pay rise) than the other sectors. Retail was the least rewarding

sector with 30 per cent of apprentices who had completed their NVQ receiving either a pay increase or bonus.

The actual weekly pay increase that apprentices received in 2007 for completing their NVQ was on average £36.

All apprentices surveyed for the baseline Survey of Apprenticeship Pay in 2005 were asked how much they thought they would receive in a pay increase on completion of their NVQ. Although the majority (89 per cent) did not know and could not give a response, for those that did, the mean average amount was £32. So apprentices' expectations in 2005 seem to mirror what was actually happening in 2007 in terms of the pay increase apprentices were receiving for completing their NVQ.

In relation to the bonus that one in ten apprentices received on completion of their NVQ, more female apprentices received a bonus than their male counterparts (12 per cent and 8 per cent respectively). This was a reversal of the 2005 finding when a greater proportion of male apprentices received a bonus compared with female apprentices. Apprentices in some sectors also seemed more likely than others, in both years, to receive a bonus, namely Business Administration and Customer Service (17 per cent of both sectors in 2007; 14 per cent and 18 per cent respectively in 2005).

The bonus that apprentices received in 2007 for completing their NVQ was on average £123. This was a decrease from that reported in 2005 of £216. Both answers should be treated with caution, however, due to the low base sizes used in deriving these figures (95 and 42 respondents respectively).

As with pay, all apprentices surveyed for the baseline Survey of Apprenticeship Pay in 2005 were asked how much they thought they would receive in a bonus on completion of their NVQ. Around two-thirds of respondents (64 per cent) did not know but of those who did give an answer, the mean average amount was £202. Apprentices' expectations in 2005 roughly mirrored the actual experience then. However as the average had gone down in 2007, expectations in 2005 would not be matched now with the reality of the bonus received in 2007⁹.

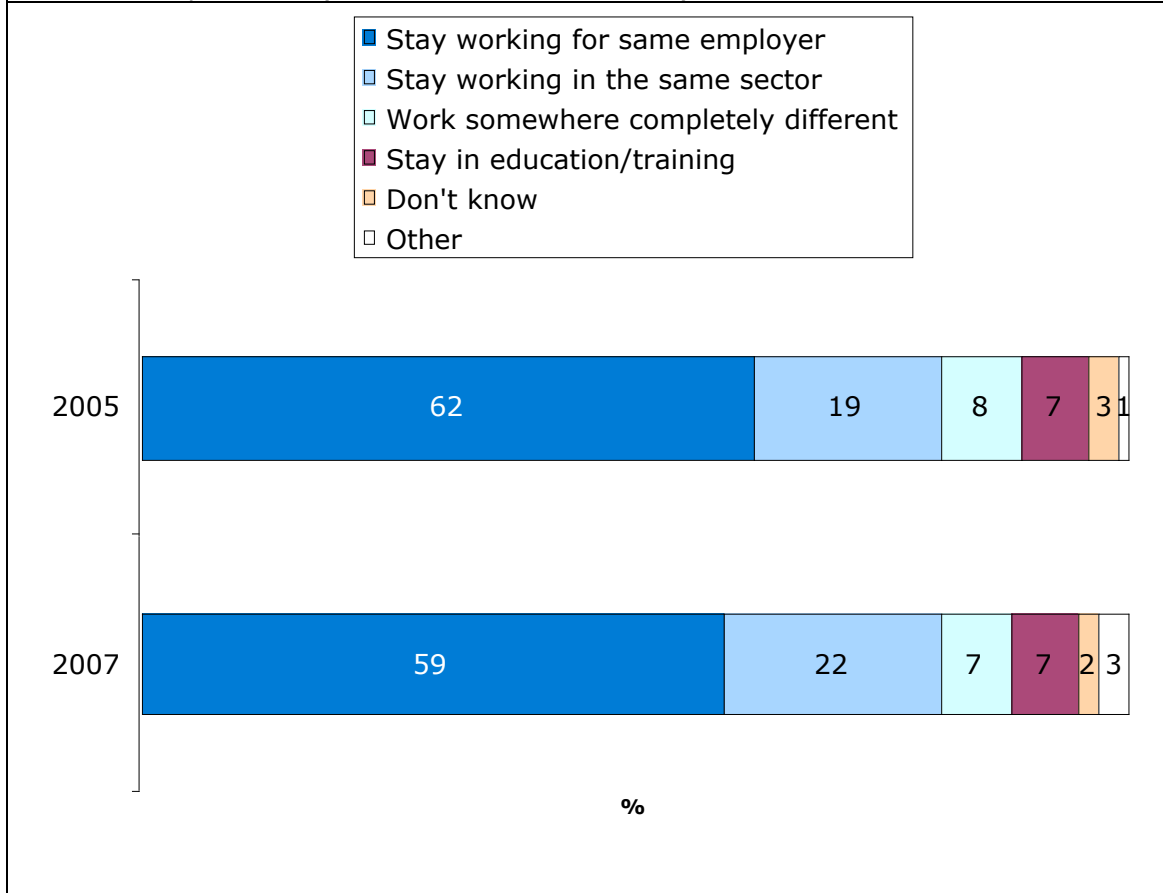
⁹ Apprentices in 2007 were not asked what they expected to receive on completion of the NVQ element, in terms of a bonus or pay rise, so the report cannot look at current expectations, only those asked about in the baseline survey.

7 Future Plans

Towards the end of the interview, apprentices were asked about what they planned to do once they finished their apprenticeship. Nearly six in ten apprentices (59 per cent) said they would stay working for the same employer (see Figure 7.1).

Figure 7.1: Future plans

Base: All respondents (2005: 5,461; 2007: 4,477)



Overall there was no shift in the pattern of responses received from those in 2005. Around one in five (22 per cent) reported that they would stay working in the same sector, whereas smaller proportions said they would work somewhere completely different or stay in education/training (seven per cent in both cases).

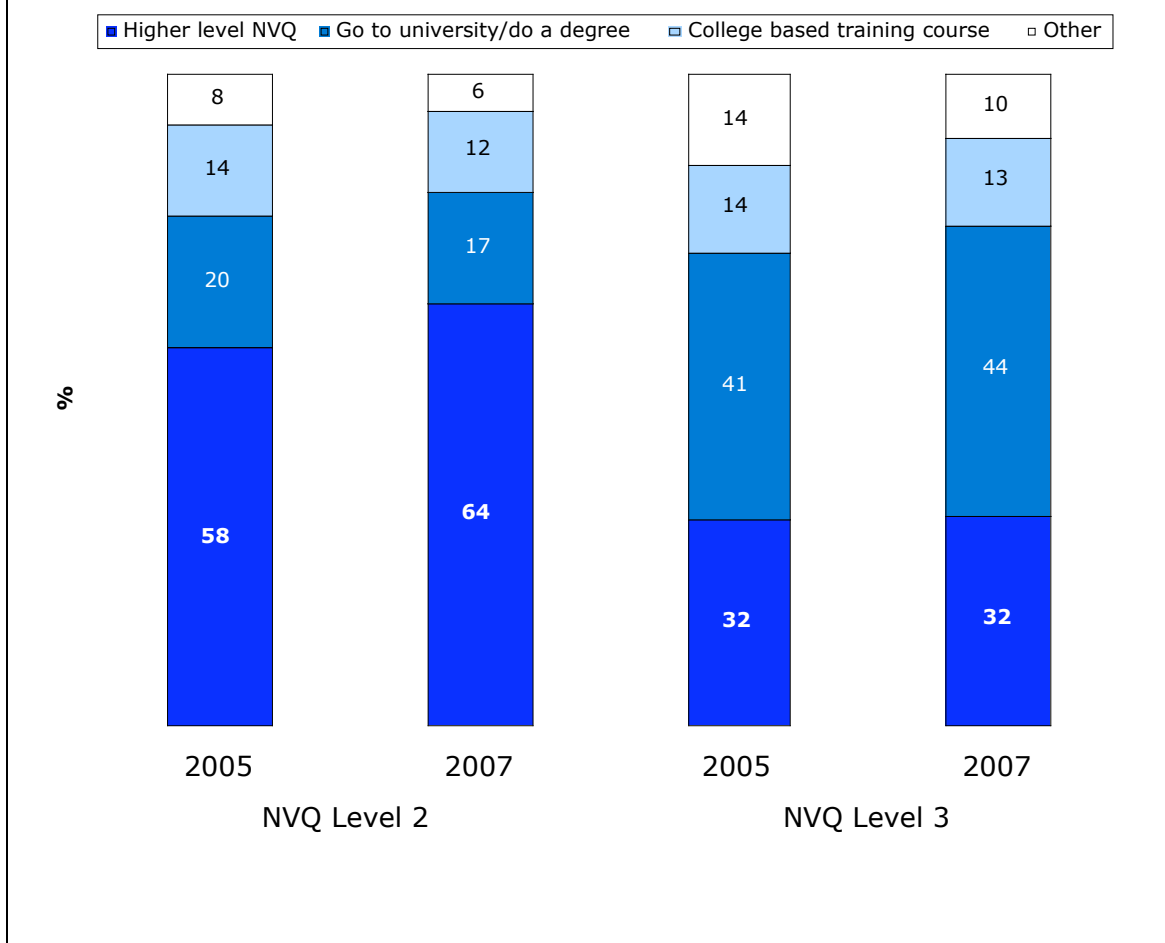
A greater proportion of male apprentices compared with female apprentices (61 per cent and 57 per cent) said they planned to stay working for the same employer. There is perhaps a link here with certain sectors being particularly female dominated, namely Early Years and Health and Social Care. A smaller proportion of apprentices within these sectors reported planning to stay with the same employer (46 per cent and 40 per cent respectively), with female apprentices accounting for 95 per cent of all apprentices in these two sectors.

The proportion of apprentices that wished to stay in education or training differed between male and female apprentices, with one in ten of female apprentices (10 per cent) wishing to go this route and only one in twenty of male apprentices (five per cent). Again the female dominated nature of Early Years and Health and Social Care sectors could be put forward as the reason for this finding. Apprentices in these two sectors reported this in much greater proportions than the others (11 per cent and 21 per cent respectively), with the underlying fact that the majority of apprentices in these sectors were female.

7.1 Staying on in education

One in fourteen (seven per cent) apprentices said they wanted to stay in education or training after finishing their apprenticeship. Those apprentices were then asked what type of education or training they planned to take part in (see Figure 7.2).

Figure 7.2: Staying on in education
 Base: All respondents who plan to stay on in education after apprenticeship (2005: Level 2=330; Level 3=160; 2007: Level 2=152; Level 3=182)



The educational plans of apprentices on Apprenticeships at Level 2 were different to those on Advanced Apprenticeships at Level 3 with nearly two-thirds (64 per cent) of those on Apprenticeships at Level 2 wanting to pursue a higher level NVQ or

apprenticeship in the future compared with just under one-third (32 per cent) of those on Advanced Apprenticeships at Level 3. This result is fairly intuitive and mirrors the finding of 2005. Apprentices aged 18 years and under were also more likely to want to take part in a higher level NVQ or apprenticeship than those aged 21 or over (54 per cent and 31 per cent respectively). This finding again mirrors 2005 although those aged 21 or over were less likely in 2007 compared with 2005 to want to take part in a higher level NVQ.

Nearly half (44 per cent) of those apprentices who wanted to carry on in education/training after finishing their apprenticeship and were on Advanced Apprenticeships at Level 3 wanted to go onto university or do a degree.

8 Information about the survey

8.1 Fieldwork

Fieldwork ran from 20th April to 15th July, approximately six weeks later than the fieldwork period in 2005. On 18th April a small scale pilot was conducted to ensure that the questionnaire ran smoothly and there were no programming errors. The majority of interviewing took place over the weekend as this was the best time to speak to apprentices.

8.2 Sample

Individual Learner Accounts for everyone taking an apprenticeship were provided directly to BMRB by the Learning & Skills Council. Sample was selected of current Level 2 and 3 apprentices in the 11 main industry sectors employing apprentices. The sample was then ordered by industry sector, and then within sector by region, sex and age to ensure proportional representation.

Every 1 in n records was selected to give 1250 sample records in each sector. Each individual selected was sent a pre-notification letter to inform them of what the survey was about, that they had been selected to take part, and giving them the opportunity to call a BMRB helpline to opt out of the research.

Eligibility was checked at the start of the interview using the same wording as 2005: "First of all, can I just check are you currently working as an apprentice?". Just over a third (35 per cent) of people contacted said 'no' even though their record with the LSC suggested otherwise. This compared with 12 per cent who were ineligible in 2005. Eligibility varied considerably by industry sector from 13 per cent in Retailing to 70 per cent in Electrotechnical. As a result, the issued sample had to be doubled, and fieldwork period extended to maximise the number of interviews achieved. Even with this action, 500 interviews were not achieved in every sector (see table 8.1 below for numbers achieved). Due to the eligibility checks at the start of the interview there was no adverse impact on data quality and we can have every confidence in the results of the survey.

Table 8.1: Number of interviews achieved by industry sector		
Base: All respondents (4,477)		
	Number achieved	
Industry Sector	National Electro-technical I	503
	Motor Industry	498
	Hairdressing	495
	Construction	488
	Early Years and Education	460
	Engineering manufacturing	436
	Hospitality	358
	Business administration	353
	Health & Social Care	314
	Customer service	297
	Retailing	275

In all, interviews with 4,502 apprentices were achieved however, 25 interviews had to be excluded from the survey as their apprenticeship was not in one of the 11 sectors covered by the survey or because they were not on a Level 2 Apprenticeship or Level 3 Advanced Apprenticeship.

8.3 Conducting interviews

Interviews were conducted using Computer Assisted Telephone Interviewing (CATI), in which a trained interviewer uses a computerised script and enters responses. The average interview length was around seven minutes.

8.4 Weighting

Quotas of 500 were set for each sector; therefore those working in smaller sectors were more likely to be sampled than those working in larger sectors. Post fieldwork weighting was applied to correct for this intentional sample design to bring the profile of sectors in line with the national profile in terms of overall sector size and the geographical profile of sectors. See Appendix 2 for further details on the weighting process.

Appendices

Appendix 1: Questionnaire

Survey of Apprenticeship Pay

Introduction:

Can I speak to <contact>?

Good morning/afternoon/evening my name is.....and I'm calling on behalf of the British Market Research Bureau. We're doing a survey for the Department for Education and Skills about people who are doing apprenticeships. You should have received a letter in the post explaining what the survey is about. Would this be a good time to ask you a few questions?

IF NECESSARY SAY: The DfES is doing this survey to find out how much apprentices are currently paid. This will help them to decide on a minimum weekly wage for apprentices in the future. The survey will only take about 5 minutes.

SECTION T – Training and Working Hours

Q1: First of all, can I just check are you currently working as an apprentice?

Yes

No

IF YES CONTINUE TO Q2, OTHERWISE TERMINATE

Q2: Are you doing an apprenticeship (NVQ Level 2) or an advanced apprenticeship (NVQ Level 3)?

Apprenticeship (NVQ Level 2)

Advanced apprenticeship (NVQ Level 3)

DK

Other (specify)

Q3: According to Learning and Skills Council records you started working as an apprentice with your current employer <text substitution> (e.g. since September 2004)? Can I just check, is that right?

Yes

No

DK

IF NO AT Q3

Q4: When did you start working as an apprentice for your current employer?

(READ OUT)

0-3 months ago

4-6 months ago

7-9 months ago

10-12 months ago

Over 12 months ago

Don't know

ASK ALL

Q5: Can I just check, are you still working as an apprentice at <workplace>?

Yes

No

IF NO AT Q5

Q6: Which of the following subjects is your apprenticeship or NVQ in?

READ OUT AND CODE ONE ONLY

Business & Administration

Early years and Education

Electro-technical

Engineering Manufacture

- Retailing
- Construction
- Hairdressing
- Hospitality
- Motor Industry
- Health and Social Care
- Customer Service
- Other (specify)
- Don't know

IF DK AT Q6

Q7: Can you tell me what type of job you do?

OPEN-ENDED (Client to do any back coding)

ASK ALL

Q8: Did you work for your employer **before** you started doing your apprenticeship?

Yes

No

IF YES AT Q8

Q9: How long did you work for your employer **before** you started doing your apprenticeship?

Less than 1 month

1-3 months

4-6 months

7-9 months

10-12 months

12 months or longer

Don't know

IF Q8=YES

Q10: Did your pay increase, decrease or stay the same as a result of starting your apprenticeship?

Increased

Decreased

Stayed the same

Don't Know

IF Q8=NO

Q11: What were you doing before you started your apprenticeship? Were you...

READ OUT

Working for a different employer

Doing a course in school or college

Unemployed

Looking after home or family

Or something else? (specify)

Don't know

Refused

ASK ALL

Q12: Do you ever have specific **off-the-job** training, that is, training away from your everyday work such as courses, workshops, training sessions, distance Learning, Workbooks, CD Roms etc? This could still be at the place where you work, but would be away from your everyday work area.

Yes

No

Don't know

IF YES AT Q12

Q13: On average, how many hours a week do you spend getting **off- the-job** training?

Numeric Range

ASK ALL

Q14: On average, how many hours a week do you work for your employer?

Numeric Range

IF YES AT Q12

Q15: Did your answer to the last question include all the time spent in a week getting **off-the-job** training?

Yes – all the off-the-job training time

No – but some of the off-the-job training time

No – none of this time off-the-job training time

Don't know

IF 'No – but some of the time' AT Q15

Q16: How many hours of **off-the-job** training a week did you not include?

Numeric range

ASK ALL

Q17: Do you ever get any **on-the-job** training, that is, where someone provides advice, shows you how to do something or coaches you while you are doing your everyday work?

Yes

No

IF YES AT Q17

Q18: On average how many hours a week do you spend getting **on-the job** training?

Numeric Range

SECTION P – Pay, Bonuses and Tips

ASK ALL

Q19: Do you receive any pay from your work as an apprentice?

Yes

No

Don't know

Refused

IF YES AT Q19

Q20: How often do you get paid?

IF NECESSARY SAY: Do you get paid daily, weekly, fortnightly, monthly or per year?

Per day

Per week

Per fortnight

Per month

Per year

Other (Specify)

Don't know

Refused

IF YES AT Q19

Q21: And how much do you get paid <text substitution from Q20>? Please exclude any bonuses, tips or overtime.

IF NECESSARY SAY: It doesn't matter if you give me an amount that is before or after tax and National Insurance.

IF NECESSARY SAY: If your pay varies, please just tell me what you earn on average.

Numeric range

Varies too much to say

Refused

IF Q21=NOT VARIES TOO MUCH TO SAY OR REFUSED OR DK

Q22: And is that before tax and National Insurance or after tax and National Insurance?

IF NECESSARY SAY: Is this the amount you actually get to take home or not?

After tax /Net/ take home

Before tax/Gross/ not the amount taken home

Don't know

Refused

ASK ALL

Q23: Some apprentices receive pay from an Education Maintenance Allowance or training allowance. As far as you know, do you receive an allowance or any other support linked to the apprenticeship?

Yes

No

Don't know

IF YES AT Q23

Q24: How much training allowance or Education Maintenance Allowance do you receive per week?

Numeric Range

+ Varies too much to say?

+ Don't know/Refused

IF YES AT Q23 AND YES AT Q19

Q25: Did you include this training allowance when you said earlier how much you were paid?

Yes

No

Don't know

IF YES AT Q23

Q26: Is this allowance paid by the....?

READ OUT AND CODE ONE ONLY

Employer

Training provider

Both employer and training provider

Or someone else (Specify)

Don't know

ASK ALL

Q27: Have you completed your NVQ yet?

Yes

No

DK

IF YES AT Q27 ASK:

Q28: Did your pay increase as a result of you completing your NVQ?

Yes

No

Can't remember

IF YES AT Q28 ASK:

Q29: And by how much did your pay increase <text substitution from Q20>?

Numeric range

Don't know

Refused

IF YES AT Q27

Q30: Did you receive a one-off bonus when you completed your NVQ?

Yes

No

Can't remember

IF YES AT Q30

Q31: How much did you get?

Numeric range

Don't know

Refused

ASK ALL

Q36: Do you ever receive any tips from customers in your work as an apprentice?

IF NOT APPLICABLE, CODE AS 'NO'.

Yes

No

Don't know

IF Q36=YES

Q37: Roughly how much do you get paid in tips? Please give me an estimate for how much you get per day, per week, per month **OR** per year.

Numeric Range

Varies too much to say

Don't know

Refused

Q38: And what period of time does that cover?

READ OUT IF NECESSARY

Per day

Per week

Per month

Per year

Other (specify)

Don't know

ASK ALL

Q39: Do you ever work overtime?

Yes

No

Don't know

IF YES AT Q39

Q40: Do you get paid for doing overtime?

Yes

No

Don't know

IF YES AT Q40

Q41: How many hours paid overtime would you say you do in an average week?

Numeric Range

IF YES AT Q40

Q42: And how much do you usually get paid per hour for any extra time?

INTERVIEWER: CAN ENTER POUNDS AND PENCE BY SEPARATING NUMBERS WITH A DECIMAL POINT

Numeric Range 0.00-5000.00

IF YES AT Q39

Q43: Do you ever get given time off or flexi leave in return for working overtime?

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

SECTION D - Demographics

ASK ALL

Q44: Which of the following statements best describes what you plan to do after you finish your apprenticeship?

READ OUT AND CODE ONE ONLY

Stay working for the same employer

Stay working in the same sector

Work somewhere completely different

Stay in education/ training

DON'T READ OUT None of these/ something else

IF Q44=Stay in education/training

Q45: And what type of education or training programme to you plan to take part in?

READ OUT

Go to University/Do a degree

Higher level NVQ/apprenticeship

A-levels

College based training course

Other (Specify)

I haven't decided yet

ASK ALL

Qdage: What was your age last birthday?

Numeric range

Don't know

Refused

Q46: We may wish to contact you again about taking part in a follow up interview.
Would you be willing for us to contact you again?

IF NECESSARY ADD: You don't have to say now whether you would actually do an interview, just whether it would be OK for us to contact you about it.

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

IF Q.46 = Yes

Q47: If the Department for Education and Skills, who commissioned this research, wanted to do a follow-up to this study, would you be willing for us to pass on your details to another research organisation like ourselves?

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

<If Yes at Q46 - ADD STANDARD SCRIPT FOR CHECKING CONTACT DETAILS>

THANK AND CLOSE

Appendix 2: Weighting

Weighting was applied to bring the sectors back into proportion with the universe. A regional weight within sector framework was applied to try to eliminate any regional bias in the survey. The regions were split into the North, Midlands and South.

The North included the following Government Office Regions (GORs): North East, North West, Yorkshire and the Humber, Scotland.

The Midlands included the following GORs: West Midlands, East Midlands, East of England and Wales.

The South included the following GORs: South East, South West and London.

The weighting also took into account the proportion of apprentices undertaking a Foundation Apprenticeship (Level 2) and an Advanced Apprenticeship (Level 3) within each sector. Some sectors were amalgamated within apprenticeship levels in order to improve the weighting efficiency. Some regions were also amalgamated within apprenticeship levels for the same reason.

The table below shows the target weights applied.

TARGET WEIGHTS

		LEVEL 2	LEVEL 3	Overall sector target weight	
1	Business Administration	North	1.28%	2.87%	4.15%
		Midlands	0.79%	2.14%	2.93%
		South	0.53%	1.49%	2.02%
2	Early Years & Education Hairdressing	North	2.13%	5.09%	7.22%
		Midlands	2.05%	4.82%	6.87%
		South	2.12%	5.09%	7.21%
3	Electro Technical	North	2.87%	-	2.87%
		Midlands	2.58%	-	2.58%
		South	2.55%	-	2.55%
4	Electro Technical Construction Motor Industry	North	-	5.95%	5.95%
		Midlands	-	4.23%	4.23%
		South	-	4.32%	4.32%
5	Engineering Manufacture	North, Midlands and South	-	4.10%	4.10%
6	Engineering Manufacture Construction	North	4.07%	-	4.07%
		Midlands	4.18%	-	4.18%
		South	3.05%	-	3.05%

7	Retail	North	-	1.09%	1.09%
		Midlands	-	1.02%	1.02%
		South	-	1.19%	1.19%
8	Retail	North	1.15%	-	1.15%
	Customer Service	Midlands	1.18%	-	1.18%
		South	0.77%	-	0.77%
9	Hospitality	North	0.71%	1.96%	2.67%
		Midlands	0.97%	2.46%	3.43%
		South	0.82%	1.98%	2.80%
10	Motor Industry	North	1.42%	-	1.42%
		Midlands	1.84%	-	1.84%
		South	1.84%	-	1.84%
11	Health and Social Care	North	0.86%	1.43%	2.29%
		Midlands	0.51%	1.17%	1.68%
		South	0.53%	0.90%	1.43%
12	Customer Service	North	-	1.99%	1.99%
		Midlands	-	2.21%	2.21%
		South	-	1.70%	1.70%
OVERALL LEVEL WEIGHT			40.8%	59.2%	100.0%

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