

Apprenticeship Pay: A Survey of Earnings by Sector

Anna Ullman & Gemma Deakin
BMRB Social Research

Research Report
No 674

Apprenticeship Pay: A Survey of Earnings by Sector

*Anna Ullman & Gemma Deakin
BMRB Social Research*

The views expressed in this report are the authors' and do not necessarily reflect those of the Department for Education and Skills.

© Queen's Printer and Controller of HMSO 2005
ISBN 1 84478 554 8

Table of Contents

Executive Summary	3
1 Introduction	5
2 Profile of respondents	7
3 Training and hours worked per week	13
4 Level of pay	16
5 Overtime	25
6 Bonuses and pay rises	28
7 Future Plans	31
8 Information about the survey	33
9 Appendices	35

Copyright: reports and any other material associated with a survey are normally intended for use within a client's organisation and its associate organisations such as advertising agents. Should a client intend wider circulation of the results then the client must agree the form and content with BMRB, and must acknowledge BMRB as the source of the information.

Executive Summary

- The average net pay per week for an apprentice is £137. This varies greatly by sector, the lowest paid trainees work in Hairdressing and their take home pay is £90 per week. The highest earning apprentices are found in the Electrotechnical sector and their average net pay is £183.
- Trainees undertaking a level 2 Apprenticeship earn £121 per week compared to £163 for apprentices doing level 3.
- On average, male trainees receive a take home pay of £153 per week compared to female trainees who earn £113 per week. This £40 pay gap can largely be explained by the high level of gender segregation in many of the sectors. Men dominate in the traditionally highly paid sectors and women in the lower paid sectors.
- Around one-fifth (17 per cent) of the total number of apprentices in the survey earned less than £80 per week. Low-paid trainees are more likely to be working in the Early Years Care and Education sector and Hairdressing.
- About two-fifths (41 per cent) of trainees who had completed the NVQ component of the Apprenticeship framework said their pay increased as a result of completing their NVQ. On average they received a pay rise of £4.70 per week. The majority (55 per cent) did not receive a pay increase.
- A small proportion (10 per cent) of trainees received a bonus as a result of completing their NVQ. On average the bonus amounted to £216. The vast majority (86 per cent) of apprentices did not receive such a bonus.
- On average trainees spend 33 hours per week working for their employer (this includes on-the-job training but excludes off-the-job training). This level is fairly consistent across all sectors, although the proportion of work and on-the-job training varies a lot by sector.
- Overall about two-thirds of trainees said that they received off-the-job training. The average amount of off-the-job training received per week was five and a half hours. The amount varies from an hour per week in Retail and Customer Service to ten hours per week in the Engineering sector.

- About six in ten (62 per cent) of all trainees intend to stay working for the same employer after they have finished their Apprenticeship. A further nineteen per cent said they would stay working in the same sector and eight per cent expected to go on to further education.

1 Introduction

1.1 Aims and Objectives

The Department for Education and Skills (DfES) commissioned BMRB Social Research to carry out a research project to seek information about the pay received by waged trainees while they are on an Apprenticeship. The main objective of the research was to determine the average level of pay received by apprentices and to provide evidence on the differences between different sector frameworks. Secondary aims included analysis of pay by age and sex. Trainees aged 16-18 are currently exempt from the National Minimum Wage requirements but the Learning and Skills Council (LSC) has provided guidance to encourage employers to pay trainees a minimum of £70-£80 per week. The LSC also plans to introduce a contractual requirement for a minimum weekly income for employed trainees later this year. This survey will provide a baseline against which the DfES can judge the impact of the LSC guidance and any future requirements for a minimum weekly pay for trainees.

1.2 Survey information

The 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 5,500. Only trainees undertaking an Apprenticeship in one of the largest 11 sector frameworks were included in the 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. Weighting was then applied to bring the sectors back into line with the universe. More information about the survey, sampling method and weighting can be found in chapter 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. Electrotechnical
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 trainees in each sector, and within each sector to reflect the proportion of trainees undertaking a level 2 vs. a level 3 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 Apprenticeship at Level 2 or Level 3 NVQ 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.

2 Profile of respondents

Trainees undertaking Apprenticeships in the 11 largest sectors were interviewed for the Trainee Wages survey. The vast majority (over 75% per cent) of all Apprenticeships are undertaken in one of these 11 sector frameworks. This section details the profile of the trainees who were interviewed.

2.1 Overall demographic profile

The Overall age and gender profile of respondents is shown in table 2.1.

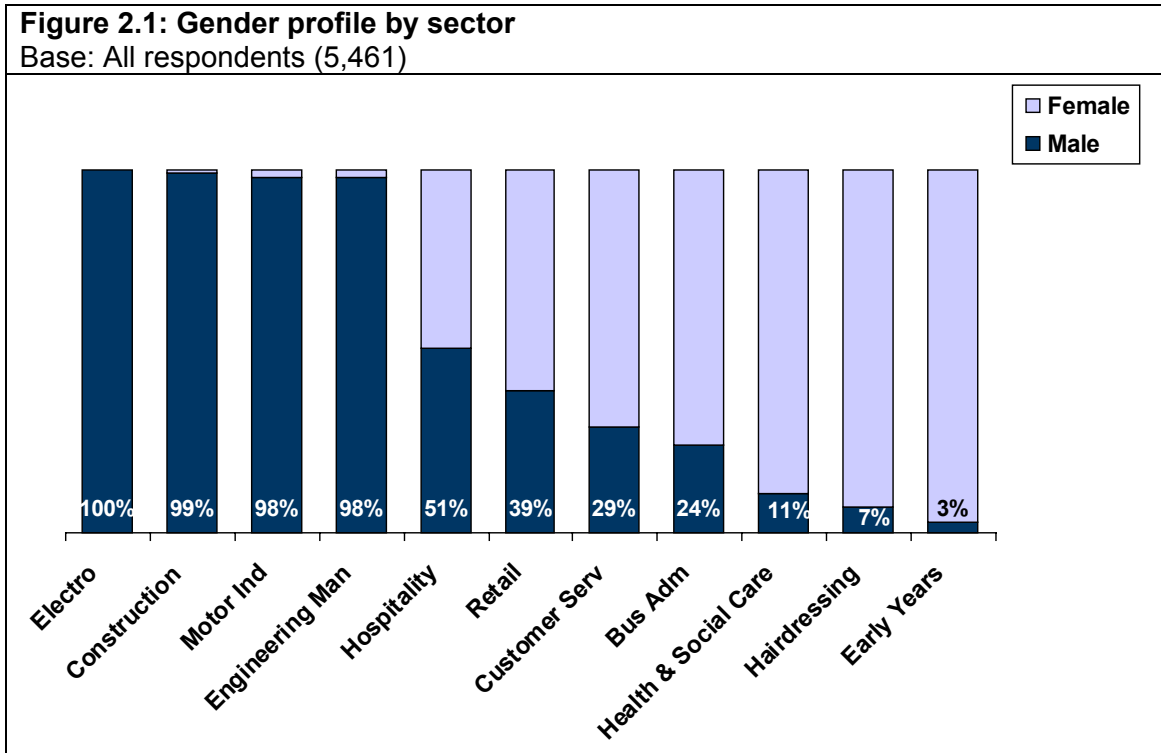
		Interviewed Profile	Population profile
		Unweighted	Weighted ¹
		%	%
Gender	Male	51	57
	Female	49	43
Age	15	*	*
	16	8	9
	17	19	20
	18	19	21
	19	17	17
	20	12	12
	21	8	7
	22+	16	13

The gender profile of the respondents who were interviewed differs slightly from the overall population of apprentices in the 11 sector frameworks. This is because some sectors where male apprentices dominate (Engineering Manufacture and Motor Industry) have been under-sampled in relation to their size for this survey, while some industries where female trainees dominate (Health and Social Care and Customer Service) tended to be over sampled. This is because 500 apprentices were interviewed in each sector regardless of the sector size. For more information on the sampling procedure see Chapter 8. The age profile of the trainees interviewed and of the overall population match closely.

¹ Interviewed profile is based on unweighted/ raw data and population profile is based on data weighted to the actual sector size, level within sector and GOR.

2.2 Gender profile by sector

The gender profile of the 11 sectors is shown in Figure 2.1. There is a high level of gender segregation in 8 of the 11 sectors. Only Hospitality and has balanced gender profile.

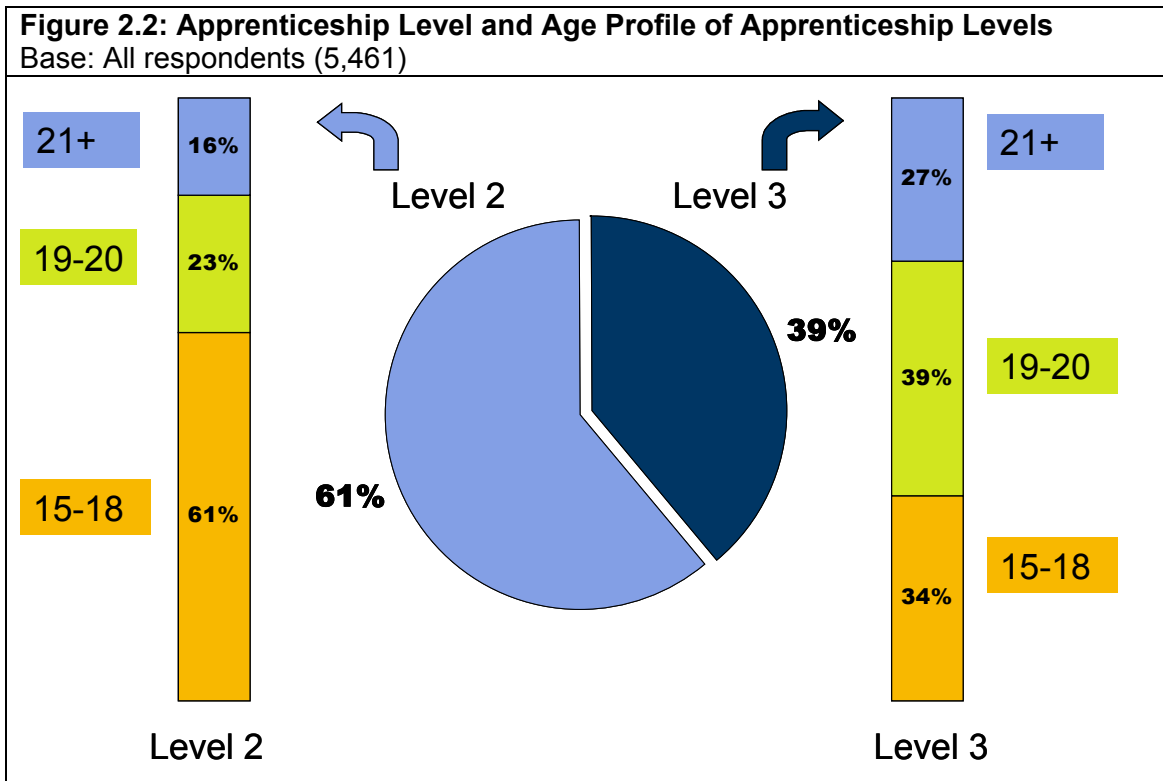


The gender profile of respondents reflects the overall gender profile of the population² in the 11 sectors very closely. Some were identical and none were more than 2% away from the actual population gender profile.

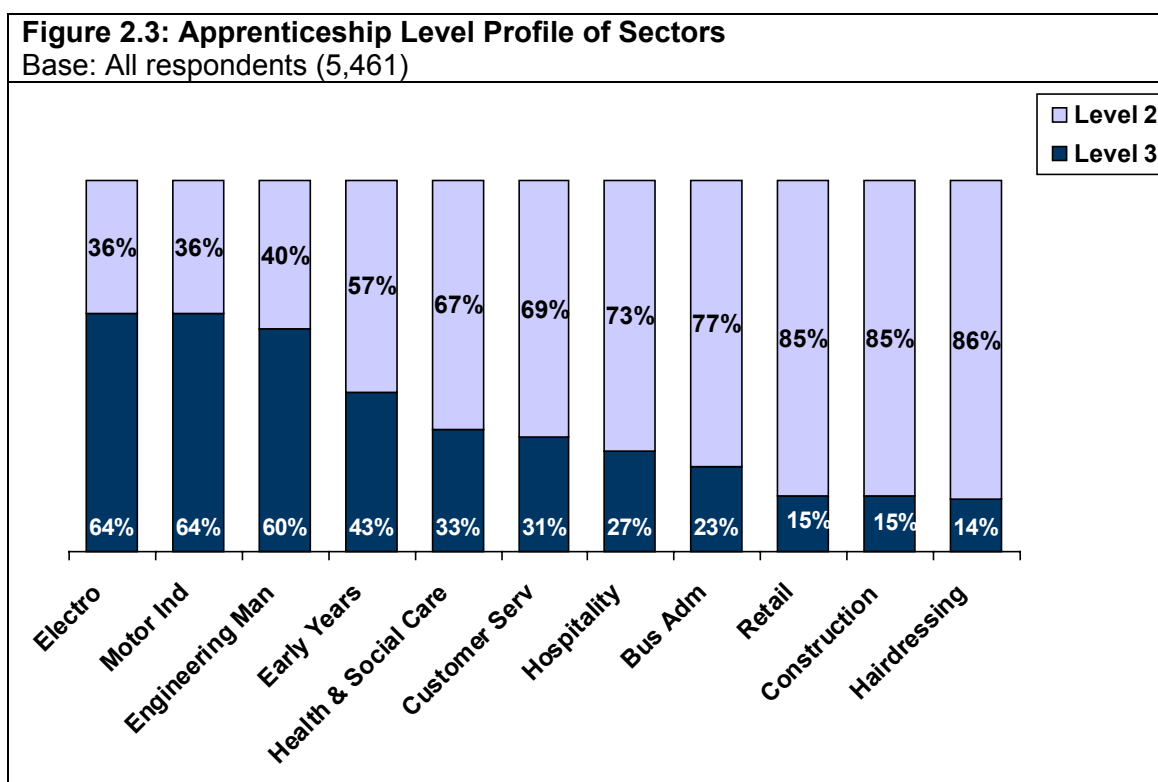
² Based on 2004/05 period 5 data and learner active in period 4

2.3 Apprenticeship Level

Sixty-one per cent of trainees were undertaking NVQ Level 2 and 39 per cent were undertaking NVQ Level 3. This matches the overall population profile. As might be expected, the age profile of trainees on level 2 Apprenticeships was younger than that of trainees on level 3/ Advanced Apprenticeships (see Figure 2.2).



The Apprenticeship level profile of the 11 sector frameworks is shown in figure 2.3.



Electrotechnical, Motor Industry and Engineering Manufacture had the largest proportion of trainees undertaking a level 3 Apprenticeship, while Hairdressing, Construction and Retail had the fewest.

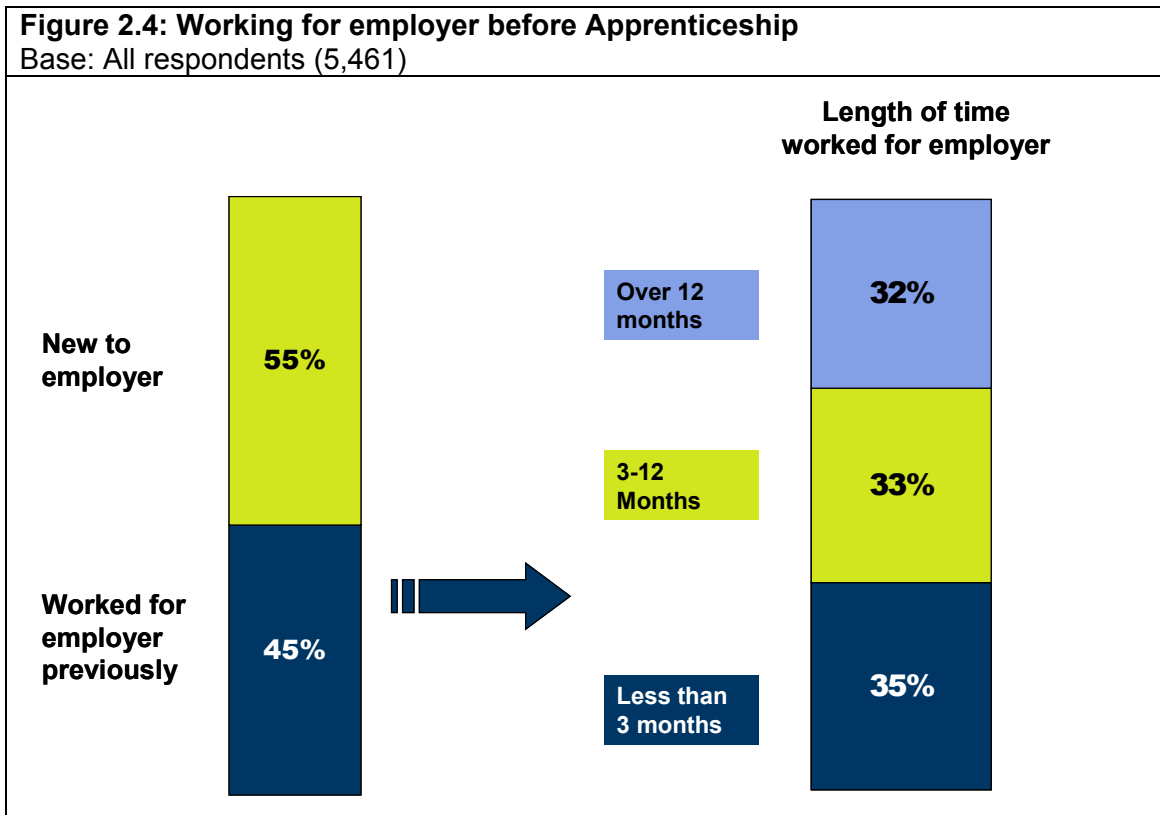
2.4 Length of time on Apprenticeship

Three-quarters (75 per cent) of trainees had been on their Apprenticeship for between three months and nine months at the time of the survey. Only two per cent had been on the Apprenticeship for less than 3 months, 11 per cent had been on their Apprenticeship for between 9 months and one year and ten per cent had been on their Apprenticeship for more that a year. (In the interview trainees 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.)

2.5 Working for employer before Apprenticeship

Trainees were asked whether they worked for their current employer before starting their Apprenticeship. If they did they were asked how long they had done so before starting their Apprenticeship. They were also asked whether their pay had increased, decreased or stayed the same as a result of starting their Apprenticeship.

Just less than half (45 per cent) of trainees had worked for their employer before starting their Apprenticeship and just over half (55 per cent) were new to the employer (see Figure 2.4).



A third (32 per cent) of those who worked for their employer prior to starting their Apprenticeship had done so for over a year.

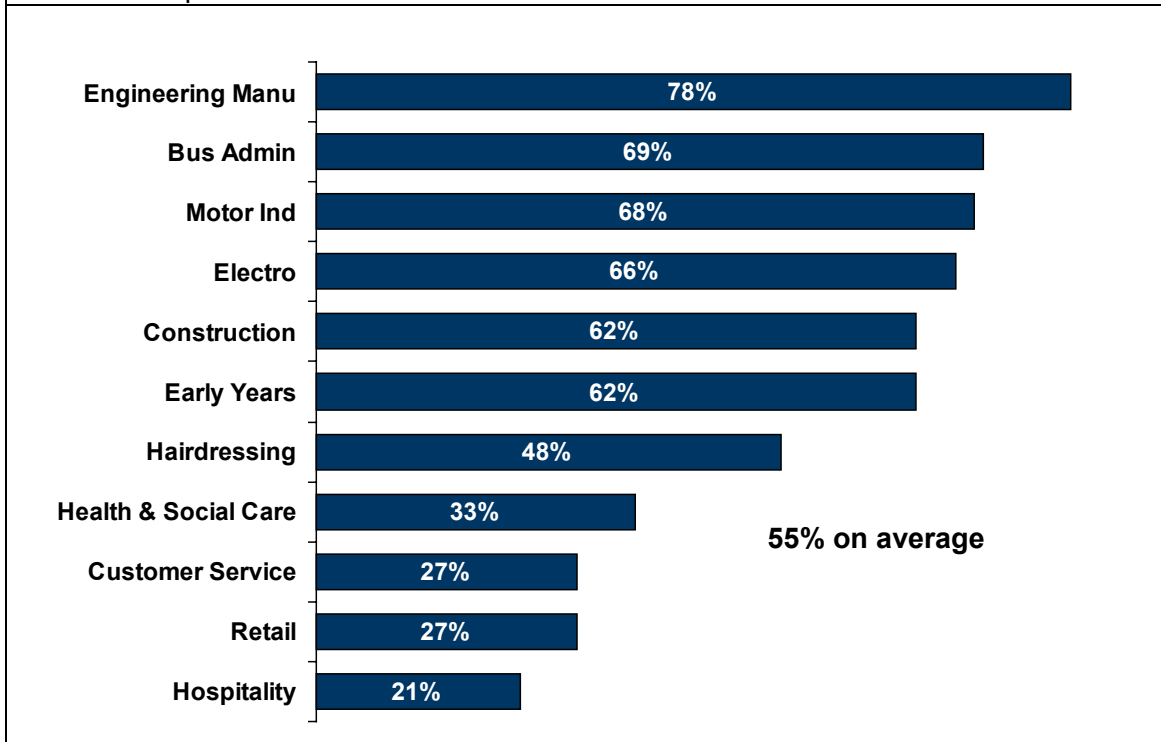
When asked whether their pay had changed as a result of starting their Apprenticeship, two thirds (67 per cent) of those who worked for their employer beforehand said that it had stayed the same, 28 per cent said it had increased and 5 per cent said it had decreased. Trainees aged 16-18 who had worked for their employer previously were more likely to report a pay increase on starting their Apprenticeship (36 per cent) than their older counterparts (29 per cent of 19-20 year olds and 14 per cent of trainees aged 21 and over).

Across the sectors, hairdressers were the most likely to report a pay increase followed by those in the Motor Industry. Half (52 per cent) of the Hairdressing apprentices who had worked for their employer prior to starting the Apprenticeship reported a pay increase and 42 per cent in the Motor Industry did. In the Customer Service sector only 10 per cent received a pay increase when they moved onto the Apprenticeship.

The proportion of apprentices new to their employer varied between different sectors as shown in Figure 2.5.

Figure 2.5: Proportion of apprentices new to employer by sector

Base: All respondents



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 (Customer Service, Retail and Hospitality) where it is common practice for employers to select suitable employees to take up an Apprenticeship.

3 Training and hours worked per week

This section covers off-the-job and on-the-job training as well as hours worked per week. Trainees were asked to give the average number of hours spent working as well as the average numbers spent getting on-the-job and off-the-job training, if they said they did get these as part of their apprenticeship.

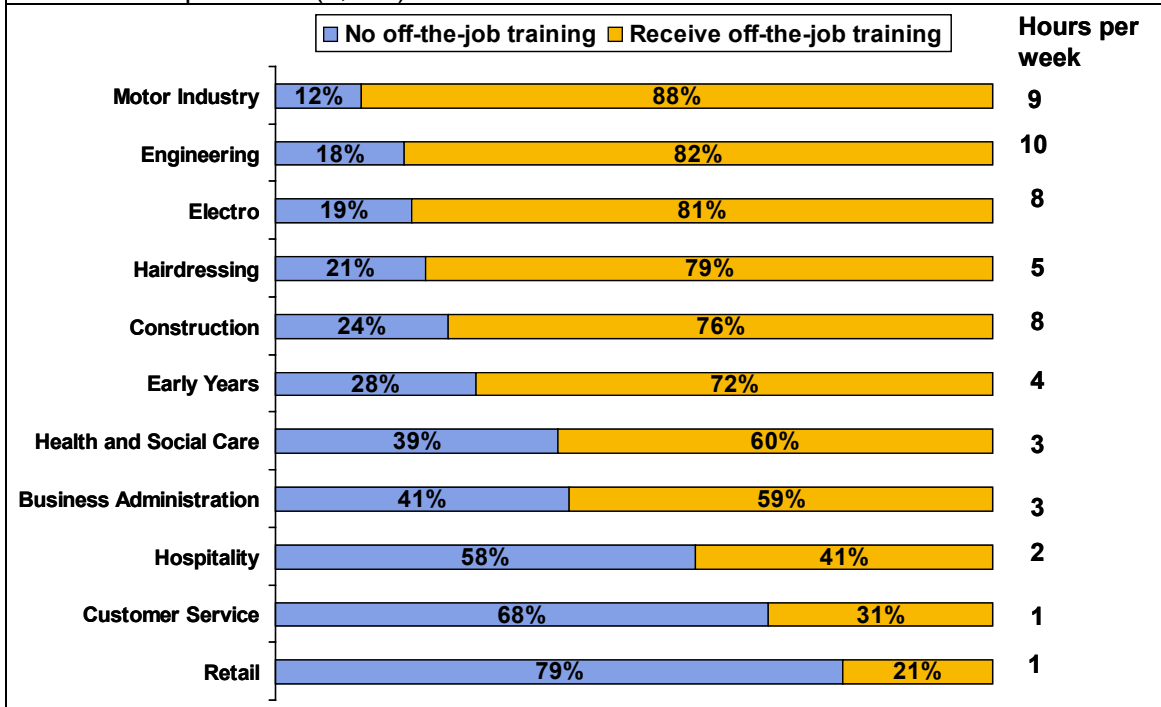
3.1 Off-the-job training

Trainees were asked about off-the-job training. This was defined as any training away from their workplace and includes courses, workshops and training sessions, as well as distance learning, work books and CD ROMS. Overall two thirds (68 per cent) of trainees said they receive off-the-job training. Level 3 trainees were more likely to receive off-the-job training than level 2 trainees (74 per cent compared with 64 per cent). There was no real difference between those who have recently started and those who have been working as an apprentice for over a year. Having off-the-job training was more likely for younger trainees with 74 per cent of trainees aged 18 and under receiving off-the-job training compared with 52 per cent of those aged 21 or over. For comparison, 67 per cent of 19-20 year olds received off-the-job training.

The average amount of off-the job training received per week was five and a half hours. (This average includes those who do not receive off-the-job training.)

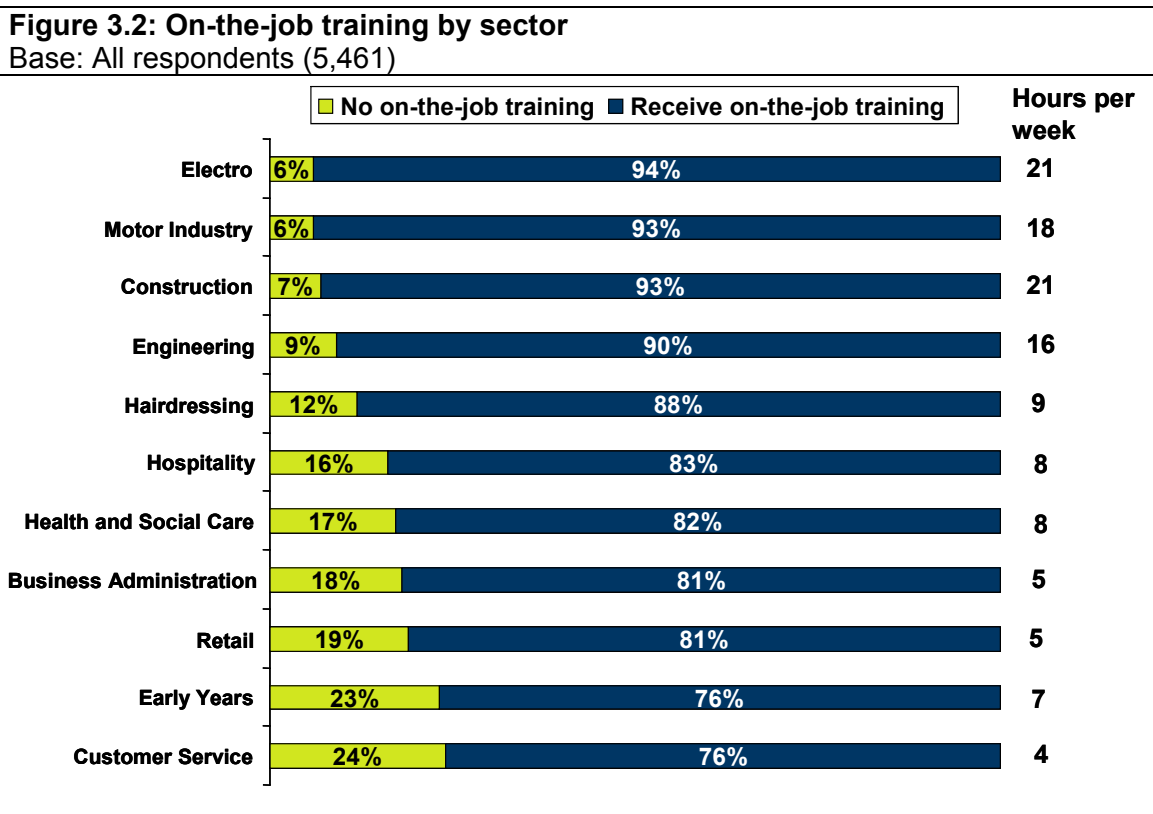
Figure 3.1: Off-the-job training by sector

Base: All respondents (5,461)



3.2 On-the-job training

Trainees were asked if they ever receive on-the-job training. This refers to colleagues providing advice or coaching trainees in their everyday work. In all, 87 per cent of trainees said they have received on-the-job training. As with off-the-job training younger trainees were more likely to receive on-the-job training than their older counterparts; 89 per cent of trainees aged 18 and under received on-the-job training compared with 80 per cent of trainees aged 21 and over. Among 19-20 year olds, 87 per cent receive on-the-job training.



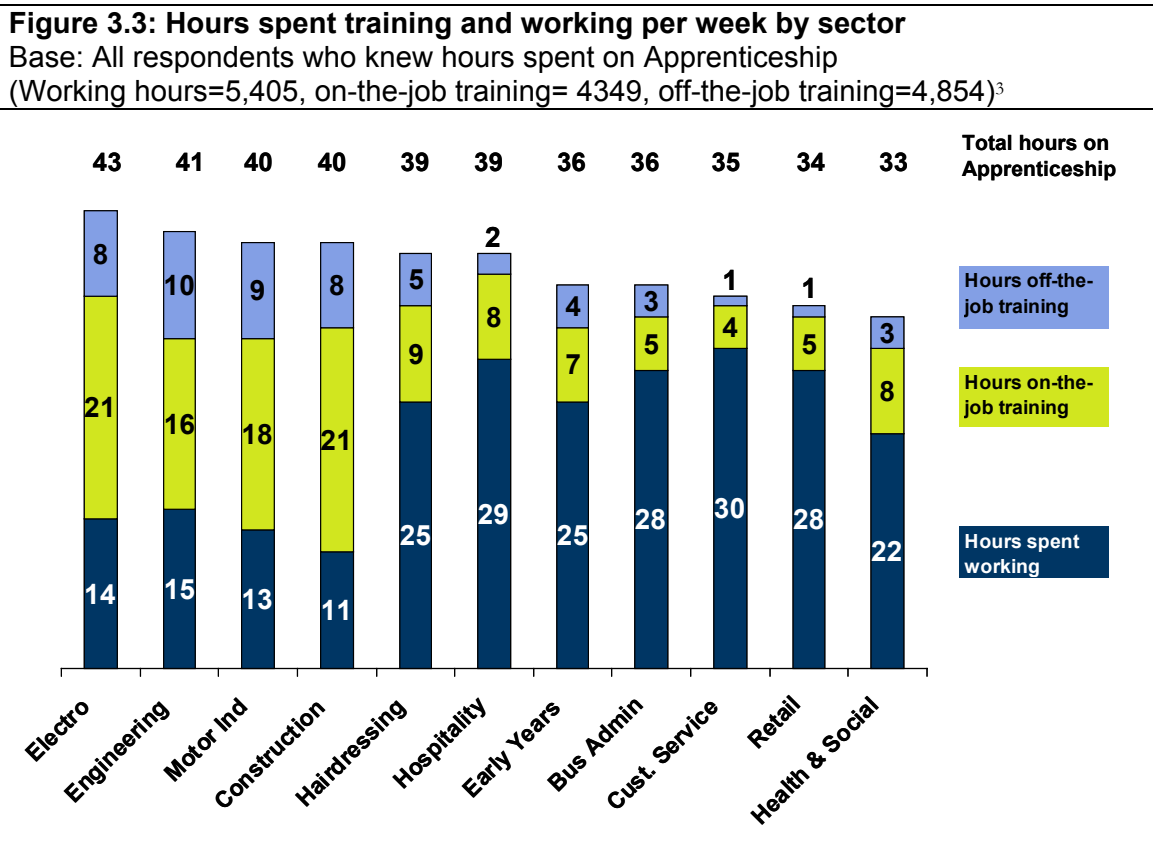
Across all sectors, and including those who do not receive on-the-job training, the average number of hours spent receiving on-the-job training per week was 12 hours.

3.3 Hours worked per week

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

The average number of hours trainees work for their employer was 33 hours per week. This level is fairly consistent across all sectors. Trainees in hospitality reported working the most hours at 37 hours per week.

Figure 3.3 summarises the time spent working and receiving on-the-job and off-the-job training, broken down by sector. The number of hours worked as shown in the chart below does not include the time spent on-the-job training as this is shown separately.



3.4 Working more than 48 hours per week

Interestingly, three per cent of trainees work longer than the maximum working week of 48 hours as specified by the Working Time Directive. This is most common in the Hospitality sector, where 10 per cent of trainees report working more than 48 hours in a typical week. This includes time spent receiving on-the-job training but not off-the-job training. Apprentices working longer than 48 hours per week may have opted out of the Working Time Directive 48-hour limit. As this falls outside the scope of this study the questionnaire did not include a question about how many trainees had opted out of the 48-hour limit.

³ When asked about the number of hours they spend off-the-job training, on-the-job training and working some respondents said they did not know. The proportion who said don't know varied from 20 per cent when asked about hours spent on-the-job training to 2 per cent when asked about hours worked; 11 per cent did not know how long they spent off-the-job training. These responses do not appear in the chart.

4 Level of pay

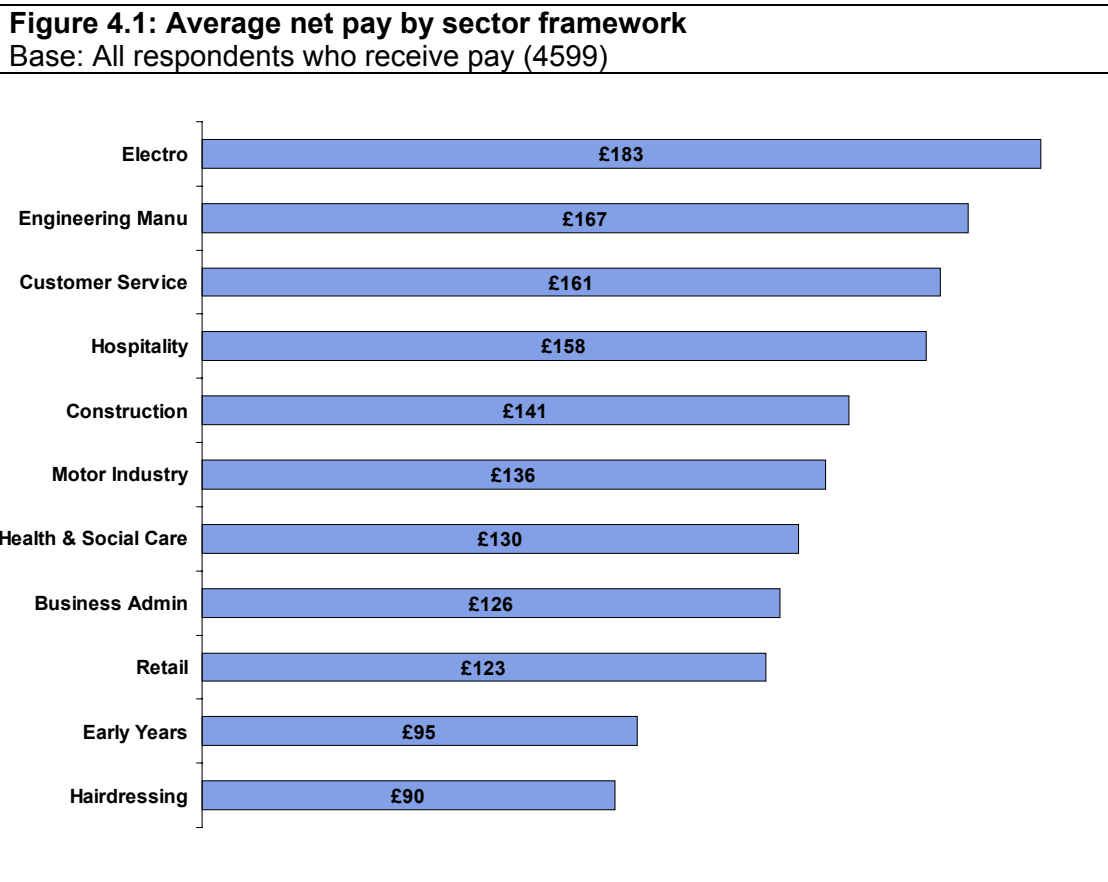
This section covers the key questions in the survey on the level of pay or training allowance that the trainees receive. It is important to note that all figures in this section are based on the number of trainees that gave an answer to the pay question i.e. they did not refuse to answer the question or say that they were unsure of how much they earned. 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. The calculations used for average weekly net pay includes both training allowances and net pay from the employer.

4.1 Not receiving any pay

A surprisingly large number of respondents, ten per cent of the total sample, said that they did not get paid in their work as a trainee or receive a training allowance. This group has also been excluded from the average weekly pay calculations. It seems unlikely that one in ten trainees receive no income from their Apprenticeship. We know that many (83 per cent) worked for the employer before starting their Apprenticeship. A large proportion (88 per cent) of those who had previously worked for their employer said that their pay remained the same when they started their Apprenticeship. The vast majority (88 per cent) also work in non traditional Apprenticeship sectors such as Business Administration, Early Years, Retail, Hospitality, Health & Social Care and Customer Service. This suggests that these trainees do not link their Apprenticeship to their job, seeing the former merely as a qualification and training programme. In order to fully understand the reasons as to why some trainees claimed they did not receive any pay would require re-contacting them and to ask further questions.

4.2 Average net pay by sector framework

The average net pay for trainees was £137 per week (excluding bonuses, tips or overtime). The average net pay only includes trainees who said they were paid for their work as a trainee. This is because the evidence indicates that they are being paid and it would hence be wrong to include them with zero pay. As figure 4.1 shows the net pay varies a lot by sector framework. The lowest paid sector is Hairdressing where the average take-home pay is £90 per week. The highest paid sector is Electrotechnical where the average weekly pay is £183, more than twice as much as the lowest paid. The next chart shows the average net pay by sector.



4.3 Average net pay split by level

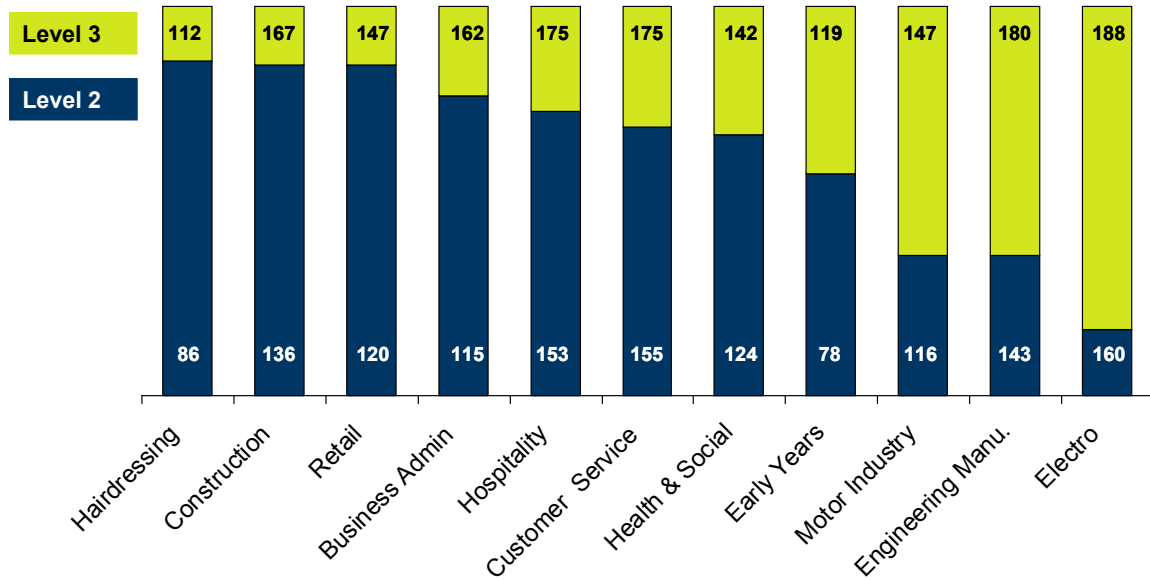
The chart below shows the average net pay split by level 2 and level 3 in each of the 11 sectors. The proportion of apprentices undertaking an Apprenticeship or Advanced Apprenticeship varies greatly between sectors. This variation can explain some of the differences between the 11 sector frameworks. However, even if we make the comparison only looking at level 2 or level 3 there were still great differences between the sectors. Looking at level 2 trainees only, the two lowest paid sectors were: Early Years Care and Education (£78) and Hairdressing (£86). The two highest paid sectors were Electrotechnical (£160) and Customer Service (£155).

The net pay averages for Engineering Manufacturing and the Motor Industry, as shown in figure 4.2, are pushed up by the high proportion of trainees doing an Advanced Apprenticeship in these two sectors. Similarly, the average net pay for Construction and Business Administration are pushed down by the low proportion of apprentices undertaking an Advanced Apprenticeship.

Figure 4.2: Average net pay by Apprenticeship sector and level

Base: All respondents who receive pay (4599)

The figures at the bottom of the bars show the average net pay for apprentices doing level 2. The figures at the top of the bar shows the average net pay for apprentices doing level 3.



4.4 Distribution of the data

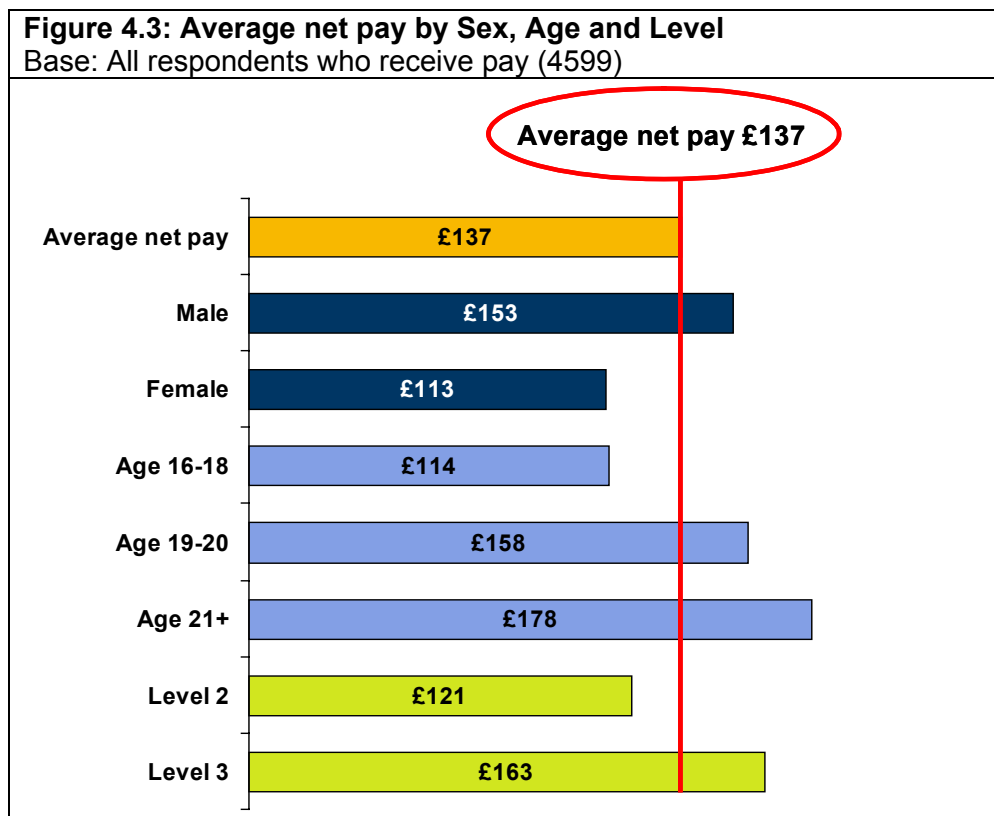
Table 4.1 shows the distribution of the data. The table describes the 10th, 50th, 90th percentile and the maximum pay for each of the 11 sectors. The first row in the table shows that the lowest paid 10 per cent of respondents working in Early Years Care and Education sector earns £40 or less, 50 per cent earn £80 or less, 90% earn £161 or less and the highest earner in this sector took home £220 per week. The 50th percentile corresponds to the median.

The overall median is £139 so just slightly higher than the overall mean (£137). It is interesting to note that the median for two sectors Early Years Care and Education and Hairdressing is £80. This means that half the trainees in those two sectors earn £80 or less.

Table 4.1: Percentile chart net pay				
Base: All respondents who receive pay (4599)				
Sector Framework	10th Percentile	50th Percentile (median)	90th Percentile	Maximum Net Pay
Early Years Care and Education	£40	£80	£161	£220
Health & Social Care	£50	£138	£200	£360
Retail	£55	£121	£184	£313
Hairdressing	£60	£80	£139	£205
Business Administration	£60	£130	£192	£478
Motor Industry	£80	£138	£195	£300
Construction	£80	£137	£200	£400
Customer Service	£87	£161	£220	£395
Hospitality	£91	£160	£220	£370
Engineering Manufacturing	£113	£161	£235	£344
Electrotechnical	£120	£180	£252	£390

4.5 Average net pay by sex, age and level

Figure 4.3 shows how the average net pay varies by sex and age. Pay rises for apprentices are typically linked to their age so it is hardly surprising to find that the average weekly take home pay is £114 for a 16-18 year old and £178 for those aged 21 and over. Trainees on a level 2 Apprenticeship receive £121 per week compared to £163 for trainees on a level 3 Apprenticeship.



4.6 The gender pay gap

Typically the wage of a female apprentice is 74 per cent of that of a male. In other words this means that the gender pay gap is 26 per cent, i.e. the average earnings for female apprentices are 26 per cent lower than for male apprentices. The pay gap between male and female apprentices can be explained by fact that there is a high level of gender segregation in many of the sectors. Men dominate in the traditionally more highly paid sectors such as the Electrotechnical, Construction, Motor Industry and Engineering Manufacture. Conversely women dominate the traditionally lower paid sectors such as Hairdressing, Early Years, Health & Social Care (see figure 2.1).

4.7 Gender gap within sector

Most of the 11 sector frameworks that we have looked at have such a small proportion of the opposite sex (see section on sample profile) that it has not been possible to carry out any within sector analysis to see whether there are any differences between men and women working in the same sector. The main focus of this study was to compare the pay levels between sector frameworks. In order to carry out within sector analysis a different sampling approach would have been required, whereby you oversample groups who are underrepresented.

However, there are 4 sectors where there is a more even split between the sexes: Hospitality, Retail, Customer Service and Business Administration. We have looked at the differences in weekly pay between men and women within each of these sectors (see Table 4.2).

Table 4.2: Average weekly pay by gender in Retail, Customer Service, Hospitality and Business Administration			
Base: All respondents in Retail, Hospitality, Customer Service and Business Administration (284, 336, 278, 418)			
Sector	Average weekly pay		Female earnings as percentage of male earnings
	Male	Female	
Hospitality	£169 (base 190)	£144 (base 146)	85%
Retail	£131 (base 117)	£116 (base 167)	89%
Customer Service	£168 (base 84)	£158 (base 194)	94%
Business Administration	£131 (base 113)	£124 (base 305)	95%

Within each of these four sectors male trainees earn more than female trainees. The difference is greatest in Hospitality and Retail where female trainees earn 85 per cent and 89 per cent respectively of what male trainees earn. The differences within these two sectors are significant at the 95% level, but the differences within Customer Service and Business Administration are not. These findings do not take into account any differences in the proportion of males or females being on a level 2 or level 3 Apprenticeship. There may also be other factors at play to explain why it appears as if women are paid less. The sector frameworks are broad and cover a whole range of different occupations; it is therefore possible that women, as well as being more likely to opt for the low paid sectors, are more likely to be in the lower paid occupations within a sector.

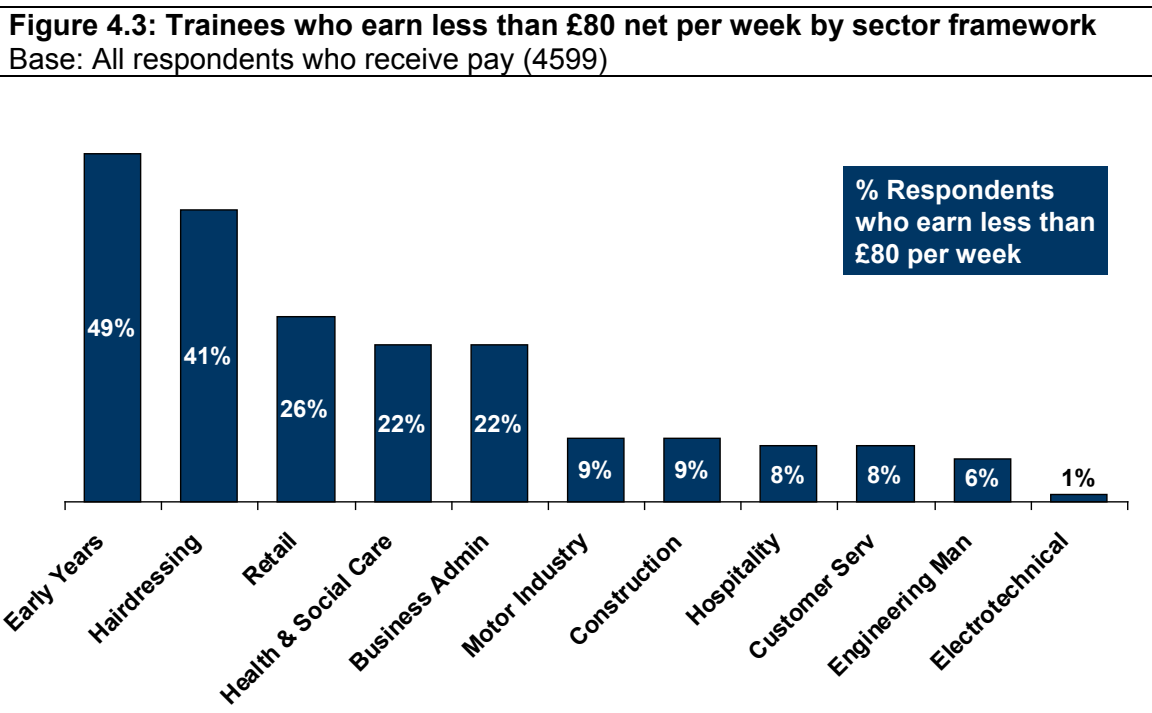
4.8 Lower pay

From August 2005, the Learning and Skills Council (LSC) will require its training providers to ensure that waged trainees receive a minimum level of pay of at least £80

per week. We took a closer look at the pay trainees at the lower end of the pay scale i.e. those who receive less than £80 per week in net pay. This includes trainees that only receive MTA.

Almost one in five (17 per cent) of all respondents earn less than £80 per week in take-home pay. The vast majority (81 per cent) of the low-paid trainees are aged 16-18. They are hence more likely to do be undertaking an Apprenticeship at level 2.

Just over seven in ten are women (72 per cent) and about three in ten are men (28 per cent). The chart below shows the proportion of trainees who earn less than £80 per week by sector framework. Low-paid apprentices are more likely to be working in Early Years Care and Education and Hairdressing. Almost half of the trainees (49 per cent) in Early Years Care and Education were paid less than £80 per week and the proportion of low-paid trainees in Hairdressing was 41 per cent.



4.9 MTA/Training allowance

A trainee following a course with a training provider, but who is not employed (i.e. do not receive pay from an employer) is entitled to a training allowance. The Minimum Training Allowance (MTA) is currently £40 per week but some apprentices may have this topped up by their training provider or employer. Just over one in ten (11 per cent) of respondents said they receive a training allowance, three-quarters (75 per cent) said

they did not receive any allowance and thirteen per cent were not sure whether they did or not. It is worth pointing out that not all respondents will be aware of whether they receive a training allowance or not. It may not be clear to them as the allowance could be paid via their employer or training provider. The relatively high proportion of respondents who said they did not know whether they received a training allowance or not indicates that there is some confusion amongst respondents about this issue.⁴

4.10 Trainees who only receive training allowance

Of the eleven per cent who did receive a training allowance the vast majority (83 per cent) also received pay i.e. the training allowance only formed part of their weekly income. However, for a minority of the trainees who said they receive a training allowance (17 per cent) the allowance constituted their only income. The average weekly training allowance received was £60. This figure is based on a small sample size (120 respondents) and should be treated with caution.

4.11 Who pays training allowance?

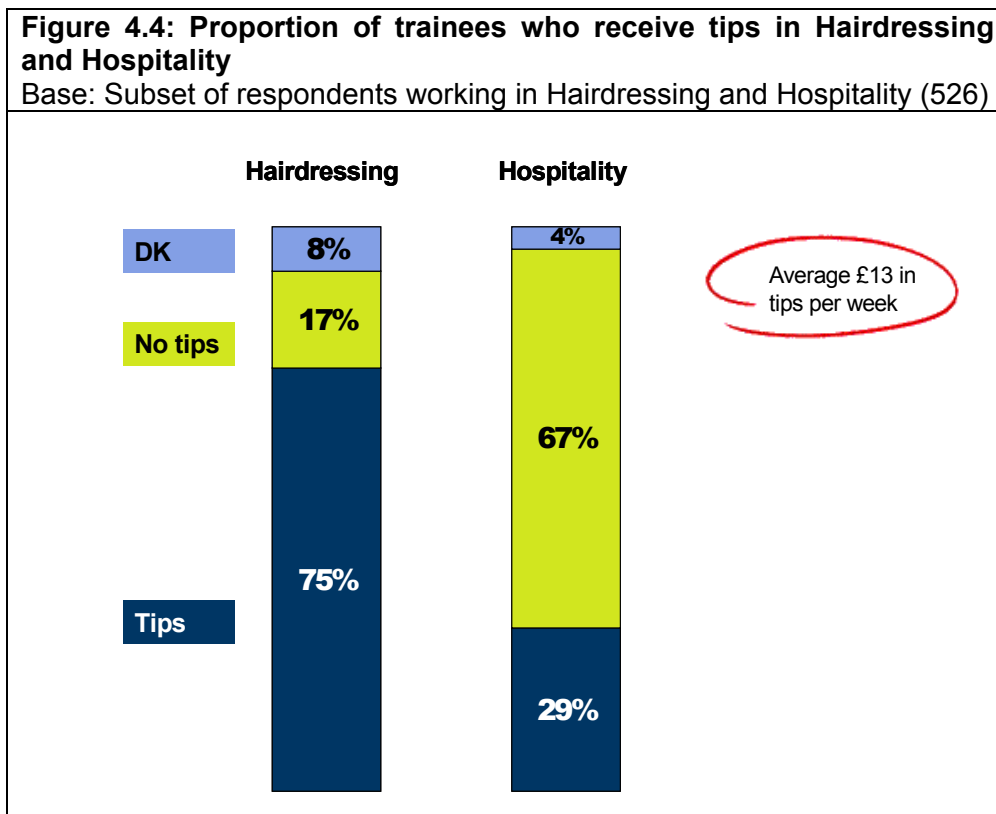
We asked all those who said they received training allowance who the allowance was paid by. The table below shows that most respondents receive their allowance from their employer (41 per cent) and the second most common answer was training provider (34 per cent). As we mentioned earlier, it may not be entirely clear to the trainee who is paying the allowance.

Table 4.3: Training Allowance	
Base: All respondents who receive a training allowance as part of their pay (484)	
Employer	41%
Training provider	34%
Both	19%
Don't know	5%

⁴ The DfES has commissioned a separate research project looking at the Minimum Training Allowance.

4.12 Tips

In certain sectors trainees may receive tips as part of their take home pay. We asked respondents who worked in Hairdressing and Hospitality whether they receive tips.⁵ The chart below shows that the majority (75 per cent) of trainees who work in Hairdressing receive tips as part of their pay. A significantly smaller proportion of apprentices in Hospitality receive tips (29 per cent). On average trainees who do receive tips get around £13 per week. The amount is very similar for both of these groups (£12.75 for Hairdressing and £12.90 for Hospitality). Hairdressing was the lowest paid sector but if we include tips in this calculation; this means that apprentices working in Hairdressing have a take home pay of £100 per week.

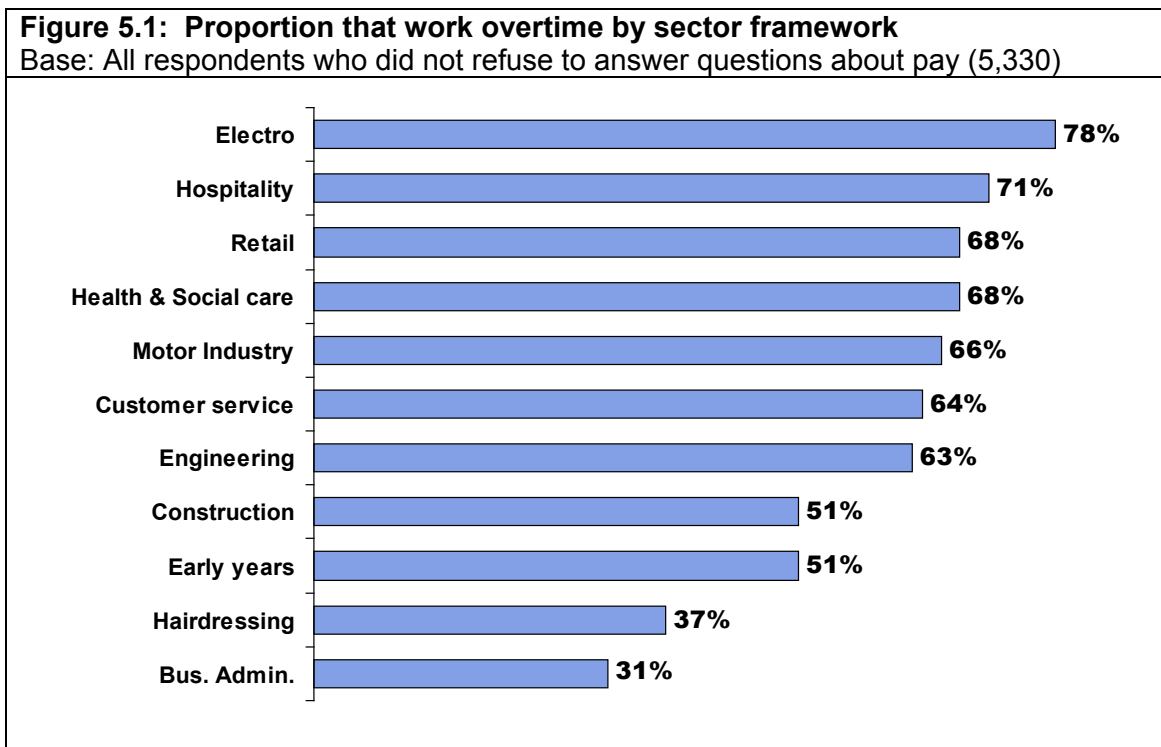


⁵ Only half the respondents working in Hairdressing and Hospitality sectors were asked questions about tips.

5 Overtime

All trainees except those who refused to answer the questions about how much pay they received were asked whether they work overtime. Over half (57 per cent) of all trainees said that they do overtime. Male trainees are more likely to work overtime than female trainees, (62 per cent vs. 50 per cent). It is also more common for the older apprentices to do overtime than for the younger ones.

Figure 5.1 shows the proportion of trainees in each of the 11 sector frameworks who ever do overtime.



After establishing how many apprentices ever do overtime, we asked them whether they got paid for the extra time spent working overtime. Overall, about seven in ten (71 per cent) said they got paid for the extra hours worked⁶. Figure 5.2 shows the proportion of trainees in each sector who get paid for the overtime they do.

⁶ It was not an aim of the survey to find out the hours spent working overtime every week (whether paid or unpaid). Asking these questions was to establish whether trainees worked overtime and if they were paid for the overtime worked. Trainees who were paid for working overtime were asked about how many hours of paid overtime in the previous week to set a suitable time reference period.

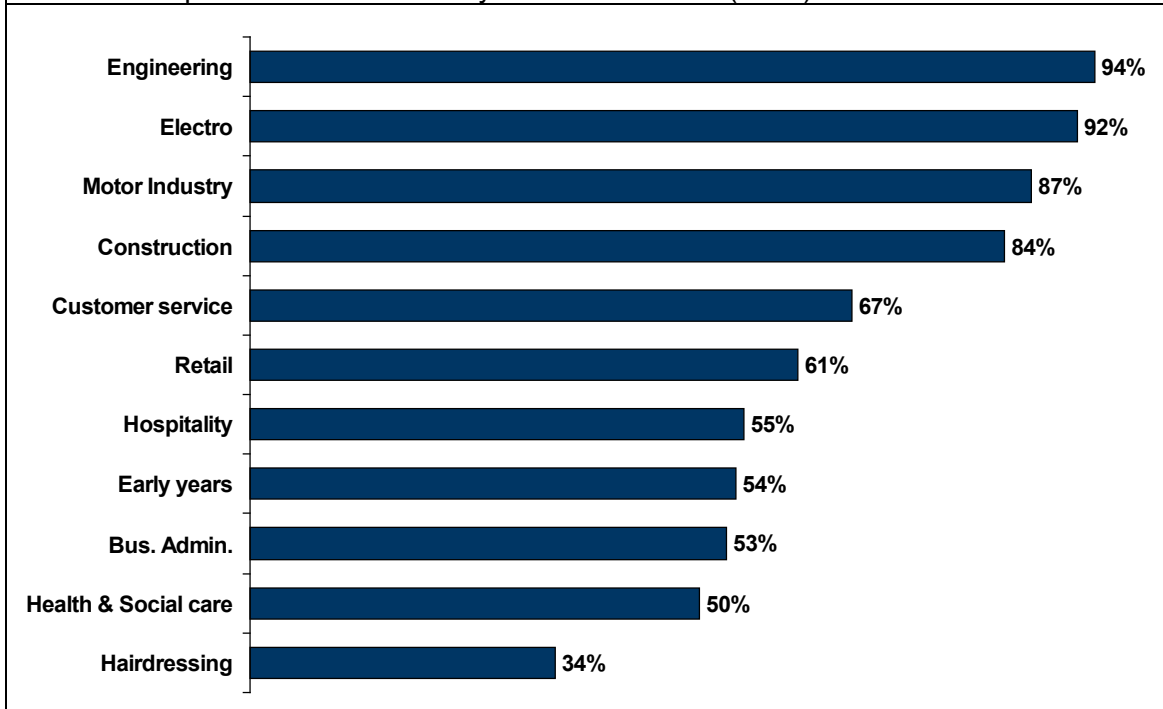
5.1 Variations by sector framework

Figure 5.2 shows that there are large variations between different sectors, trainees who are doing their Apprenticeship in Engineering Manufacturing, Electrotechnical, Motor Industry or Construction are most likely to be paid for doing overtime, 84 per cent or more said they got paid overtime were in these four sectors. The sectors that were the least likely to pay trainees for their overtime were: Health and Social Care (50 per cent) and Hairdressing (34 per cent).

The results show that apprentices do work overtime, but whether they get paid for this varies by sector. It is outside the scope of this project to offer explanations of why this is the case.

Figure 5.2: Proportion that are paid for the extra hours spent working overtime by sector framework

Base: All respondents who said they ever do overtime (3128)



5.2 Gender gap

About eight in ten, (83 per cent) of all male trainees who worked overtime got paid compared to only 52 per cent of female trainees. On the one hand this difference can easily be explained by saying that men work in sectors that pay overtime whereas women do not. On the other hand it is disturbing that young women working as apprentices are less likely than their male peers to be paid when they put in extra hours.

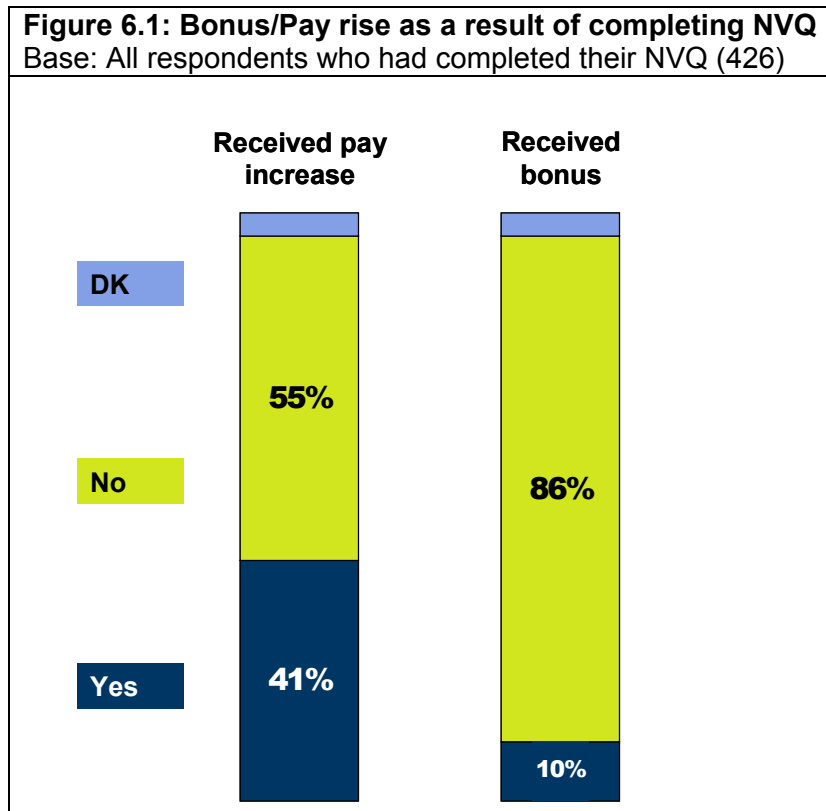
5.3 Hours of paid overtime worked in the previous week

Trainees who are paid for the overtime they work were asked how many hours of paid overtime they had worked last week. This was to establish a reliable time frame for respondents to refer to. Overall only 21 per cent of trainees had done paid overtime in the last week. Among these the average number of hours of paid overtime worked was just less than one and a half hours. Trainees in Electrotechnical and Motor Industry were most likely to have worked paid overtime in the previous week (38 per cent and 39 per cent respectively). Furthermore these trainees in Electrotechnical worked on average the most paid overtime in the previous week; almost three and a half hours.

6 Bonuses and pay rises

6.1 Pay rise or Bonus received when NVQ completed

About one in ten (8 per cent) of the apprentices had completed their NVQ component of the Apprenticeship framework. They were asked whether their pay had increased as a result of completing their NVQ and whether they received a bonus on completion of their NVQ.



The chart above shows that about four in ten (41 per cent) of trainees received a pay rise as a result of completing their NVQ. On average the pay rise they received was £4.70 per week.⁷ The majority (55 per cent) did not receive a pay increase at all. The sample size is not large enough allow for any further breakdown.

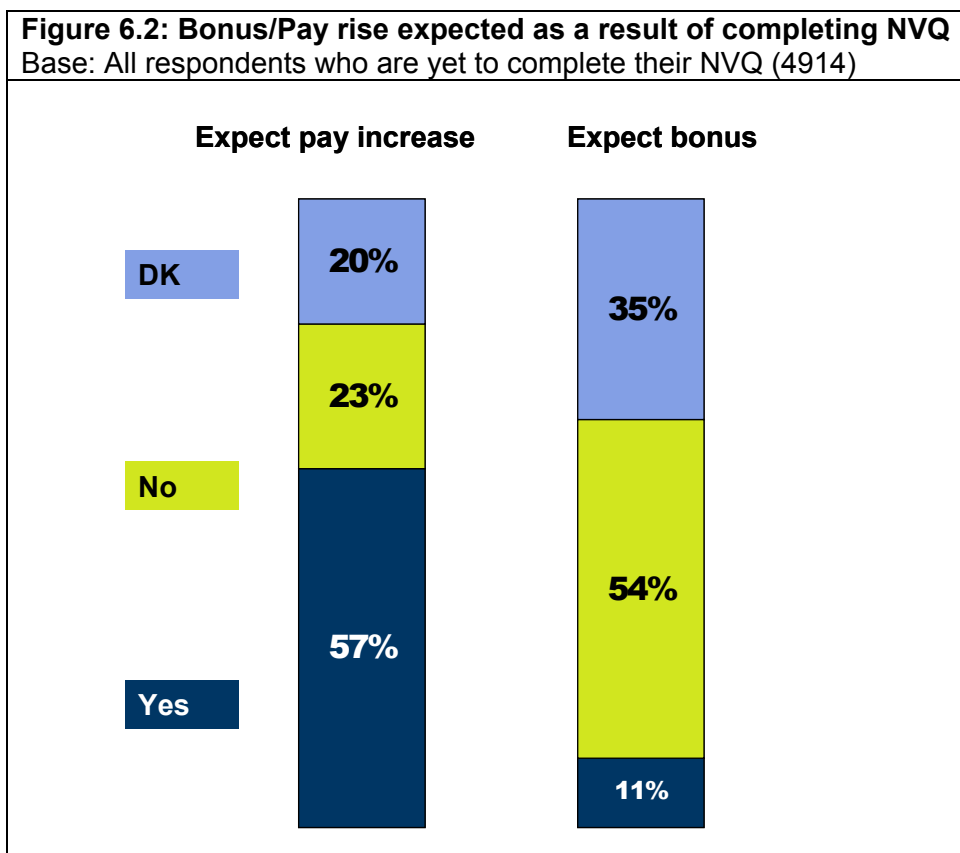
A relatively small proportion of the apprentices ten per cent of the trainees received a bonus when they completed their NVQ. On average the bonus amounted to £216. This figure is based on a sample of only 42 respondents and should hence be interpreted

⁷ This question was about the pay rise a trainee received after having completed the NVQ whilst still doing their Apprenticeship. It was outside the scope of this survey to estimate what trainees would be paid after they have finished their Apprenticeship

with caution. On average the bonus amounted to £216, the vast majority (86 per cent) of apprentices did not receive such a bonus.

6.2 Expected Pay rise or Bonus when NVQ completed

We also asked respondents who had not completed their NVQ whether they would receive a pay rise or a bonus as a result of completing their NVQ. This question is difficult for respondents to answer as this is an event that takes place in the future. Generally speaking, a larger proportion of trainees expected to receive a pay rise than actually received one (57 per cent vs. 41 per cent). Around one in ten (11 per cent) thought they would receive a bonus; this is in line with the number of apprentices who actually got a bonus upon completing their NVQ.



All respondents who expected to receive a pay rise were asked how much they thought they would receive per week. The vast majority said they did not know (89 per cent). For those who gave an answer the mean score was £32 per week⁸. This figure is based on a sample of 633 respondents. Compared to the rather modest weekly pay

⁸ We have removed answers above £100 per week to avoid the effects of outliers in the response.

rise of £4.70 that the trainees actually received; it appears as if many apprentices have more optimistic expectations about their future earnings.

Similarly, all respondents who expected to receive a bonus were asked how much they expected to receive in a one-off bonus. The average expected bonus was £202⁹; this is a similar figure to the results for those who had received a bonus. Again, the majority of respondents (64 per cent) said they did not know how much they would get.

The results from these two questions should not be interpreted as an estimate of what a trainee will actually receive as a bonus or pay rise when they complete their NVQ. The question captures more or less accurate guesstimates (or hopes) of what trainees expect to receive as a bonus or weekly pay rise. The large number of respondents who felt unable to answer these two questions also reflects the large degree of uncertainty about the answers to these questions.

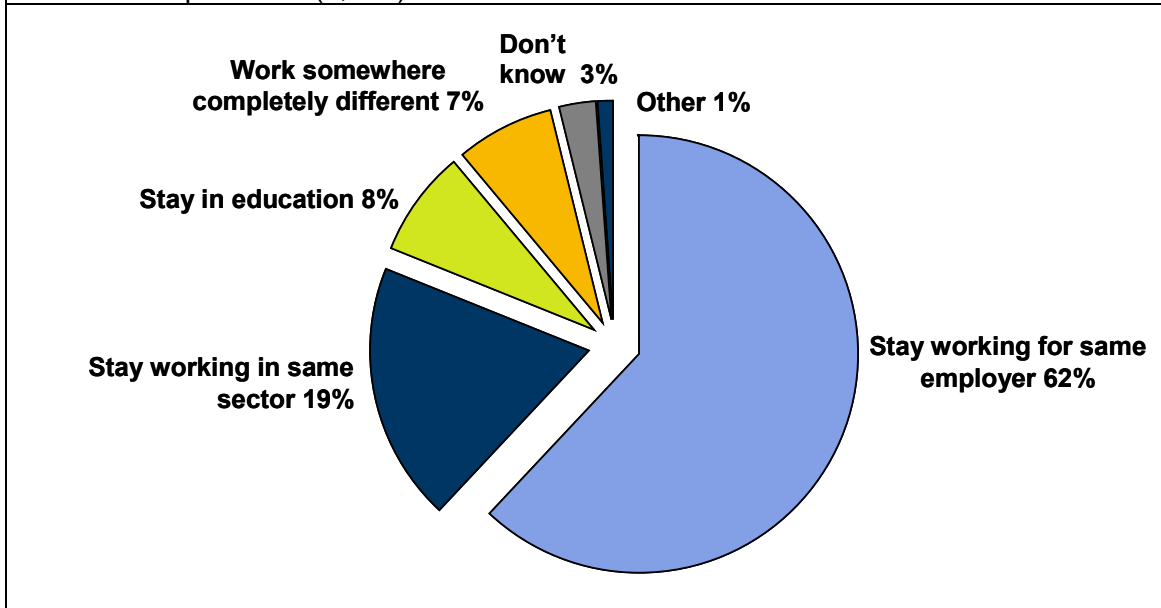
⁹ This estimate is based on a sample of 196 respondents.

7 Future Plans

Trainees were asked about what they planned to do once they had finished their Apprenticeship. They could select the statement that best described what they planned to do from the following: stay working for the same employer, stay working in the same sector, work somewhere completely different, stay in education or training, or something else. Those who said they would stay in education were asked about the type of education/ training programme they would do. Figure 7.1 shows the future plans overall for all trainees.

Figure 7.1: Future plans

Base: All respondents (5,461)

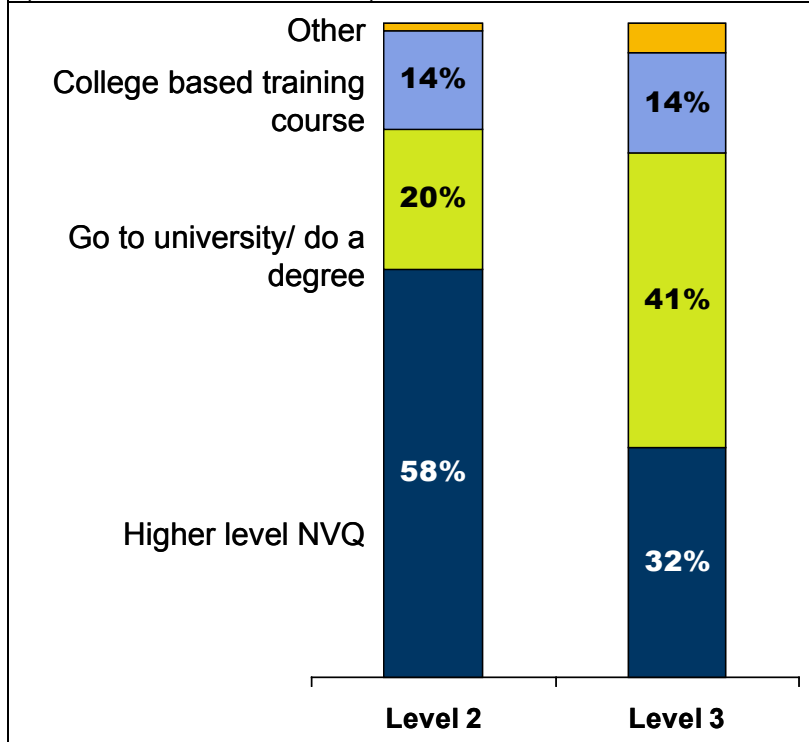


The majority of trainees (62 per cent) plan to continue working for the same employer once they finish their Apprenticeship, and a further fifth (19 per cent) plan to stay working in the same sector, which is a positive finding for the 11 sectors. Eight per cent plan to stay in education. The proportion planning to stay in education was similar among level 2 and level 3 trainees (9 per cent and 7 per cent respectively).

7.1 Staying on in Education

Of those who said they planned to stay on in education/ training, half (50 per cent) said they would take a higher level NVQ and a quarter (27 per cent) said they planned to do a degree. Other trainees said they planned to do other college based training courses including A-levels (14 per cent).

Figure 7.2: Staying on in education
 Base: All respondents who plan to stay on in education
 (Level 2: 330; Level 3: 160)



As might be expected trainees on a Level 2 NVQ who plan to stay on in education were more likely than those on Level 3 to say they would do a higher NVQ (58 per cent compared with 32 per cent). Trainees on Level 3 NVQ were more likely than those on Level 2 to say they planned to do a degree (41 per cent compared with 20 per cent).

8 Information about the survey

8.1 Fieldwork

Fieldwork ran from 7th Mar to 29th May, although this includes a break of four weeks in the run up to the General election. On the 7th March a small scale pilot was conducted to ensure that the questionnaire worked. Main stage fieldwork started on 8th March. The majority of interviewing took place over the weekend as this was the best time to speak to trainees.

8.2 Sample

Individual Learner Accounts for everyone taking an Apprenticeship were provided by the Learning Skills Council. The sample period was December 2004. Only the details of those who were willing to be involved in research were passed on. From this listing those taking an Apprenticeship in one of the 11 largest sectors were stratified by age, gender and region to ensure proportional representation.

One thousand people in each sector were sampled using a 'one in n' method. Each individual selected was sent a pre-notification letter to inform them what the survey was about and that they had been selected to take part.

8.3 Quotas

For each of the 11 sectors a quota of 500 was set. The overall target number of interviews was 5500. Over 75% of all apprentices in learning were within these 11 sectors. A breakdown of the proportion of trainees in each sector as a percentage of all trainees in the 11 sectors is shown below.

Framework sector	Proportion of trainees in sector
Engineering Manufacture	14%
Construction	12%
Hairdressing	12%
Motor Industry	11%
Business Administration	10%
Hospitality	9%
Early Years Care & Education	8%
Electrotechnical	8%
Customer Service	7%
Health & Social Care	5%
Retailing	4%
TOTAL	100%

In all, interviews with 5,500 trainees were achieved. Altogether 39 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 or level 3 Apprenticeship.

8.4 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 six and a half minutes.

8.5 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 B for further details on the weighting process.

9 Appendices

Appendix 1: Questionnaire

Appendix 2: Weighting

APPENDIX 1

Questionnaire

Introduction:

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

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 the DfES records you started working as an apprentice with your current employer <employer's name> in <e.g. September 2004>. Can I just check, is that right?

Yes
No
DK

IF NO

Q4: When did you start working as an apprentice for your current employer?
(READ OUT)

0-3 months ago
3-6 months ago
6-9 months ago
9-12 months ago
Over 12 months ago

ASK ALL

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

Yes
No

IF NO

Q6: Which sector framework is your apprenticeship or NVQ in?
READ OUT AND CODE

Business Administration
Early years and Education
Electrotechnical
Engineering Manufacture
Retailing
Construction
Hairdressing
Hospitality
Motor Industry
Health and Social Care
Customer Service
Other (specify)
Don't know

IF DK

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

OPEN-ENDED

ASK ALL

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

Yes
No

IF YES

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

Less than 1 month
1-3 months
3-6 months
6-9 months
9-12 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
DK

ASK ALL

Q11: 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 ?

Yes
No

IF YES

Q12: On average, how many hours a week do you spend getting **off- the-job** training?

Numeric Range

ASK ALL

Q13: On average, how many hours a week do you work for your employer?

Numeric Range

IF GETS OFF-THE-JOB TRAINING

Q14: Have you included time spent getting **off-the-job** training in this?

Yes
No
Some/ not others

IF SOME/ NOT OTHERS

Q15: How much of your **off-the-job** training have you not included?

Numeric range

ASK ALL

Q16: 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

Q17: 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

Q18: Do you receive any pay from your work as an apprentice?

Yes
No

IF YES:

Q19: How often do you get paid?
IF NECESSARY SAY: Do you get paid daily, weekly, monthly or per year?

- Daily
- Weekly
- Monthly
- Yearly
- Other (Specify)

IF YES AT Q18

Q20: And how much do you get paid per <day/week/month/year>? Please exclude any bonuses or tips or overtime.

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

- Numeric range
- Varies too much to say
- Refused

IF Q20=**NOT** VARIES TOO MUCH TO SAY OR REFUSED OR DK

(IF Q20= VARIES TOO MUCH TO SAY OR REFUSED OR DK, GO TO Q43)

Q21: And is that before tax and NI or after tax and NI i.e. is this the amount you actually get to take home or not?

- After tax /Net/ take home
- Before tax/Gross
- Don't know

ASK ALL EXCEPT IF REFUSED AT Q20

Q22: Some apprentices receive part of their pay from a training allowance or the Minimum Training Allowance. As far as you know, do you receive a training allowance or any other support linked to the apprenticeship?

- Yes
- No
- Don't know

IF YES AT Q22 AND NO AT Q18

Q23: How much training allowance/Minimum Training Allowance do you receive per week?

- Numeric Range

IF YES AT Q23 AND YES AT Q18

Q24: Did you include this training allowance in the pay you told me about?

- Yes
- No

IF YES AT Q23 AND YES AT Q18

Q25: Is this allowance paid by the....?

READ OUT

- Employer
- Training provider

Or Both
Other (Specify)
Don't know

ASK ALL

Q26: Have you completed your NVQ yet?

Yes
No
DK

IF YES AT Q26 ASK:

Q27: Did your pay increase as a result of you completing your NVQ?

Yes
No
Can't remember

IF YES AT Q27 ASK:

Q28: And by how much did your pay increase per <text substitution from Q19>?

Numeric range
Don't know

IF YES AT Q26 ASK:

Q29: Did you receive a one-off bonus when you completed your NVQ?

Yes
No
Can't remember

IF YES AT Q29 ASK

Q30: How much did you get?

Numeric range
Don't know

IF Q26=NO ASK

Q31: Do you know whether your pay will increase as a result of you completing your NVQ?

Yes
No
DK

IF YES AT Q31 ASK

Q32: And do you know by how much your pay will increase per <text substitution from Q19>?

Numeric range
Don't know

IF Q26=NO ASK

Q33: As far as you know will you receive a one-off bonus when you complete your NVQ?

Yes
No

DK

IF YES AT Q33

Q34: And do you know how much you will be paid as a one-off bonus when you complete your NVQ?

Numeric range

DK

ASK IF APPRENTICE IN HAIRDRESSING AND HOSPITALITY

Q35: Do you ever receive any tips from customers in your work as an apprentice?

Yes

No

Don't know

IF Q35=YES

Q36: Roughly how much do you get paid in tips?

Numeric Range

Q37: What period of time does this cover?

Per day

Per week

Per month

Per year

Other (specify)

ASK ALL

Q38: Do you ever work overtime?

Yes

No

Don't know

IF YES AT Q38

Q39: Do you ever get paid extra for doing overtime?

Yes

No

Don't know

IF YES AT Q39

Q40: How many hours paid overtime did you do last week?

Numeric Range

Q41: And how much do you get paid per hour for any extra time?

Numeric Range

SECTION D - Demographics

ASK ALL

This is the end of the survey I just want to ask you a few questions about yourself.

Q42: Which of the following statements best describe what you plan to do after you finish your apprenticeship?

READ OUT

- 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 Q42=Stay in education/training

Q43: And what type of education or training programme to you plan to take part in?

- Go to University/Do a degree
- Higher level NVQ/apprenticeship
- A-levels
- College based training course
- Other (Specify)

Q44: What was your age last birthday?

Numeric Range

Q45: INTERVIEWER CODE SEX OF THE RESPONDENT

- Male
- Female

THANK AND CLOSE

APPENDIX 2

Weighting

Quotas were set on 11 sectors. This was done to ensure that there were enough respondents in each sector to allow within sector analysis. In the unweighted data a sector represents just over 9 per cent. The actual number of trainees varies by sector so weighting was applied to bring the sectors back into proportion with the universe.

The weighting also took into account the proportion of trainees undertaking an Apprenticeship (Level 2) and an Advanced Apprenticeship (Level 3) within each sector. The table below shows the target weights applied.

TARGET WEIGHTS

Framework sector	Advanced Apprenticeship Level 3	Apprenticeship Level 2	Overall sector target weight
Business Administration	2.3%	7.6%	9.9%
Early Years	3.3%	4.4%	7.6%
Electro Technical	6.4%	1.3%	7.7%
Engineering Manufacturing	9.0%	5.1%	14.1%
Retailing	0.7%	3.9%	4.5%
Construction	1.8%	10.1%	11.9%
Hairdressing	1.6%	10.0%	11.6%
Hospitality	2.5%	6.8%	9.3%
Motor Industry	7.2%	3.9%	11.1%
Health & Social care	1.8%	3.7%	5.6%
Customer Service	2.1%	4.6%	6.7%
Overall level weight	38.7%	61.3%	100.0%

Secondly, a regional weight within sector framework was applied to try and eliminate any regional bias in the survey. The table on the next page shows the regional target weights applied.

The regions were split into the North, Midlands and South.

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

The Midlands include the following GORs: West Midlands, East Midlands and East Anglia.

The North includes the following GORs: North East, North West and Yorkshire & Humberside.

	Level 3	Level 2	Total
<i>Business Administration</i>			
South	0.50	2.01	
Midlands	0.71	2.39	
North	1.08	3.23	9.92%
<i>Early Years</i>			
South	1.30	1.41	
Midlands	1.03	1.45	
North	0.95	1.50	7.63%
<i>Electro Technical</i>			
South	2.13	0.54	
Midlands	2.03	0.43	
North	2.35	0.32	7.80%
<i>Engineering Manufacturing</i>			
South	2.36	3.34	
Midlands	3.74	0.85	
North	3.05	0.94	14.27%
<i>Retail</i>			
South	0.26	1.24	
Midlands	0.21	1.29	
North	0.18	1.24	4.42%
<i>Construction</i>			
South	0.54	2.68	
Midlands	0.44	2.95	
North	0.83	4.70	12.15%
<i>Hairdressing</i>			
South	0.43	3.64	
Midlands	0.47	3.08	
North	0.71	3.33	11.67%
<i>Hospitality</i>			
South	0.74	2.14	
Midlands	0.92	2.41	
North	0.73	2.00	8.95%
<i>Motor Industry</i>			
South	2.73	1.34	
Midlands	2.50	1.06	
North	1.97	1.57	11.17%
<i>Health</i>			
South	0.56	1.05	
Midlands	0.47	1.07	
North	0.78	1.51	5.44%
<i>Customer Service</i>			
South	0.52	1.19	
Midlands	0.71	1.58	
North	0.82	1.79	6.60%
TOTAL	38.73%	61.27%	100%

Copies of this publication can be obtained from:

DfES Publications
P.O. Box 5050
Sherwood Park
Annesley
Nottingham
NG15 0DJ

Tel: 0845 60 222 60
Fax: 0845 60 333 60
Minicom: 0845 60 555 60
Online: www.dfespublications.gov.uk

© Queen's Printer and Controller of HMSO 2005

Produced by the Department for Education and Skills

ISBN 1 84478 554 8
Ref No: RR674
www.dfes.go.uk/research