

## **APPRENTICESHIPS – career development opportunity for Young People**



## TABLE OF CONTENTS

<b>WHAT IS APPRENTICESHIP? .....</b>	<b>3</b>
<b>WHO CAN BE AN APPRENTICE? .....</b>	<b>6</b>
<b>WHO BENEFITS FROM APPRENTICESHIPS? .....</b>	<b>7</b>
<b>REASONS TO UNDERTAKE AN APPRENTICESHIP! .....</b>	<b>8</b>
<b>WHO CAN HELP ME FIND AN APPRENTICESHIP IN THE UNITED KINGDOM? .....</b>	<b>11</b>
<b>WHO CAN HELP ME FIND AN APPRENTICESHIP IN ROMANIA? .....</b>	<b>12</b>
<b>WHO CAN HELP ME FIND AN APPRENTICESHIP IN SPAIN? .....</b>	<b>12</b>
<b>APPRENTICESHIP JOB INTERVIEW - TIPS AND TRICKS .....</b>	<b>13</b>

## WHAT IS APPRENTICESHIP?

**Apprenticeship** is a successful form of **work-based learning** that eases the transition from education and training to work. Evidence suggests that countries with a strong Vocational Educational Training and apprenticeship system have lower levels of youth unemployment.

Apprenticeships formally combine and alternate company-based training with school-based education and lead to a **nationally recognised qualification** upon successful completion. Most often there is a contractual relationship between the employer and the apprentice, with the apprentice being paid for his work.



Apprentices learn **valuable workplace skills** in a professional environment, ensuring a greater degree of future employability. It is a win-win scheme for all: the company, the learner and the society as a whole.

Apprenticeship programmes are organized for different qualification levels established by the legislation in force.

The available qualifications for apprenticeship are different from country to country.

**Did you know that 2 in 3 apprentices land a job directly after their apprenticeship?**

This is highly valuable, knowing that 40 % of employers say they cannot find people with the right skills.

Through apprenticeships young people can get a foothold in the labour market and businesses can recruit people with the skills they need.

## **In a nutshell apprenticeships are...**

**Formal vocational  
education and  
training schemes**

**Combine company -  
based training with  
learning based in  
education or  
training institutions**

**Lead to a nationally  
recognized  
qualification**

## WHO CAN BE AN APPRENTICE?

### United Kingdom

- 16 or over
- living in England
- not in fulltime education
- people who already have a qualification at level 4 or higher are not eligible

### Spain

- 16-25 years old (extended to 30 years of age while the unemployment rate is over 15%)
- living in Spain
- not in full time education

### Romania

- 16 – 26 years old
- living in Romania
- not in fulltime education
- finished obligatory education

## WHO BENEFITS FROM APPRENTICESHIPS?

Apprenticeships benefit **companies, learners and society as a whole.**



Good-quality schemes make young people more employable (60-70% secure employment on completion).

They help companies build productive workforces too and training firms normally recoup their investment by the end of or shortly after the training period. Good apprenticeships also boost employment, reducing the need for welfare and increasing social inclusion.

## REASONS TO UNDERTAKE AN APPRENTICESHIP!

Apprenticeships gives you the opportunity to gain experience and become a professional in the field of work you desire to get involved within.

Besides this, why should you get involved in such a programme?

Because....

### **1. You learn while you earn a salary**

As an apprentice you will not only earn a salary but also have the same benefits of a full time employee as paid vacation leave, pension contributions and different facilities. Also apprentices are better paid in their first job.

### **2. No debt**

In most of cases, if you wish to follow university studies, you will have to pay fees.



company.

Most of the youngsters are taking on a loan in order to pay the fees.

### 3. Gain real experience

You will be able to work with real professionals that will help you during the program and explain you everything you need in order to gain the necessary skills and knowledge on a specific job. Besides that, you will be trained externally at a local college or a training

### 4. Improve your CV

More than 80% of apprentices declared that their career prospects improved due to undertaking an apprenticeship programme. Having practical skills attracts the employers

nowadays comparing to just having theoretical education, so they find a job quicker than their peers.

### **5. Build up your contact list**

An apprenticeship programme can take up to 3/4 years depending on the country where is implemented.

During this time you will have the opportunity to meet professionals in your area of work, build up a database with potential clients etc.

### **6. Gain a nationally recognized qualification**

At the end of your apprenticeship stage you will gain a nationally recognized qualification that will help you in your future career. As apprenticeships are available for a wide range of jobs across different industries, you have plenty of qualifications you can choose from.

## 7. No cost

An apprenticeship doesn't cost you a thing!

Sometimes, even the government is helping your employer with some costs, by funding a certain percentage of the costs he has with the implementation of the programme.

## **WHO CAN HELP ME FIND AN APPRENTICESHIP IN THE UNITED KINGDOM?**

The United Kingdom Government has good quality information on their site on finding an apprenticeship.

<https://www.gov.uk/topic/further-education-skills/apprenticeships>

## **WHO CAN HELP ME FIND AN APPRENTICESHIP IN ROMANIA?**

Agenția Națională pentru Ocuparea Forței de Muncă

[www.anofm.ro](http://www.anofm.ro)

## **WHO CAN HELP ME FIND AN APPRENTICESHIP IN SPAIN?**

El Servicio Público de Empleo Estatal (SEPE)

[www.sepe.es](http://www.sepe.es)

## APPRENTICESHIP JOB INTERVIEW - TIPS AND TRICKS

- Before the interview plan your journey! Make sure you know where that company is and how you can reach the place.
- Read the job description and understand it in order to be able to reply in a confident way the questions of the recruiter
- Prepare for potential situational questions the recruiter may ask you; "What would you do if..."; " Tell me about a situation when..."
- Research the company
- Think about your strenghts and weaknesses (3 strenghts, 1 weakness ) "What you can bring to that company?" is a common question asked by the recruiters.
- Dress accordingly to the apprenticeship programme you apply for
- Update your CV and certificates; make several copies
- Have a notebook and a pen with you
- Prepare some questions to ask the recruiters, but not just on wage and holiday leave.
- Try to get 15 minutes earlier;
- Introduce yourself to the recruiters

- Have good body language
- When you are asked questions elaborate the answer
- Speak clearly
- Bring notes with you; if you get stuck you can refer to them.
- Thank the recruiters and ask them for when you will get an answer



**APPLY NOW!**

Material realised within the project

**Enhancing Quality of Apprenticeship and Learning**

Funded by Erasmus Plus Programme and coordinated by Tinevo Development Limited

**2016-2-UK01-KA105-024830**

For more details about the project please contact us at:

E-mail: [tinevouk@gmail.com](mailto:tinevouk@gmail.com)

Facebook: EQUAL Project Erasmus Plus

[www.tinevo.uk](http://www.tinevo.uk)

*"The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein."*