

What should I do if I'm keen to take on a Modern Apprentice?

In the first instance, please contact the Soirbheas Community Development Officer Carol Masheter to discuss your application. You will then need to complete an Apprenticeship Grant Application Form and provide the supporting paperwork (outlined above and in the application form) and submit it to Community Development Officer.

Your application will be reviewed within 8 weeks of the grant deadline. For deadlines please see the Soirbheas website.

For more information on Modern Apprenticeships:

www.apprenticeships.scot/

www.myworldofwork.co.uk/getting-job/modern-apprenticeships

www.skillsdevelopmentscotland.co.uk/for-training-providers/modern-apprenticeships/

<https://www.youtrain.com/>



Support is available to assist a businesses in preparation for taking on an apprentice. To learn more about the Soirbheas Apprenticeship Grant Scheme contact:

Carol Masheter

Community Development Officer

Email: info@soirbheas.org

Mobile: 07514452783

www.soirbheas.org

Soirbheas is supported by:



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Soirbheas

Investing in the communities of Glen Urquhart & Strathglass

Guide for Employers

Soirbheas Apprenticeship Grant Scheme



A more vibrant, growing and greener community.

The Soirbheas Apprenticeship Grant Scheme

Soirbheas is a local charity that provides grants, investment and community support in Glen Urquhart and Strathglass. **Priority will be given to businesses primarily based or who serve Glen Urquhart and or Strathglass and to young people who reside in either Glen Urquhart or Strathglass.**

What is a Modern Apprentice?

There are 3 levels of apprenticeships: Foundation, Modern and Graduate Level. MA's are open to anyone aged 16 to 24 and who wishes to work towards industry recognised accreditation. MA's offer individuals training as a craftsperson or for a technical or managerial role whilst in paid employment.

Who is the scheme open to?

The scheme will be open to businesses and social enterprises who wish to develop or expand their business, provide new products or services or would like to increase their workforce by employing a modern apprentice aged 16 – 24..

Your business must be largely based or serve Glen Urquhart and or Strathglass and the apprentice must also reside in either Glen Urquhart or Strathglass.

How long does an MA take?

The length of an apprenticeship varies depending on the skills of the young person, the qualification being obtained and the industry sector the apprenticeship is in. Generally, apprenticeships take between one to four years to complete.



What qualifications are possible?

It is hoped the apprentice will achieve a nationally recognised/ industry standard qualification to, at least, SVQ level 3. Some MA qualifications are even at the same level as a Scottish university degree.

Getting started

Skills Development Scotland (SDS) or the relevant construction industry will be the first port of call for setting up the apprentice's training and will they normally cover all of the training cost if the young person is 16 – 19. If over 19 they may only pay 50% of the training. *For apprentices over 25 there is government support for some MA's in key sectors while others need to be funded by an employer who is willing to pay for the training.

This Soirbheas Apprenticeship Grant scheme is not intended to replace any existing schemes run by SDS or industry where support usually takes the form of course fees, cost of travel and accommodation when attending courses.

How much funding is available?

The Soirbheas Apprenticeship Grant Scheme will help towards paying a wage, travel, accommodation (when attending college if relevant), equipment and training of an apprentice. The maximum amount of financial support to any business over the duration of an apprenticeship period is £22,500 over the maximum of 3 years. The final amount will vary depending on the context and the needs of each business, the apprenticeship being undertaken and availability of other funding. The scheme will pay a maximum of 80% in year 1, 60% in year two, 40% in year 3 of the wage costs. Plus, up to £1,000 towards equipment directly for the benefit of the apprentice.

The employer must pay a salary rate of at least 20% above the minimum starting wage (from 1 April 2019 the minimum starting rate is £3.90 ph for apprenticeship under 19 or over 19 in their first year of their apprentice <https://www.gov.uk/national-minimum-wage-rates>)

The scheme will be open to businesses that can demonstrate a strong commitment to hosting a modern apprenticeship and providing a supportive pathway. Grants will be subject to conditions and quarterly reporting. VAT is not an eligible project cost unless you are unable to reclaim VAT.

Support from the Soirbheas Grant funding is in addition to that provided by any industry governing bodies such as SECTT or SNIPEF which the applicant is asked to declare on the application form.