

Apprenticeship FAQ – Apprentice

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Am I able to apply on this website?

Apprenticeships in the NHS are often advertised on the [NHS Jobs](#) website where you can also sign up to receive relevant notifications and make applications. Click below to search for apprenticeship vacancies in the NHS.

Or you can browse the live vacancies (includes apprenticeships in all sectors) and apply through the Government's [Find an Apprenticeship](#) website.

You can also search for apprenticeship vacancies on the UCAS website: <https://careerfinder.ucas.com/jobs/apprenticeship/>.

The [Find apprenticeship training for your apprentice](#) website lists which training organisations are offering each apprenticeship standard. You may find it helpful to contact your local college or training provider directly to make enquiries about the apprenticeships they offer.

APEL and RPL - does previous experience count?

Accreditation of Experiential Learning (APEL) and Recognition of Prior Learning (RPL) is something each apprentice will need to discuss with their chosen training provider as it is normally arranged on a case-by-case basis. It will only be possible to acknowledge it if the apprenticeship will still provide at least 12 months of new learning for the apprentice.

Are apprentices paid?

Yes, all apprentices must be aged 16+ and will receive a wage of at least £6.40 an hour. Pay is determined locally so it may be higher but cannot be lower than this amount.

[Read more about apprentice pay here.](#)

Can I apply if I already hold a degree?

Yes, you can apply for an apprenticeship even if you already hold a degree. However, to receive funding your employer must prove that the training provided is developing skills that you have not already learned at university when taking your first degree. Your apprenticeship has to contain at least 12 months of new learning for you.

Do I have to pay for my apprenticeship?

No, your employer will pay your salary and any course fees for the apprenticeship. But you will need to pay for your own travel and subsistence.

Does my local university offer apprenticeships?

Universities make a decision on which apprenticeships to provide based on a number of local factors including demand for places from employers. The Apprenticeship Provider and Assessment Register (APAR) lists apprenticeship education providers, use the [Find apprenticeship training for your apprentice](#) page to find providers. You may also wish to contact your local universities and ask directly if they plan to offer the apprenticeship you are interested in. They may still be in the process of applying to the Register and therefore not yet be visible on the list.

How do I get my employer involved?

If you are currently employed in a healthcare role, you may find it helpful to speak to your training department and find out what the organisation's approach to apprenticeships is. Please note that in most instances applying for apprenticeships is a competitive process. You would have to meet the entry requirements of both your employer and the training provider and be successful through the application process.

How long does an apprenticeship take?

An apprenticeship must be at least 12 months long. You can see the usual duration of the apprenticeship in each standard document. Some apprenticeships last for longer and, typically, degree apprenticeships last 36 – 60 months. Even if an apprentice has relevant prior learning the apprenticeship must still provide at least 12 months of new learning for them to be eligible for an apprenticeship in that occupation.

Is there an age limit?

Apprenticeships are open to anyone over the age of 16 who is living in England and is not in full-time education. There is no upper age limit.

Maternity leave

An apprentice may be eligible for maternity leave if they meet the service and earning conditions. You can find information on apprenticeships and maternity leave on the [Working Families website](#).

What are the entry requirements?

Entry requirements are set by individual employers and training providers. Unfortunately, we are unable to give you individual advice about your circumstances so instead you should check what the entry requirements are for each apprenticeship vacancy that you apply to. You should be able to find these details in the job advertisements, job descriptions or person specifications that the employers

provide or in the training provider's prospectus. Entry requirements include things like: your work experiences to date, the academic qualifications you hold or are working towards, international qualifications you have taken and your levels of English and maths. Many health occupation apprenticeships are at degree level. For these you will usually need to have already achieved your English and maths and attained a certain academic level prior to applying. Your employer and university provider will be able to give you more details about the exact requirements for the apprenticeship you are interested in.

What is a 'degree' apprenticeship?

At the end of a 'degree' apprenticeship, you will receive a full degree, equivalent to those awarded to students on a full-time academic programme. Degree level apprenticeships enable you to be employed as an apprentice whilst completing your degree programme. This may appeal to people who may not otherwise have seen university as a viable option. You will still need to meet the academic entry requirements set by the university as well as being selected by your employer to do the apprenticeship. This is because you will have to study at the same level as all other students and need to be able to cope with the academic as well as the practical demands of the apprenticeship. A common misconception is that a degree apprenticeship is not as challenging as a 'normal' degree. This is not the case – you will have to work equally hard to get your degree!

When will the apprenticeship be ready?

Apprenticeship standards usually take about 9 to 12 months to develop. They are only ready for delivery once the Institute for Apprenticeships and Technical Education has approved the standard and the end point assessment plan and assigned a funding band. After that training providers and end point assessment organisations need to register. Then the training providers need to put together their course content and employers need to advertise vacancies. This can often mean there is a delay between a standard 'being approved for delivery' and being open for starts. Vacancies are usually advertised locally, on [NHS jobs](#) or the government [Find an Apprenticeship](#) website.

Who is offering the apprenticeship?

There is usually a delay between apprenticeship standards being developed and providers being ready to deliver the programme. This is because they need time to apply to [Apprenticeship Provider and Assessment Register \(APAR\)](#) and prepare the course content and resources. Employers also need time to prepare for the apprenticeship and recruit apprentices.

Once available vacancies are usually advertised locally, on [NHS jobs](#) or the government [Find an Apprenticeship](#) website.

