



Information for employers

States Registered
Apprenticeship Scheme

What's been happening?

During the last two years, the College has been working in partnership with employers and other key stakeholders to complete a comprehensive review of the scheme. The aim of the review was to ensure that we continue to meet the needs of all our local industries and support them by providing a fit for purpose, skilled and professional workforce.

What were the findings?

The review highlighted that additional industry sectors would benefit from apprenticeships. Building on the foundation of the current apprenticeships, these newly identified sectors have justified their need and readiness for apprenticeship provision. Employers are committed to supporting employees to complete professional qualifications that support the development of skills and expertise in their businesses, and meet local economic requirements. These sectors include, but are not limited to: Retail, Care, Recycling, Business, Small Animal Care and Dental Nursing.

This has led to the creation of The Guernsey Apprenticeship.

Employers expressed a desire to work closely with the College in the recruitment of apprentices and would welcome the development of a partnership approach to applications going forward.

We embrace this change and are currently developing an application model to support the recruitment process for both employer and apprentice alike. We will be looking for feedback on the proposals in the coming months and ask for any interested parties who wish to be involved in this piece of research to contact the apprenticeship team.

Employers have identified that it could be favourable to have the option to fast-track an apprentice through their qualifications, if the employer and the College are supportive of this approach.

Working with employers, we have already been able to consolidate the number of years of some of the current apprenticeship programmes as well as reviewing the level and content of qualifications on offer. This has helped to bring them in line with industry standards as defined by employers, and more work continues to be done in this area.

The necessity to equip all our learners with a level 2 qualification in English and maths was strongly voiced by all sectors.

Employers were very clear how vital these essential skills are to their business, and for their apprentices to achieve recognised levels of functional literacy and numeracy by the end of their apprenticeship in order to best prepare them for their future careers. The College has acted upon this and has put in place plans to ensure any apprentice can gain these qualifications. A pilot programme will commence shortly after the October half term, with full implementation from September 2019. It should be noted that this will have minimal impact on the days the apprentice is available to attend work.

Employers considered the two main aspects of the grant: the financial value and the need for it to remain available.

A working group was created with representatives from our existing employers across all the sectors we currently serve, as well as future potential employers from new industry areas, representatives from the States of Guernsey along with staff from the College of Further Education.

The review established that not all employers required the grant. However, in order for some employers to continue to be able to support an apprentice, a grant still needs to be available. The working group recognised this and identified that the first two years were a crucial training period for the employer. After this time, the apprentices start to contribute significantly to the business and the economic benefit could be clearly seen.

Following significant research, the grant has been simplified to a standardised amount of £1,500 per year for the first two years of an apprenticeship. A simple grant application system will be introduced in 2019. The application will need to meet key criteria and will be assessed on its merits against a point-scoring matrix system. This system will be developed by the Grant Aid Committee, of which we are currently seeking expression of interest for new members.

It is important to note that for all employers who currently have an existing apprentice (including those that enrolled in September 2018) the old grant aid model for employers will remain in place until the completion of their qualifications.

Have your say and get involved

We are committed to working in partnership with employers to monitor and review the new apprenticeship scheme. If you would like any further information or would like to submit an expression of interest to be involved in these developments or the work of the Grant Aid Committee, please get in touch:

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