

Higher apprenticeships and degree apprenticeships

FAQs - employers

What exactly are higher and degree apprenticeships?

Higher and degree apprenticeships are:

- industry-led training programmes that incorporate higher level qualifications (HND, FD, bachelor's and master's)
- work-based programmes where an employed apprentice can learn skills directly relevant to their employment
- a combination of practical know-how and academic knowledge.

Trailblazer groups of employers, professional bodies and universities have written standards for these apprenticeship roles, tailored to meet employer needs.

Find out more about higher and degree apprenticeships [here](#).

Are apprenticeships just for school leavers?

There is no upper age limit – higher and degree apprenticeships can be undertaken by anyone over the age of 18.

Training costs for employers may vary for individuals depending on their age but an apprentice does not need to be someone young or someone new to your organisation.

Aren't apprenticeship qualifications only equivalent to GCSE level?

There are different levels of apprenticeships. Higher apprenticeships incorporate qualifications that are equivalent to a HNC, HND or foundation degree (levels 4 and 5). Degree apprenticeships incorporate a bachelor's or master's degree (level 6 and 7).

How much time will my apprentice need to spend at university?

Apprenticeships involve work-based learning and a mix of on- and off-the-job training. Studying for their apprenticeship will take your employee the equivalent of 20% of their working week – the amount of this time which is physically at university varies from programme to programme

How do I take on an apprentice?

An apprentice does not have to be a new appointment. The scheme is an ideal way for you to up-skill your staff or support them into new roles in your organisation. You can advertise your apprentice vacancies on the [Find an Apprenticeship](#) website.

What are the benefits for employers?

Benefits to you include:

- increasing your future productivity
- keeping your business up-to-date with the latest knowledge and innovative practice
- delivering on-the-job training to employees tailored to your business needs
- apprentices can tackle skills shortages by filling higher level skill gaps
- develop existing staff by offering support and a fresh perspective
- find talented new staff members
- take advantage of government funding
- recoup levy payments (if you pay the levy).

What will it cost me and what funding will I receive, as an employer?

(Please note: This information is correct at August 2016, but is subject to change from May 2017 under new government funding proposals)

You can receive up to two-thirds of the total fees from government funding to train employees on a higher or degree apprenticeship programme. You pay the remainder.

You may also be eligible for further government incentive grants (see table below).

You are required to pay the apprentice a wage or salary and any other employment related costs.

How does it work at Teesside?

See below for what you could expect to pay and the incentives you could be entitled to. These costs are for a full apprenticeship; in some cases course duration may be shorter because of qualification levels.

	Health Assistant Practitioner Higher Apprenticeship	Chartered Manager Degree Apprenticeship	Embedded Electronic Systems Design Engineer Degree Apprenticeship*
Full cost (over whole apprenticeship)	£7,900	£27,000	£27,000
Total government contribution	£3,950	£18,000	£18,000
Total employer contribution	£3,950	£9,000	£9,000
INCENTIVE PAYMENTS			

For recruiting an 18-year-old	Full cost funded by government	£5,400	£5,400
For successful completion ¹	N/A	£2,700	£2,700
SMEs <50 employees	£1,500 (for a 16-24 year old)	£2,700	£2,700
Tees Valley SMEs recruiting 16-24 year old ²	£3,500	N/A	N/A
			*The figures in this column relate to students taking 360 credits. For students with a HNC/D or Foundation Degree admitted at year 2 level the figures that apply would be on a pro-rata basis.

What is an Apprenticeship Agreement and why do I need one?

All apprentices must have an [Apprenticeship Agreement](#). This states the responsibilities between you as employer, Teesside University as training provider and the apprentice.

What higher and degree apprenticeships are available at Teesside University?

We are currently offering:

- ⇒ [Health Assistant Practitioner Higher Apprenticeship](#)
- ⇒ [Chartered Manager Degree Apprenticeship](#)
- ⇒ [Embedded Electronic Systems Design Engineer Degree Apprenticeship](#)

Coming soon

We are also rapidly developing more employer-led higher and degree apprenticeships in areas that include digital technologies, additional engineering pathways (such as mechanical), health and social care, law, logistics and journalism and are also keen to hear from you about your ideas for apprenticeships within your sector.

Find out more

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¹ When an apprentice has successfully completed and passed their end-point assessment, the University has updated the ILR and certification has been claimed by the end-point assessor.

² Applies to SMEs (with <250 employees) for limited period for framework HAs only in Tees Valley. N.B. The SME <50 grant cannot be claimed in addition to the TV grant.