



**HADLOW
COLLEGE**

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APPRENTICESHIPS

AT HADLOW COLLEGE



Apprenticeships

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The benefits of an apprenticeship programme are far-reaching and have a positive effect on all involved.

Apprenticeships can offer you the chance to leave school at 16 and go straight into work, or improve your skills if you're already in work. This brochure and our case studies show why so many businesses are employing apprentices and the progressive influence they have on their organisations.

Hadlow College houses land-based training and qualifications that are offered at intermediate and advanced levels in a range of agriculture, horticulture, food, drink and brewery settings. The programmes we offer will provide a solid foundation of skills and knowledge to build a career in the apprentice's chosen field.

The Government has identified apprenticeships as a huge growth area for training and up-skilling staff also, as well as a key progression route after GCSEs.

*i*

92% of apprentices in work said their apprenticeship helped further their career.

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WHAT IS AN APPRENTICESHIP?

Apprenticeships offer you the chance to leave school at 16 and go straight into work so you earn while you learn and establish a valuable career path, gaining real on-the-job experience.

Many young people leave school or university without any real work experience. An apprenticeship gives you the experience that employers need, it improves your employability, and makes you an ideal candidate for employers when they're looking for newly qualified and skilled staff.

You can start an apprenticeship at any age, not just 16, and with any level of qualifications. If you're already in a job, changing to an apprenticeship programme with your employer can help you develop your skills and increase your chances of promotion and career progression. If you have qualifications above GCSEs, you may be able to start an advanced or higher level apprenticeship depending on the apprenticeship programme and the job role.

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(i) Information correct at time of printing. Please visit www.hadlow.ac.uk for up to date information.



THERE ARE TWO LEVELS OF APPRENTICESHIP AVAILABLE

We can advise you and your employer which level to undertake depending on your qualifications and the needs of the business. You can work through each level as you qualify if you want to. If you're already in work and want to gain more skills, speak to your employer about changing to an apprenticeship and we can advise which is the best apprenticeship programme for both you and your organisation.

- **Level 2:** Equivalent to five GCSEs at grade 9-4
- **Level 3:** Equivalent to two A-Levels
- **Higher Level 5:** Equivalent to an HNC, HND or Foundation Degree

HOW DO I APPLY FOR AN APPRENTICESHIP?

Firstly, you must find an apprenticeship before you start your training programme with us. If you have an organisation ready to take you on as an apprentice, call us to arrange setting up an apprenticeship training programme with you and your employer.

If you are looking for an organisation who can offer you an apprenticeship, there are plenty of vacancies advertised on our College website. Check for vacancies on **www.hadlow.ac.uk**

Or you can visit **www.gov.uk/apply-apprenticeship** for vacancies available nationally and apply online. You'll need to set up an account to use this service, but it's very simple and easy to navigate.

Once you've applied you will go through a normal interview process with the employer. Usually the employer will already have set up the training programme with us before this stage, but if not we can help both you and your employer with the apprenticeship training programme.

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APPRENTICESHIPS WE OFFER

We offer a wide variety of apprenticeships based in specialist training facilities ranging from Greenkeeping to Crop Technician and more!

Please visit our website for full details of our apprenticeship offer.

www.hadlow.ac.uk/apprenticeships



**Scan me to be
directed to our
apprenticeships page**

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Over 90% of apprentices currently go into work or further training.

FREQUENTLY ASKED QUESTIONS

Who can I speak to about which apprenticeship suits me?

We have a dedicated Apprenticeship Team available to supply you with information, advice and guidance. Please contact us on **01732 850551** or email **headofapprenticeships@northkent.ac.uk**

How many hours a week do I study and then also work?

You will work and study for a minimum of 30 hours per week. Attendance at college can be one day a week, one day a month, one week each month, block release, or entirely in the workplace, depending on your occupation. You will be paid for both the hours you work and the hours you study. The programmes can also be flexible depending on your employer's requirements

How long will it take me to qualify?

Each apprenticeship training programme, known as a Standard or Framework – can range from one year, to four years, this is dependent on the occupational area and level of qualification.



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Can I become an apprentice if I'm already working?

Yes – apprenticeships are a great way to gain additional skills and qualifications to help you get promoted and you can stay in your existing job while you train. Just speak to your employer about apprenticeship training and call us for further details of how you can transfer to an apprenticeship.

What are the costs?

There are no costs for training for the apprentice (or their parents), apart from normal travel to work, tools, clothing and equipment costs that any employee would pay.

Training costs for apprentices are funded by employers through their 'Apprenticeship Levy'. This Levy requires all employers operating in the UK, with a pay bill over £3m each year to invest in apprenticeships. For smaller companies who don't pay the Levy, training is funded (or part-funded) by the Government. Our Apprenticeships Team can assist your employer with advice about the Levy or training funding. Please call us on **01732 850551** and ask for the Apprenticeship Team or email:

headofapprenticeships@northkent.ac.uk

How much will I get paid?

Pay depends on the Apprentice National Minimum Wage. Apprentice's minimum wage from April 2021 is **£4.30 per hour** (with plans to rise to £4.81 per hour in April 2022) if under 18 and in the first year of your apprenticeship. This rises if you are over 18 and when you progress into your second year. For example, a 22 year old apprentice in their 2nd year would be paid a minimum of **£8.36 per hour** (April 2021). The National Minimum Wage changes regularly; for current information please visit: **www.gov.uk/national-minimum-wage-rates**

KEY BENEFITS OF AN APPRENTICESHIP

- ✓ **Earn a salary**
- ✓ **Get paid holidays**
- ✓ **Progress your career**
- ✓ **Sought after qualifications**
- ✓ **Learn job-specific skills and training**

If you or your employer need any help and guidance you can contact the NKC Apprenticeship Team on **01732 850551** or **headofapprenticeships@northkent.ac.uk**

We can offer the following FREE services to employers:

- Help regarding the Levy and funding
- Training needs analysis
- Apprentice recruitment service
- On-going dedicated support



Apprenticeships have helped to train 7% more females into STEM (Science, Technology, Engineering and Maths) roles.

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Vincent DeMarzo
Level 2 and 3 Golf
Greenkeeping
Barnehurst GC

"I never dreamed of being in such a role 5 years ago as an apprentice, and I'm proud to have worked up right through the spectrum"

What happened after your apprenticeship?

"I also enjoyed a 6-month seasonal role in Australia at The Lakes learning all about warm season grass. I have recently undertaken a new role as Deputy Head at The Belfry. ."

Charlie Burrage
Level 2 and 3 Sports
Turf
Millwall F.C

"The advice I would give to new apprentices joining the industry is to ask questions! "

What happened after your apprenticeship?

"Since completing my Level 3 I've earned a promotion to Assistant Head Groundsman. After 2 years in this position I was thrilled to accept the Head Groundsperson role."

Connor Lang
Level 2 and 3 Golf
Greenkeeping
Kauri Cliffs Golf Club

"I had the qualification which allowed me to go and explore different adventures."

What happened after your apprenticeship?

"After I completed my apprenticeship I got the opportunity to go and work at Kauri Cliffs Golf Club in New Zealand for 6 months which was an amazing experience."



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