

What are the benefits of taking on an apprentice?

A CITB Apprentice can be a real asset to your business and will also give you an opportunity to pass on knowledge and skills to the next generation of construction workers.

Taking on an apprentice could also result in the following benefits:

Financial support

Grants are available to companies who are registered with CITB, even those who don't have to pay levy.

A broader range of skills

Apprenticeships are practical work-based training programmes developed by the construction industry to help plug any skills gaps that might exist in your company.

A more productive workforce

Taking on an apprentice can lead to a valuable and enthusiastic new addition to your workforce. Every year we have a lot of interest from young people keen to make a future for themselves in construction. You'll see a real difference in your productivity – over 80%* of employers agree that apprentices make their workplace more productive.

Time to grow your business

An extra pair of hands can give you more time to grow your business. Many clients, particularly in the public sector, want to see evidence of a commitment to Apprenticeships, which could also help you to meet any Community Benefits clauses.

Structured training

Apprenticeships offer a structured training programme for your apprentice, combining compulsory college study with on the job training.

Respected qualifications

As well as working on core skills like dealing with customers and working out costs of materials, Apprenticeships in Scotland lead to respected qualifications – SVQs, which prove that the standards of work expected in the industry have been met.

* Source: The National Apprenticeship Service.



For more information or to register an apprentice vacancy visit citb.co.uk/apprenticeships



BENEFITS OF CITB APPRENTICESHIPS

To discuss Apprenticeships contact your local Apprenticeship Officer

Email:

Phone:



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There are many reasons for taking on an apprentice through CITB. We are the UK's largest provider of construction apprentices. We will support you throughout the process and ensure that your business obtains the funding that you are entitled to.

CITB Apprenticeships:

- 1 Work closely with industry to ensure that our **Apprenticeships are employer-led**
- 2 **Help you access the £10,250** of available grants that registered CITB employers are entitled to
- 3 **Pay all** college, awarding body and examination fees
- 4 May also pay for **travel costs and lodgings**
- 5 **Has dedicated Apprenticeship Officers** who support both employers and applicants
- 6 Carry out college and site **reviews and feedback to employers**
- 7 Organise **off the job training** at suitable colleges. Apprentices work towards SVQ Level 2 or 3
- 7 Help to **recruit apprentices**
- 8 Celebrate the success of our apprentices through our **annual awards**
- 9 You will be entitled to **incentive payments of £1000** for 16-18 year old apprentices and 19-24 year old apprentices you recruit who have previously been in care or have a Local Authority Educational Health Care Plan. These will be paid in two installments. One after 4 months and one after 13 months*

*Terms and conditions apply



Structure of an Apprenticeship



All CITB apprentices are employed from day 1 of their Apprenticeship. In addition to on-the-job training they attend college and work towards SVQ level 2 or 3 qualifications, awarded by SQA. This takes between 2 and 4 years, depending on the trade.

The apprentice is also registered with either the Scottish Building Apprenticeship and Training Council (SBATC) or the Scottish Painting and Decorating Apprenticeship Council (SPADAC).

Both organisations regulate the conditions, wages, recruitment and training of Apprenticeships in the Building Industry in Scotland. A final practical skills test, where appropriate, is organised once the college and on the job training has been completed.

How to get started

CITB provides the best practical support to make everything as simple as possible for employers and apprentices. We can help with costs, advice and assistance by assigning one of our advisers to make your experience a successful one.

Find the right apprentice in 3 simple steps:



Start the process by contacting CITB on **0344 994 8800** and one of our advisers will visit you at your convenience to answer your questions in more detail.



In the meantime, check out our website **citb.co.uk** for more specific details e.g. the current level of grants available to you.



By starting the recruitment process, we'll provide you with suitable applicants to interview and then you can choose the apprentice that's right for your business. If you have already found a potential apprentice then you can help them apply online, by visiting **citb.co.uk/bconstructive** and clicking on **'My bConstructive'**. Then we'll arrange training for them at college and they can start working with you.

With our help, your business could be realising the benefits of a CITB apprentice.

So what are you waiting for?