

WHO ARE WE HELPING?

Small businesses are still daunted by the prospect of entering the training game. Accordingly, the Shipwrights have studied a unique and proven pilot scheme (administered by Berthon), which encouraged marine sector businesses to enter the training programme for the first time:

In 2009, Lymington based Berthon Boat Co Ltd gained £850K of government funding to run an Apprenticeship Expansion Pilot. Berthon, as lead employer, engaged with Marine Business & Skills competitors and its supply chain to bring a thriving apprenticeship model to 15 businesses (13 new to training) employing 60 new apprentices. National statistics show a graduation rate of 70% whilst Berthon has regular success rates between 90-100%.



Now, having gained substantial funding from the Lloyd's Register Foundation, the Shipwrights are working with the British Marine Federation, the Society of Maritime Industries and other organisations to engage industry to reinvigorate SMEs in the sector to train.



THE WORSHIPFUL COMPANY OF SHIPWRIGHTS APPRENTICESHIP SCHEME

The Worshipful Company of Shipwrights is committed to promoting the growth of Marine Apprenticeships in order to sustain the level of competency in marine skills through the generations. The recruitment of apprentices can be of enormous benefit to employers, bringing renewed enthusiasm and a growing skilled labour force trained to their specific needs. For information on the financial incentives available for your business read on.



WHAT IS AN APPRENTICESHIP?

An apprenticeship is a work based training programme and any employer however large or small can hire an apprentice. Apprentices are employees who work alongside experienced staff on an apprentice wage to learn and develop on the job skills. Typically, an apprentice will spend four days a week in the workplace and one day at college or with another approved training provider working towards their apprenticeship qualification. Apprenticeships are going through a stage of reform where employers are coming together to determine what skills industry needs and therefore what the apprentices will learn. It's never been a better time to take on an apprentice.



Apprentices can inject new ideas, energy and talent into businesses. It has been proven that apprentices contribute to the productivity and competitiveness of organisations. Taking on an apprentice is more cost effective than hiring pre-skilled staff. Apprentices are keen, eager to learn and highly motivated. By creating apprentice roles, employers are choosing to open the door to innovation and add value to their business.

HOW DO THE SHIPWRIGHTS HELP?

Help is provided with the interview process, wage rates, contractual, administration and mentoring processes, ensuring that by the end of the first year real benefits are seen by the company.

The first year is generally cash negative for a business and therefore the Shipwrights Apprenticeship Scheme seeks to underwrite the first year wages (approximately £8500, less any direct Government incentive per student) of a three to four year course overcoming one of the largest hurdles companies face when evaluating the risks associated with taking on young people.



THE OUTCOME:

A Skilled, qualified, motivated and productive workforce:

82% of employers said that their Apprenticeship programme better motivated staff and improved job satisfaction

83% of employers who employ Apprentices rely on their Apprenticeship programme to provide the skilled workers that they need for the future.

SEMTA

YEAR 4

- Work based Learning
 - NVQ Level 3
- Cash Positive**

YEAR 3

- Work based Learning
 - City & Guilds Level 3
 - NVQ Level 3
- Cash Positive**

YEAR 2

- Work based Learning
 - City & Guilds Level 3
 - NVQ Level 3
- Cash Neutral**

YEAR 1

- Work based Learning
 - City & Guilds Level 2
 - NVQ Level 2
- Cash Negative**
£8500

HOW THE SCHEME WORKS:

- Open to applications from all UK marine companies or subsidiaries.
- The Shipwrights will assist accepted companies to recruit their apprentice.
- The Shipwrights will help find a college providing a relevant advanced apprenticeship.
- Companies invoice monthly for reimbursements of the apprentice's wages at a maximum rate of £4 per hour up to 40 hours per week (including college day release and holiday).
- The Shipwrights will provide advice and non-financial support to the company throughout the four year apprenticeship.



Paul Harris
Scheme Administrator
T: 01784 223617
E: sascheme@shipwrights.co.uk

Lt Col Richard Cole-Mackintosh
Clerk to the Shipwrights
T: 020 7606 2376
E: clerk@shipwrights.co.uk

www.shipwrights.co.uk

For more information on apprenticeships visit the National Apprenticeship Service website
www.apprenticeships.org

