Adult Apprenticeships

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Going to work

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‘Work is two kinds:

first, altering the position of matter at or near the earth’s surface relatively to such matter;

second, telling other people to do so.

The first kind is unpleasant and ill paid; the second is pleasant and highly paid.’

Bertrand Russell

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We need an adult population that is:

- **confident and capable**
- **engaged and empowered**
- **enterprising and curious**
- **cultured and reflective**
- **tolerant and inclusive**

and we need a society that celebrates diversity

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Chancellor George Osborne in the Spending Review promised to "double" the number of apprenticeships for over-19s to boost the skills of the UK workforce and help generate growth.

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Toni and Guy

‘*Adult Apprenticeships make sense to us……. People who have been around a bit, so have good communication skills, eye contact and the like. People who have realised this is the job they want to do*.’

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Pay and Gender

- **By Gender**
  - Gender pay gap for apprentices was 21% in 2007, across all sectors; retail –men paid 16% more than females, yet 61% of apprentices are females in this sector.
  - 8% of females paid less than contractual minimum (vs. 2% of males) in 2007
  - Hairdressing and early years highest rates of underpayment (11%)

- **By Sector – weekly rates**
  - Hairdressing: £109
  - Early Years: £142
  - Engineering: £189
  - Electro-technical: £210

- **Proportion Paying Overtime**
  - Hairdressing: 35%
  - Engineering: 97%

Scarlet Harris, TUC Apprenticeships Policy and Campaigns Officer

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Pay and Gender (again…)

- Current minimum Apprenticeship rate is below threshold for NI contributions.
- Young women on this rate are unable to claim Statutory Sick Pay or Statutory Maternity Pay.
- This, combined with the full-time nature of most apprenticeships, could act as a significant disincentive for many women.

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Recommendations

- We suggest the impact of the cap on Apprenticeships for the over 25s is monitored to identify any adverse impact on the availability of apprenticeships to newly unemployed people aged 25+ for whom apprenticeships are appropriate and very beneficial.

- Consider the danger of a lack of access to work based training for people who don't succeed in their applications for apprenticeships.

- Look at Equality and Diversity issues.

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Recommendations 2

- Look again at Individual Learner Records (ILRs)
- Have a serious look at pre-apprenticeships for adults
- Consider, and listen to, the voices of apprentices themselves
- Develop a culture of celebration of apprenticeship completion

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New start at 30

'I did a couple of years just working at a hairdressers then bummed around till I was 30 – it was only Dave taking me on that turned me around, so that now 15 years later, I'm running my own salon.'

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