



## **FAQ'S ON APPRENTICESHIPS**

### **Why does the council offer apprenticeships?**

The council is looking to attract a workforce to benefit from new ideas. Apprenticeships are a great way to train new people into the organisation.

### **How does an apprenticeship work?**

It's about earning and learning at the same time. The council offers apprenticeship roles to help individuals to get the experience, skills and qualification needed to do a specific job and start a career. It involves doing a real job and going to college to get a nationally recognised qualification.

### **How long is the apprenticeship**

It can vary from 1 year to 3 years depending on the level and training needed to do the job. All the details are given on the job description.

### **What's the difference between doing an apprenticeship and going to college or university as a full-time student?**

Apprentices start earning straightaway, their full training programme is arranged and paid for them. Personal development support and mentoring is also available.

### **Are there any eligibility criteria's?**

Yes there are a few, you can only apply if:

- You have been a resident in the UK for at least 3 years (there are some exceptions to this so applicants will need to be considered on case by case basis as required)
- You are not in full time compulsory education
- You are able to meet the entry requirements of the qualification and to undertake the studying and coursework required to complete the course

### **Is there an age limit?**

Anyone over the age of 16 can apply. If you are in Year 11 and age 15 you can apply now, but you must be 16yrs when you actually start your apprenticeship.

### **Do I need any qualifications to apply?**

Usually a good standard of literacy and numeracy skills are required. Some apprenticeships will ask for GCSEs in English, Maths whilst others may also ask for Science. If this is the case it will be highlighted on the job description.



In addition, where apprentices do not hold a level 2 qualification in GCSE English Language and Maths, or equivalent qualification, you will be expected to undertake training to achieve a Level 1 or Level 2 Functional skills qualification. You will be assessed and where possible supported to achieve this.

### **What happens at the end of the apprenticeship?**

Whilst we can't promise a job the council has a very good track record of employing apprentices into jobs. Many former apprentices are working for the council and have moved on to do great things for the organisation.

### **How and when do I apply?**

Successful candidates usually start in August or September (but some may start earlier). We also have adverts for apprenticeships at other times of the year.

Instructions on how to apply are included on the website.

You can also contact [council.apprenticeships@kirklees.gov.uk](mailto:council.apprenticeships@kirklees.gov.uk) if you have any further questions on apprenticeships.