



# Apprenticeships Good for Business

Myth	Reality
Apprenticeships are a thing of the past.	It is true that Apprenticeships have been around for Centuries: Leonardo da Vinci was an Apprentice! However since 1996 more than 2 million young people have become an Apprentice and there is now even more structure and support available for all involved.
A 16-18 year old will be immature and take up too much of my time.	Skillsbase carry out an interview with all potential Apprentices taking the pain out of the recruitment process. Therefore, you always know you are going to get an individual matched to you. Plus, by hiring a young person you get to capitalise on their fresh ideas whilst being able to mould them to your own ways of working. As with any training scheme however, it is important to realise that careers guidance and support is very important to help your Apprentice flourish and you to reap the benefits. All in all this creates a keen and enthusiastic employee who remains loyal to the company due to the investment from both sides.
My business needs skills that Apprenticeships won't cover.	There are a wide range of Apprenticeships covering hundreds of job roles ranging from accountancy to health care, engineering to hairdressing, business admin to construction. So, most businesses will have skills needs that could be filled by Apprentices.
Apprenticeships are only for recruiting new staff. Current employees couldn't do one.	Current employees can do an Apprenticeship and if they are aged between 16-18 their training will be fully funded by the Government. If they are aged between 19-24 this will also be Government funded with minimum employer contributions.
I don't want to train someone up just for them to leave.	<p>The statistics show this is not the case.</p> <ul style="list-style-type: none"> <li>▪ 83% of employers rely on their Apprenticeships programme to provide the skilled workers that they need for the future.</li> <li>▪ 80% said that Apprenticeship programmes reduced staff turnover.</li> </ul> <p>So, it seems that Apprenticeship programmes produce staff loyalty and satisfaction (Feb 2008 Populus research).</p>
There is too much red tape.	Skillsbase do all the paperwork for you so it couldn't be easier!