LOOKING FOR AN APPRENTICE?

Graham

The Plumbers' Merchant

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HOW EMPLOYERS FIND THE RIGHT APPRENTICES

WHAT IS AN APPRENTICESHIP*?

- On the job training combined with study (usually one day a week)
- Minimum wage £3.30 an hour for apprentices aged 16-18 including 19 & over in first year
- National Minimum Wage after first year
- Apprenticeships take between 1 and 4 years to complete depending on level

* Information taken from www.gov.uk/apprenticeships-guide/pay-and-conditions

WHAT ARE THE ADVANTAGES OF APPRENTICESHIPS‡?

- Attracts new, ambitious and enthusiastic talent to your business
- Helps develop a motivated, skilled and qualified workforce
- Strengthens your business and expand its scope and opportunities
- Helps lower recruitment costs

‡ Information taken from HM Government website www.getingofar.gov.uk

FINDING APPRENTICES IS EASIER THAN YOU THINK

You'll be surprised how quick and easy the whole process really is, and there are several ways to start. Remember, for an apprenticeship to qualify as such, it must last for a minimum of one year. If you cannot commit to this, you should go through an apprenticeship training agency.

THE NATIONAL APPRENTICESHIP SERVICE

The National Apprenticeship Service (NAS) supports employers, advises them on their requirements and helps explain how the recruitment process works. This includes:

- **Free recruitment support and ongoing guidance**
- **Eligibility checks for grants and/or funding**
- **A register of training organisations/colleges offering appropriate apprenticeships**

APPRENTICESHIP TRAINING AGENCIES

Apprenticeship training agencies recruit, employ and arrange training for apprentices on behalf of employers. This means you:

- **Won't be the apprentice's employer**
- **Can stop employing the apprentice more easily if you need to**
- **Pay a fee to the agency for the apprentice to work for you**

HELPING YOURSELF

You may have identified someone who already works for you. Alternatively, you can advertise an apprenticeship vacancy just like any other job opportunity. And there are a number of useful avenues open to you:

- **LOCAL schools & colleges**
- **LOCAL training providers**
- **FREE recruitment via The National Apprenticeship Service**

YOUR NEXT MOVE

To find out all you need to know about apprenticeships from recruitment and employment to apprenticeship agreements, Graham recommends you call
The National Apprenticeship Service
on **0800 0150 600** or for more information, visit
www.getingofar.gov.uk/employers

SUPPORTING TOMORROW'S INSTALLERS TODAY

Graham is a leading national plumbers' merchant with over 180 branches throughout the UK.

The Graham Plumbers' Merchant brand has become synonymous with professionalism, service and value for money. Most important of all is the knowledge our people possess and the relationships they build with our customers.

What's more, we recognise the importance and value of young people entering into our industry. And, in 2016, following in-depth market research amongst students and apprentice plumbers and in consultation with colleges, we launched Turning PRO - the first student and apprentice scheme from a national merchant.

We are committed to working with both established plumbing and heating businesses and supporting tomorrow's installers today.

GIVE YOURSELF A HELPING HAND

Apprentices bring enthusiasm and a fresh perspective to any business. They can make businesses more productive.

Apprenticeships also give employers the opportunity to attract new talent, offer progression and develop a motivated, skilled and qualified workforce.

They may help lower recruitment costs too.

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