SCOTTISH APPRENTICESHIPS
A GUIDE FOR EMPLOYERS
apprenticeships.scot
At Skills Development Scotland, we believe passionately in the benefits that apprenticeships can offer Scotland's businesses. Whether you're looking to improve your long term talent pipeline, or address skills shortages in the here and now, an apprenticeship programme offers a wide range of potential solutions to suit your business needs.

Apprenticeships are designed by employers, for employers. They are directly aligned to the needs of your industry and responsive to your requirements. And it's this direct connection between what employers need, and what the education and skills system provides, that makes apprenticeships unique.

As a nation, we have ambitions to be one of the highest performing economies in Europe in terms of productivity, equality, wellbeing and sustainability. Realising these ambitions will take unprecedented levels of growth and improvement on current performance.

The best international evidence tells us that Europe's highest performing economies have strong work-based learning systems which contribute to fewer skills shortages; higher economic growth, higher productivity and lower youth unemployment.

That's why SDS is investing in significantly expanding apprenticeships in Scotland, developing a growing suite of apprenticeships, that you as a business can deploy in a flexible way to meet your own needs.

Scottish Apprenticeships now allow employers to introduce young people to their businesses whilst still at school, and keep them in the business until they are degree qualified. Not only does this allow employers to directly shape the skills their business needs, but employers consistently tell us that apprenticeships lead to increased productivity, morale, staff loyalty and quality of service. It also significantly reduces the cost overheads associated with recruitment.

Each year, more than 12,000 Scottish businesses, from family firms to global companies, from Shetland to the Borders are already benefiting from apprenticeships. If you'd like to join them, or find out more about how apprenticeships can help deliver the skills and talent your business needs, contact Skills Development Scotland today.

Damien Yeates
Chief Executive, Skills Development Scotland
We use the full range of the apprenticeship family within Scottish Water to develop the people and skills we need for the future and our apprenticeship programmes have extremely high currency within our business.

Many of our current leaders are former apprentices themselves and understand that there is great value in building for the future by providing young people with the technical skills required to serve our customers, who understand our business and who feel committed to the vital role that we play within Scotland’s communities and society.

I believe there is massive potential to grow the apprenticeship offer in Scotland. Moreover, I think that the timing is better now than it has ever been. We now have a full family of apprenticeships which is enabling greater flexibility and choice than we have ever had and providing learning and progression pathways that people can enter into at different points in time and different life stages.

The apprenticeship brand is growing stronger year on year and if schools and businesses continue to create new partnerships and work together then there is massive potential to grow this further still and formalise learning pathways from Foundation right through to Graduate Apprenticeships.

The Scottish Apprenticeship Advisory Board is vitally important as a means to bring the business community closer to the development of the learning programmes, frameworks and initiatives that will enable us to capitalise business need for the future.

Paul Campbell
Head of Learning and Organisational Development, Scottish Water & Chair of Scottish Apprenticeship Advisory Board Employer Engagement Group
Benefits of apprenticeships to employers:

- They're designed by employers to help fill skills gaps
- Skills Development Scotland contributes towards training costs
- You get early access to a pipeline of future talent, making the recruitment process time and cost effective
- You will attract motivated people who want to get ahead in their careers.
- They lead to improved productivity, morale, staff retention and quality of service*

*Skills Development Scotland Modern Apprenticeships employer survey 2015

Skills Development Scotland is working with industry and education to create world-class work-based learning pathways in Scotland. These pathways are employer-led and aligned to the skills needs of industry—focused on fair work, economic growth and employment.

Across Scotland, over 12,000 businesses are involved in apprenticeships.

Scottish Apprenticeships are changing. Skills Development Scotland is working with industry and education to create world-class work-based learning pathways in Scotland. These pathways are employer-led and aligned to the skills needs of industry—focused on fair work, economic growth and employment.

Scottish Apprenticeships are a great example of work-based learning. Apprenticeships enable you to invest in the talent you need for the growth you want. And with a new range of apprenticeships—Foundation, Modern and Graduate—there’s never been a better time to get involved.

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Samantha Haining, Modern Apprentice, Crichton Royal Farm
There are three different types of apprenticeship. Use the table below to see which apprenticeships offer the best fit for your business.

### Foundation Apprenticeships
- **more info:** P10
- **Apprentice age:** Senior phase school pupil
- **Suitable for:** School pupils
- **Qualification level:** From SCQF level 5 to Professional Apprenticeships at SCQF level 12
- **Duration:** Usually over two academic years
- **What happens?**
  - Pupils spend time gaining knowledge with a local learning provider and get work experience with you
- **Working with**
  - Learning providers, local authorities and schools, linking your business with the emerging young talent pipeline
- **Funding**
  - Skills Development Scotland supports the cost of training. There’s no financial cost to employers
- **You offer**
  - Valuable work-based learning experience and support to achieve a recognised qualification, and industry skills
- **You get**
  - Work-ready young people with the skills and experience for the workplace

### Modern Apprenticeships
- **more info:** P12
- **Apprentice age:** 16 +
- **Suitable for:** New and existing employees
- **Qualification level:** Available from SCQF level 5 to Professional Apprenticeships at SCQF level 12
- **Duration:** Dependent on level of qualification and framework, and prior learning of employee
- **What happens?**
  - Employees spend most of their time with you, learning on the job. Learning or additional training is supported by a local college or learning provider
- **Working with**
  - Learning providers, who can help you work out the best way for employees to work towards their qualification
- **Funding**
  - Skills Development Scotland contributes to the costs of training for apprentices aged 16-24, and 25+ for some frameworks
- **You offer**
  - Employed status and support to achieve a recognised qualification
- **You get**
  - Well trained, motivated staff with the right level of skills and qualifications to build the right skills for the workplace

### Graduate Apprenticeships
- **more info:** P16
- **Apprentice age:** 16 +
- **Suitable for:** New and existing employees
- **Qualification level:** Available from SCQF level 8 (DipHE) up to SCQF level 11 (Master’s degree)
- **Duration:** Up to four years, depending on the level of qualification and programme of study
- **What happens?**
  - Employees spend the majority of their time with you, learning on the job. Learning or additional training is supported by a local college or learning provider
- **Working with**
  - Learning providers, who can help you work out the best way for employees to work towards their qualification
- **Funding**
  - Skills Development Scotland pays the learning costs to the learning provider for the duration of the course
- **You offer**
  - Full time employment and support to achieve a degree qualification
- **You get**
  - Industry-ready graduates who understand your business

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*The Scottish Credit and Qualifications Framework (SCQF) shows the mainstream Scottish qualifications credit rated by SQA. The framework demonstrates how qualifications relate to each other and to other forms of learning, and how different types of qualification can contribute to improving the skills of the workforce. View the framework at scqf.org.uk.*

Get more information at apprenticeships.scot

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**WHICH APPRENTICESHIP IS RIGHT FOR YOUR BUSINESS?**

Lovemore Damba,
Modern Apprentice,
Falkirk Council
Foundation Apprenticeships provide work-based learning opportunities for secondary school pupils making their senior phase subject choices.

Foundation Apprenticeships are available in:

- Accountancy
- Business Skills
- Civil Engineering
- Creative and Digital Media
- Engineering
- Financial Services
- Food and Drink Technologies
- Hardware and Systems Support
- Scientific Technologies
- Social Services Children and Young People
- Social Services and Healthcare
- Software Development

Foundation Apprenticeships provide work-based learning opportunities for secondary school pupils making their senior phase subject choices.

Foundation Apprenticeships are for any business who may be considering:

- succession planning in response to an ageing workforce
- how to fill skills gaps
- how to better recruit and retain specialist skills
- how to better engage in new technologies such as social media
- how to reduce recruitment costs

Young people spend time gaining work experience in your business as part of their studies in S5 and S6. They’ll undertake real projects for your business, designed to supplement school studies with real world experience.

This will be coordinated by a local learning provider, who will also provide training to support the work experience as the young person works towards an industry-recognised qualification at the same level of learning as a Higher. As the young person will still at school there are no associated salary costs, plus Skills Development Scotland pays all training costs.

Foundation Apprenticeships have been developed with industry to meet real training needs and to fit with economic demand.

They create strong links between education and employers to help reduce youth unemployment. You’ll be able to spot talent early and gain new skills and fresh thinking by working with young people before they leave school.

HOW TO GET INVOLVED

STEP 1
Visit apprenticeships.scot/foundation-apprenticeships and see the full range of Foundation Apprenticeships available in your area and register your interest.

STEP 2
One of our expert Foundation Apprenticeship specialists will then get in touch to discuss your requirements.

STEP 3
You will then be referred to your local learning provider to discuss your involvement.

Fraser Wallace, Foundation Apprentice, GE Caledonian
New employees or existing members of staff can undertake a Modern Apprenticeship. Apprentices work towards an industry approved qualification, bringing new skills and ideas into your workplace. A local learning provider can assist with managing their training, with Skills Development Scotland contributing towards the overall cost of training. With over 80 frameworks and lots of different job types to choose from, you’ll find a Modern Apprenticeship to suit your business.

HOW TO GET INVOLVED

**STEP 1**  
Choose a Modern Apprenticeship to fit your business needs. Visit apprenticeships.scot/ma for the full list of job types.

**STEP 2**  
Decide who your apprentice will be. A new employee or upskilling an existing one? You could get help towards the costs either way.

**STEP 3**  
Find a Training Provider or college. Find a local training provider or college who will organise and deliver the training for your Modern Apprentice. They can also help source new recruits.

Or apply to Skills Development Scotland for a contract to deliver Modern Apprenticeships at apprenticeships.scot

**STEP 4**  
Hire your Modern Apprentice. You can advertise your vacancy for free by uploading it to apprenticeships.scot

Modern Apprenticeships are a well established way to build a better workforce.
There are over 80 types of modern apprenticeships in key sectors. A full list can be found on page 18.

- **Creative industries**
  Job roles include creative, digital media and fashion and textiles.

- **Energy**
  Lots of job roles including gas heating and energy efficiency, power distribution, smart meter installation and wind turbine operations.

- **Hospitality and tourism**
  Includes hospitality, travel services and active leisure, learning and well-being.

- **Construction**
  Includes roofing, plastering, carpentry, joinery, highway maintenance and plumbing.

- **ICT and digital technologies**
  Everything from business analysis to software development and information security.

- **Financial and business services**
  Job types include accounting, banking and insurance.

- **Engineering**
  Includes electrical engineering, manufacturing, aeronautical engineering and engineering construction.

- **Food and drink**
  Includes agriculture, aquaculture, food & drink operations and maritime occupations.

- **Life sciences**
  A range of job types covering animal science, laboratory science, manufacturing science and physical science.

- **Chemical sciences**
  Includes chemical engineering, process technician and automation/instrumentation.

- **Retail**
  Job types include sales, beauty consultants, customer service, fresh food counter assistants.

- **Automotive**
  Job roles include vehicle inspector and a variety of service technicians.

A number of Modern Apprenticeships are relevant to most businesses, such as IT and digital technology, procurement, business administration or customer services.
Graduate Apprenticeships meet the needs of employers looking for a high level of academic and industry accreditation combined with experience in the workplace.

Graduate Apprenticeships are delivered by universities and colleges in partnership with employers.

Graduate Apprentices are employees of your business. They’ll spend around 80% of their time in work and 20% at university or college. This integration of work and learning means that the work they carry out day-to-day counts towards their qualification.

They’ve been created to support the learning and development of new and existing employees.

This new learning experience provides individuals with the skills, knowledge and competence necessary to work and progress in a variety of sectors and contribute positively to the economy. Employees must be a minimum of 16 years of age and there is no upper age limit.

Graduate Apprenticeships may also be accessed by employees who have already studied or achieved a degree level qualification if it leads to a higher level of qualification or a new area of learning.

Flexible entry and exit points mean your employees can get qualified to the level your business needs. Plus, universities and colleges work with you to create a learning timetable that suits you.

Development of Graduate Apprenticeships has focused on a range of sectors that have a need for highly skilled jobs.

Graduate Apprenticeships are available in:
- Business Management
- Business Management: Financial Services
- Civil Engineering
- Construction and the Built Environment
- Cyber Security
- Engineering: Design and Manufacture
- Engineering: Instrumentation, Measurement and Control
- IT: Management for Business
- IT: Software Development

Visit apprenticeships.scot/ga for more information on what’s on offer.

**HOW TO GET INVOLVED**

**Step 1**
Contact the university/college delivering the course they are interested in.

**Step 2**
You and the university/college will discuss entry requirements, timescales for recruitment, course content and assessment methods.

**Step 3**
Create the job advert and advertise the vacancy on apprenticeships.scot. You’ll then be sent all job applications received.

**Step 4**
Liaise with the delivery partner throughout the recruitment process, with support provided at interview stages. You will have a direct relationship with the college or university delivering the framework.
A

Accounting

The Foundation Apprenticeship equips young people with experience and skills necessary to work in accounting. For senior school pupils as one of their subject choices.

The Modern Apprenticeship is for employees looking for a career in accounting or finance. Roles could include Accounts Assistant, Credit Control Clerk and Purchase Ledger Clerk.

Business and Administration

Suitable for new employees and those with some experience in a business and administration role who wish to upgrade their skills.

Business Management

This apprenticeship will provide graduates with various skills including organisational strategy, project management and financial modelling. Potential career roles may include: Supervisor, Operations Manager and Team Leader/Manager.

Business Management (Financial Services)

Designed to produce graduates with an understanding of business and their key functions; project management, financial models, leadership skills and organisational culture. Graduates could gain employment in jobs such as Team Leader, Team Manager, Operations Manager and Investment Operations Analyst.

Business Skills

Equips young people with experience and skills needed to work in a business environment. For senior school pupils as one of their subject choices.

C

Care Services Leadership and Management

Professional apprenticeship suitable for care services managers in all sectors. On completion, apprentices will be able to register with SSSC as a manager.

Construction: Building

Designed to help employers train and develop their workforce across a range of construction skills such as filing, bricklaying and joinery.

Construction and the Built Environment

This apprenticeship will develop graduates in project and delivery management, principles of design and technology, finding appropriate solutions and understanding relevant laws, standards and regulations. Possible career paths include: Building/Rural/Property/Quantity Surveying, Construction Management, Architectural Technology and Facilities Management.

Construction: Specialist

Aims to help employers train and develop their workforce across a range of specialist construction skills, from scaffolding and roofing, to planning and demolition.

Construction Professional Apprenticeship

This is aimed at employees who have completed the MA at Level 3, or have an appropriate qualification. This apprenticeship would be beneficial for careers such as surveying, highways maintenance and planning.

Construction: Technical

The Construction Technical Sector provides services to Building and Civil Engineering, Highways Maintenance and Repair, Built Environment and Design and Contracting Operations covering buying, surveying, estimating and site technical support.

Court and Tribunal Operations

Will help employers gain a range of skills to help them work effectively within courts and tribunals. Suitable for a range of roles, such as Executive Officer, Clerk Of Court or Employment Tribunal Command Manager.

D

Data Analytics

This Technical Apprenticeship will give your workforce the skills they need to understand data effectively in the global information economy.

Dental Nursing

Suitable for dental nurses working in any sector. Enables employees to meet the standards required for inclusion on the register for Dental Care Practitioners.

Design

Will give employees the skills they need to become well-rounded designers and creative leaders. There are two levels, one providing a way into the industry and one developing the skills of those already working in a design-related role.

Digital Marketing

Covers a number of key areas including analytics, reporting, search engine optimisation and the principles of branding.

Domestic Plumbing and Heating

Equips employees with the competencies they need to install and maintain hot and cold water, central heating, drainage and weathering systems in commercial, industrial and residential buildings.

Creative and cultural

Gives employees in the creative and cultural industries a solid grounding in a number of the skills identified as essential for the sector. Includes creative, technical, digital technology, business, professional, and sales and marketing.

Creative and Digital Media

The Foundation Apprenticeship equips young people with experience and skills needed to work in the digital media industry. For senior school pupils as one of their subject choices.

The Modern Apprenticeship is designed to help employees develop skills that will enable them to operate effectively across a diverse range of production demands. Suitable for anyone in broadcasting, journalism, production or uses digital media in their role.

Customer Service

For contact centre staff and employees who work in a customer service role.

Cyber Security

Graduates can develop skills including information assurance, investigative attack techniques, understand relevant laws and ethics, and cyber security concepts. Future careers may include Malware Analyst, Security Engineer, Information Assurance Auditor, Security Tester and Cyber Security Forensic Analyst.

Active Leisure, Learning & Wellbeing

Apprentices are likely to be employed in roles such as Leisure Attendant, Activity Leader, Assistant Coach/Instructor or Sports Coach.

Agriculture

Provides entry into the agriculture sector by developing the skills and knowledge essential to the industry, or a progression route for employees with some agricultural experience who want to build on their knowledge and skills.

Astronautics

This apprenticeship is a key route into roles such as Fish Farm worker progressing to an Assistant Manager, or Fish Farm Technician.

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**E**

**Electrical Installation**
- Designed for employees who would like to pursue a career in roles such as Electrician, Project Manager or Electronic Engineer.

**Electronic Security Systems**
- For employees with little or no experience in electronic fire and safety systems. Would be beneficial in roles such as Installation or Maintenance Manager.

**Engineering**
- The Foundation Apprenticeship equips young people with experience and skills needed to work in an engineering environment. For senior school pupils as one of their subject choices.
- The Modern Apprenticeship is suitable for employees working in an engineering capacity across a wide range of industry sectors.

**Engineering Construction**
- Appropriate for employees with some engineering experience and working on the oil, gas, water, power generation, nuclear, chemical, pharmaceutical, environmental, and food and drink industries.

**Engineering: Design and Manufacture**
- Designed to produce graduates with an understanding of engineering principles, design methodologies, business economics, strategic development, leadership development and project planning and delivery. Possible career areas may include Engineering Design, Manufacturing Engineering and Engineering Project Management.

**Engineering: Instrumentation, Measurement and Control**
- Developed to give graduates skills in instrumentation, control theory, industrial automation, control and safety applications, control system design and artificial intelligence. Future career pathways may include Industrial Engineer, Process Control Engineer and Instrumentation and Measurement Engineer.

**Equine**
- Designed for employees in riding schools, livery, racing or competition yards, riding clubs and for instructors.

**Extractives and Mineral Processing**
- Designed for employees who have completed Level 2 Apprenticeship in Minerals Extraction or who have a similar qualification and experience. Suitable for roles such as Shot-finer to Laboratory Technician.

**F**

**Facilities Management**
- For employees with an interest in facilities services. It’s a pathway into management and leadership roles within the facilities management industry.

**Facilities Services**
- Covers ‘soft skills’ such as cleaning, security, basic building maintenance, reception and customer care.

**Fashion and Textile Heritage**
- For roles in the fashion and textiles sector such as Weaver, Knitter, Sewing Machinist and Technologist, Designer, and Laundry and Dry Cleaning.

**Financial Services**
- Equips young people with experience and skills needed to work in the financial services industry. For senior school pupils as one of their subject choices.

**Food and Drink Technologies**
- The Foundation Apprenticeship equips young people with experience and skills needed to work in food and drink manufacture and production. For senior school pupils as one of their subject choices.
- The Modern Apprenticeship is designed for new entrants in to the food and drink operations sector.

**Freight Logistics**
- Gives candidates a basic grounding in the way supply chains operate and how the logistics industry works.

**Furniture, Furnishings and Interiors**
- Suitable for new employees or who already working in this sector looking to build on their skills. They could move into roles such as Cabinet Maker, Soft Furnisher or Upholsterer.

**Game and Wildlife Management**
- Designed for people completely new to game and wildlife management and are looking to develop a career in this area. They could take on roles such as Ghillie, Under Kurvi or Game Farm Worker.

**Gas Heating and Energy Efficiency**
- Suitable for employees involved in gas installation and maintenance, and provide energy efficiency advice to consumers.

**Gas Industry**
- Aimed at employees involved in gas network operations, domestic, industrial and commercial installation and maintenance, and emergency services.

**Glass Industry Occupations**
- This apprenticeship is suitable for employees who work in a range of areas in the glass industry.

**H**

**Hairdressing and Barbering**
- Suitable for all junior hairdressers and barbers. It provides a sound basis for career progression, from Salon Stylist to Senior Salon Hairdresser.

**Healthcare Support**
- For healthcare support workers who are involved in administrative, facilities and clinical roles.

**Heating, Ventilation, Air Conditioning and Refrigeration**
- Aimed at employees in the heating, ventilation, air conditioning and refrigeration sector.

**Horticulture**
- Aimed at employees with little or no experience in the horticulture sector or have an appropriate level of qualification or experience in this area.

**Hospitality**
- For employees with little or no experience in hospitality industry looking to develop a career in this area.

**Hospitality - Professional Cookery**
- This apprenticeship is aimed at employees who are looking to develop their skills in this area.

**Hospitality Management**
- This is for employees who have completed Hospitality Level 2 or have an appropriate level of qualification or experience in this area.

**Hospitality - Supervision and Leadership**
- This is aimed at employees who are looking to develop their career to a supervisory or leadership role.

**Housing**
- For employees in the housing sector and for people looking to develop a career in this sector.

**Industrial Applications**
- Aimed mainly at manufacturing industries. Apprentices may have little or no experience, or existing employees with no formal qualifications.

**Information Security**
- Designed for employees who have little or no experience in information security.
- The Technical Apprenticeship is aimed at employees working across all sectors in information security or cyber security. It’s suitable for new entrants to the industry who have appropriate academic or equivalent qualifications, or related experience.

**Insurance Technical Apprenticeship**
- Aimed at employees in the insurance sector. Suitable for anyone who has completed the level 2 or level 3 in Providing Financial Services, for the new entrants who have equivalent qualifications.

**IT: Hardware and Systems Support**
- Equips young people with experience and skills needed to work in this environment. For senior school pupils as one of their subject choices.

**IT: Management for Business**
- Designed to provide graduates with an understanding of project management, IT related business operations, modelling skills and project delivery. Possible career areas may include Consultancy, System Operations, Project Management and Network Planning and Control.

**IT: Software Development**
- The Foundation Apprenticeship equips young people with experience and skills needed to work in a software development environment. For senior school pupils as one of their subject choices.
- The Graduate Apprenticeship will provide graduates with various skills including design solutions, leadership, cyber security resilience, development and delivery of safety-critical software. Potential career areas might be Software Development, Software Testing, Web Development and Database Architecture.

**IT and Telecommunication**
- Suitable for employees looking to develop a career in this area.

**J**

**Jewellery, Silversmithing and Allied Trades**
- Employees who work in, or who want to work in technical aspects of jewellery making, silversmith or a related craft will find these Modern Apprenticeships perfectly suited to their development needs.
- There are two levels, making it suitable for absolute beginners, as well as employees with experience.

**Jewellery and Silversmithing Manufacturing, and Jewellery Manufacturing CAD/CAM**
- This Technical Apprenticeship gives employees the skills they need for future progress in a modern jewellery making or silversmith business. Apprentices can choose from two qualifications, based on which is most relevant to their career path.
L

Landbased Engineering

This apprenticeship can be tailored to meet the needs of employees and businesses involved in agriculture, arboriculture and forestry, and ground care.

Life Sciences and Related Science Industries

On completing this Modern Apprenticeship candidates will have the relevant skills and experience to work in job roles such as Laboratory Assistant, Technician Trainee and Trainee Scientist.

M

Management

Suitable for employees in all industries. It’s appropriate for new employees and upskilling existing employees and covers areas such as leadership, communication, project management, coaching and change management.

Maritime Occupations

Suitable for new entrants to the maritime sector. Learning can be tailored to reflect the likely future career of the apprentice.

O

Occupational Health and Safety Practice

For any employee who performs a health and safety role in their organisation.

P

Paralegal practice

Suitable for entry-level paralegals who will be working under the supervision of a solicitor or similar.

Payroll

For employees already working within payroll and those in wider HR or financial administration who want to enhance their skills. Also appropriate for new employees who have no previous experience.

PCV Driving (Bus and Coach)

Suitable for employees who have no prior experience of driving a passenger-carrying vehicle.

Pharmacy Services

This apprenticeship provides a structured approach to training and developing pharmacy assistants.

Power Distribution

Provides a structured route to job competence and is suitable for new employees in the power distribution industry, and for upskilling existing employees.

Print Industry Occupations

Covers traditional craft and introduces new technology, legislation and automation and environmental issues.

Process Manufacturing

Provides a structured route to job competence for apprentices in roles in the chemicals, pharmaceutical and downstream sectors.

Procurement

For employees in a procurement role or where procurement is a part of their duties. It’s an entry point for those entering the sector and reflects the different jobs apprentices will carry out.

Professional Services Technical Apprenticeship

Provides an alternative route to high-skill careers in the professional services sector. With four specialist pathways it’s suitable for employees working in a range of industries, including tax, audit and consulting.

Project Management Technical Apprenticeship

Aimed at those working as Project Managers, Project Co-ordinators, Project Executives and Project Support Officers.

Providing Financial Services

Appropriate for the banking, life and general insurance, investment, finance and credit, mortgage and financial planning industries.

Rail Engineering

Designed for employees with little or no experience in rail engineering, but would like to pursue a career in this area.

Retail

Appropriate for employees working in traditional customer-facing retail roles and for those that require multi-channel skills.

Rural Skills

Activities associated with agriculture (including farm and croft tenancies), forestry and woodland management, sport use of land, renewable energies, tourism and leisure activities, residential and commercial property, and conservation management.

S

Scientific Technologies

Equips young people with experience and skills needed to work in a scientific technology environment. It particularly focuses on laboratory skills. For senior school pupils as one of their subject choices.

Sigmaking

Covers a range of sigmaking skills including design, surface preparation, cutting plastic, digital sigmaking and installation.

Skills for Craft Businesses

For employees who work in textiles, bookbinding, ceramics, leatherwork, glasswork, metalwork, basketmaking, or crafts that combine technological processes with handmade elements.

Smart Meter Installation (Dual Fuel)

Suitable for employees with little or no experience in the industry. It gives them the knowledge and competence to install and commission dual fuel smart meters and communication systems.

Social Services (Children & Young People)

The Foundation Apprenticeship provides a valuable bridge to give young people core experience and skills needed to work in a care environment, particularly focusing on the care of children and young people. For senior school pupils as one of their subject choices.

Employees who complete the Modern Apprenticeship will be qualified to carry out worker/practitioner roles in settings such as day care services and out of school clubs, as well as residential care.

Social Services and Healthcare

The Foundation Apprenticeship provides a valuable bridge to give young people core experience and skills needed to work in a care environment.

Modern Apprentices who complete the programme will be recognised as support workers and could be employed in the private sector, NHS or third sector.

Supply Chain Management

Designed for employees with little or no experience of supply chain management. Suitable for roles such as Supply Chain Officer and Warehouse Team Leader.

Sustainable Resource Management

For people who are completely new to the waste management industry. Also suitable for preparing experienced workers for more senior positions, or an existing workforce.

T

Travel Services

Suitable for people new to the industry or existing employees looking to develop their skills.

Trees and Timber

For people looking to start or develop a career in the arboriculture and forestry industry. Could progress to roles such as Preservation Officer or a Community Forester.

U

Upstream Oil and Gas Production

Suitable for new entrants to the oil and gas industry who will be working as technicians on offshore installations and in associated onshore terminals.

W

Water Industries

For people looking to start or develop a career in the water industry.

Water Treatment Management

For people who are new to water treatment management and are looking to develop a career in this area.

Wind Turbine Operation and Maintenance

For people new to wind turbine operations and maintenance and are looking to develop a career in this area.

Wood and Timber

For people new to, or looking to develop a career in—sawmilling, manufacturing and construction.

Y

Youth Work

Suitable for people working in relevant roles in organisations such as local authorities, faith-based and charity organisations, health services, police and fire brigades.
GET THE TALENT YOU NEED FOR THE GROWTH YOU WANT

Join over 12,000 employers in Scotland and find out how work-based learning can help shape your business.

Recruit your next apprentice through apprenticeships.scot

Or call Skills Development Scotland on 0800 783 6000

Scottish Apprenticeships
apprentice_scot