



Skills  
Development  
Scotland

**SCOTTISH**

**APPRENTICESHIPS**

**A GUIDE FOR PARENTS**

**Junje**

Foundation Apprentice,  
Financial Services



**Kieran**

Graduate Apprentice,  
IT: Software Development

# SCOTTISH APPRENTICESHIPS ARE WORKING FOR YOUNG PEOPLE

## There's never been a better time for young people to consider an apprenticeship.

Today, there are apprenticeships available in more industry sectors than ever before – all based on the skills employers want.

More and more young people are choosing the apprenticeship route to a fulfilling career. Employers across Scotland are involved – from family firms to multi-nationals.

Right now, there are over 37,000 people in Scotland working as apprentices in industries ranging from financial services to engineering and from digital technologies to health and social care.

There are three types of apprenticeship available in Scotland:

- **Foundation Apprenticeships:** a subject choice for pupils whilst still at school where young people gain industry skills, qualifications and experience in a work environment
- **Modern Apprenticeships:** jobs where people work, learn and earn
- **Graduate Apprenticeships:** jobs where the level of learning can be up to a Master's degree.

Skills Development Scotland aims to increase the number of disabled people; or from ethnic minority backgrounds or care experienced individuals getting into and completing apprenticeships.

We also encourage more young women and men into apprenticeships where there has traditionally been a gender imbalance – such as women into engineering and construction or men into childcare.

We specifically encourage diverse recruitment by employers onto apprenticeships.

No matter what stage a young person is at, an apprenticeship can set them up for a bright future.

This guide gives parents, carers and teachers an overview of Scottish Apprenticeships.

# WHAT IS AN APPRENTICESHIP?

**By combining working and learning, an apprenticeship means your child gets the skills, experience and qualifications that help develop their career.**

Work-based learning through an apprenticeship means developing skills on the job, working with an employer with structured training and assessment along the way.

Scottish Apprenticeships are designed with employers so they're based on the real jobs that people do now and in the future.

---

**“I would highly recommend a Foundation Apprenticeship to any young person considering one. It encourages you to take on greater responsibility, which has helped me become more independent.”**

Rebekka, Foundation Apprentice

## **Foundation Apprenticeships – a taste of an apprenticeship while still at school**

With a Foundation Apprenticeship pupils learn in the workplace, developing industry specific skills and an industry-recognised qualification, alongside their other subject choices.

They'll spend part of the school week out of the classroom with a learning provider and in a workplace.

On completion, they will achieve a qualification at the same level of learning as a Higher (SCQF level 6)\*.

## **Modern Apprenticeships – get a job, get paid, get qualified**

Modern Apprenticeships are jobs open to anyone aged 16 or over. For young people they mean working, learning and earning.

There are more than 80 different types of apprenticeships covering hundreds of different jobs.

Over 10,500 women started a Modern Apprenticeship last year – so they definitely aren't just for men!

## **Graduate Apprenticeships – a new way to work, learn and earn and get a degree**

Graduate Apprenticeships are a new way to study up to Master's Degree level while in a job.

Most of the learning happens at the employer's workplace.

Graduate Apprenticeships offer valuable work-based learning in some of Scotland's most exciting industries.

\*Check out the SCQF Framework at [scqf.org.uk/the-framework](https://www.scqf.org.uk/the-framework)



# WHY CHOOSE AN APPRENTICESHIP?

- develop skills
- get a qualification
- hands-on work experience
- direct links to the world of work
- no student debt
- learn from experts
- structured training and assessment
- gain experience

Apprenticeships offer the best of both worlds – gain a qualification with on-the-job training.

We support inclusion and diversity across Scottish Apprenticeships and welcome applications from disabled or care experienced people, individuals from an ethnic minority background and from all genders.

If you require additional support to help you access and complete an apprenticeship, please contact [maequality@sds.co.uk](mailto:maequality@sds.co.uk).

Find out more:



Check out what's right for your child at [apprenticeships.scot](https://www.apprenticeships.scot)





Ask to speak to your child's guidance teacher or your school's careers adviser, or pop into your local Skills Development Scotland centre.



**Tafara**

Foundation Apprentice,  
Civil Engineering

There are three different types of apprenticeship. Use the table below to see which apprenticeship would suit your child.

Foundation Apprenticeships	Modern Apprenticeships	Graduate Apprenticeships			
<p><b>Who's it for?</b> Senior phase school pupils</p>	<p><b>Who's it for?</b> Anyone aged 16+</p>	<p><b>Who's it for?</b> Anyone aged 16+</p>	<p><b>Do you get paid?</b> No – it offers work experience rather than paid employment</p>	<p><b>Do you get paid?</b> Yes – it's a real job with real pay</p>	<p><b>Do you get paid?</b> Yes – it's a real job with real pay</p>
<p><b>Qualification level</b> SCQF level 6, the same level of learning as: Scottish Higher. 42 UCAS Tariff points or more</p>	<p><b>Qualification level</b> SCQF level 5 to level 12, the same level of learning as: From Nat 5 to Doctoral Degree</p>	<p><b>Qualification level</b> Higher Apprenticeship SCQF level 8 (DipHE) up to SCQF level 11 (Master's Degree)</p>	<p><b>How does it work?</b> Taken alongside other senior phase subjects, pupils spend time gaining knowledge with a local college or learning provider and get work experience with an employer</p>	<p><b>How does it work?</b> Time is mainly spent at work, learning on the job. Learning or additional training is supported by a local learning provider</p>	<p><b>How does it work?</b> The majority of time is spent in the workplace, learning on the job. Learning is supported by a university or college</p>
<p><b>Duration</b> Typically 2 academic years, however may be shorter in some areas and frameworks</p>	<p><b>Duration</b> Typically between 1–4 years, depending on the level of qualification and job type, and prior learning of individual</p>	<p><b>Duration</b> Typically 2–4 years, depending on the level of qualification and programme of study</p>	<p><b>What can it lead to?</b> Progression to college or university, a further apprenticeship or a job</p>	<p><b>What can it lead to?</b> Over 91% of Modern Apprentices remain in work or education</p>	<p><b>What can it lead to?</b> Sustained employment and job progression</p>
<p><b>How many are available?</b> 5,000 available across every local authority in Scotland</p>	<p><b>How many are available?</b> 28,000+ per year</p>	<p><b>How many are available?</b> Around 1,300 in academic year 2019/20, with more available in the future</p>	<p><b>Who do I speak to for more information?</b> Speak to the school careers adviser or visit <a href="http://apprenticeships.scot">apprenticeships.scot</a></p>	<p><b>Who do I speak to for more information?</b> Contact the school careers adviser, local SDS centre or visit <a href="http://apprenticeships.scot">apprenticeships.scot</a></p>	<p><b>Who do I speak to for more information?</b> Contact the school careers adviser, local SDS centre or visit <a href="http://apprenticeships.scot">apprenticeships.scot</a></p>
<p><b>How many job types are there?</b> 12 Frameworks</p>	<p><b>How many job types are there?</b> 80+ Frameworks</p>	<p><b>How many job types are there?</b> 12 Frameworks</p>	<p>The Scottish Credit and Qualifications Framework (SCQF) shows the mainstream Scottish qualifications credit rated in Scotland. The framework demonstrates how qualifications relate to each other and to other forms of learning.</p> <p> View the framework at <a href="http://scqf.org.uk/interactive-framework">scqf.org.uk/interactive-framework</a></p> <p> Get more information at <a href="http://apprenticeships.scot">apprenticeships.scot</a></p>		





Lucy

Foundation Apprentice,  
Business Skills

# FOUNDATION APPRENTICESHIPS: KICK-START YOUR CAREER

## What is a Foundation Apprenticeship?

A Foundation Apprenticeship gives your child the combination of a qualification and valuable workplace experience in some of Scotland's most exciting industries, all with projected growth in jobs.

Pupils can choose a Foundation Apprenticeship as one of their subjects in S5 or S6. They typically take two years to complete – but some can be completed in one year.

It's the same level of qualification as a Higher – but unlike other subjects, a Foundation Apprenticeship takes pupils out of the classroom and gets them working on real projects with a real business.

**91% of Foundation Apprentices would recommend to a friend or family member**

## Who are Foundation Apprenticeships for?

Foundation Apprenticeships are for pupils in S5 or S6 who want to get real work experience.

Young people choosing Foundation Apprenticeships are better prepared to progress into a job, including a related Modern or Graduate Apprenticeship.

They are accepted as an entry qualification by all Scottish colleges and universities alongside Highers and other qualifications.

Companies have already taken on pupils who did a Foundation Apprenticeship with them, so they are an excellent way to get a foot in the door with an employer.

No matter where they want to go in the future, a Foundation Apprenticeship can help them get there.

## What types of Foundation Apprenticeships are available?

Foundation Apprenticeships cover 12 subjects – including software development, financial services, engineering and social services and healthcare.



## BENEFITS OF FOUNDATION APPRENTICESHIPS:

- work on real projects with real employers of all sizes
- pupils gain a qualification recognised by industry and employers – set at SCQF level 6 (same level of learning as a Higher)
- colleges and universities recognise Foundation Apprenticeships for entry alongside Highers and other qualifications
- helps with progression to a Modern or Graduate Apprenticeship
- meet people from other schools, college and the workplace
- take on more responsibility as a work colleague and team member.

Pupils taking Foundation Apprenticeships have reported a range of improved core skills – skills that employers are looking for\*:

- 94% reported improved communication
- 94% reported improved confidence
- 93% reported improved teamworking skills
- 90% reported improved problem solving and organisational skills.

\*Source: Foundation Apprenticeships Learner and Employer Feedback, SDS Evaluation and Research, October 2019.

**Megan**

Foundation Apprentice,  
Engineering



# TYPES OF FOUNDATION APPRENTICESHIP:

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





# MODERN APPRENTICESHIPS: WORK, LEARN AND EARN

## What are Modern Apprenticeships?

A Modern Apprenticeship is all about getting a job, getting paid and getting qualified.

They offer a blend of academic learning and practical experience. Designed by employers for employers to develop the specific skills that industry needs.

Across Scotland over 28,000 people every year are taking the opportunity to get the skills and experience that count – earning a wage at the same time.

## Who are Modern Apprenticeships for?

Modern Apprenticeships are jobs open to anyone aged 16 and over who want to work, learn and earn.

## Why choose a Modern Apprenticeship?

- it's a real job, with a real employer, earning real pay
- gain skills and hands-on experience that employers value
- work towards an industry-recognised qualification
- develop skills every workplace needs like communication and problem solving.

## After completing a Modern Apprenticeship:

- 91% of Modern Apprentices are in work or education after completing their apprenticeship
- three-quarters of these were with the same employer
- four out of five have already seen at least one form of career progression, such as working at a higher level, higher pay or more responsibilities.



**Robert**

Modern Apprentice,  
Manufacturing and Production



# A WORLD OF OPPORTUNITY! A RANGE OF JOBS AND SECTORS:

Scotland's employers need new talent. That's why lots of the biggest, best and brightest companies are on board with Modern Apprenticeships.

Today, there are over 80 types of Modern Apprenticeships – and hundreds of types of jobs, with around 12,000 employers, across a wide range of industries. Here's a small snapshot of what's available:

**Creative Industries** – including jobs in TV, radio, film, craft, architecture and fashion

**Energy** – groundbreaking work with new technologies

**Hospitality and tourism** – opportunities with travel agents, large multi-national hotels and everything in between

**Construction** – trades like plumbing and scaffolding, as well as careers in new areas like renewables

**ICT and digital technologies** – everything from business analysis to games and app development

**Financial and business services** – jobs in banking, insurance, accounting and so much more.



**Hannah**

Modern Apprentice,  
Social Services: Childcare



# GRADUATE APPRENTICESHIPS: GET A JOB, GET A DEGREE

## What are Graduate Apprenticeships?

Graduate Apprenticeships are jobs which build the skills and knowledge industries and employers need.

Graduate Apprentices are full-time, paid employees, spending most of their time learning on the job whilst being supported by a structured college or university programme.

## Who are Graduate Apprenticeships for?

Graduate Apprenticeships are jobs open to anyone over 16 who wants to work, learn and earn up to Master's degree level.

## Why choose a Graduate Apprenticeship?

- it's a job that blends workplace learning with study
- get a qualification with a leading university or college
- put learning into practice right away
- the work completed counts towards the qualification
- they're designed by industry to meet employer needs.



**Bethany**  
Graduate Apprentice,  
Civil Engineering



# TYPES OF GRADUATE APPRENTICESHIPS:

Some of Scotland's most innovative and exciting employers offer Graduate Apprenticeship jobs. Right now, there are twelve different types of Graduate Apprenticeships on offer – all in growing sectors with great career prospects.

Graduate Apprenticeships are mapped to the Scottish Credit and Qualifications Framework levels 9, 10 and 11\*.

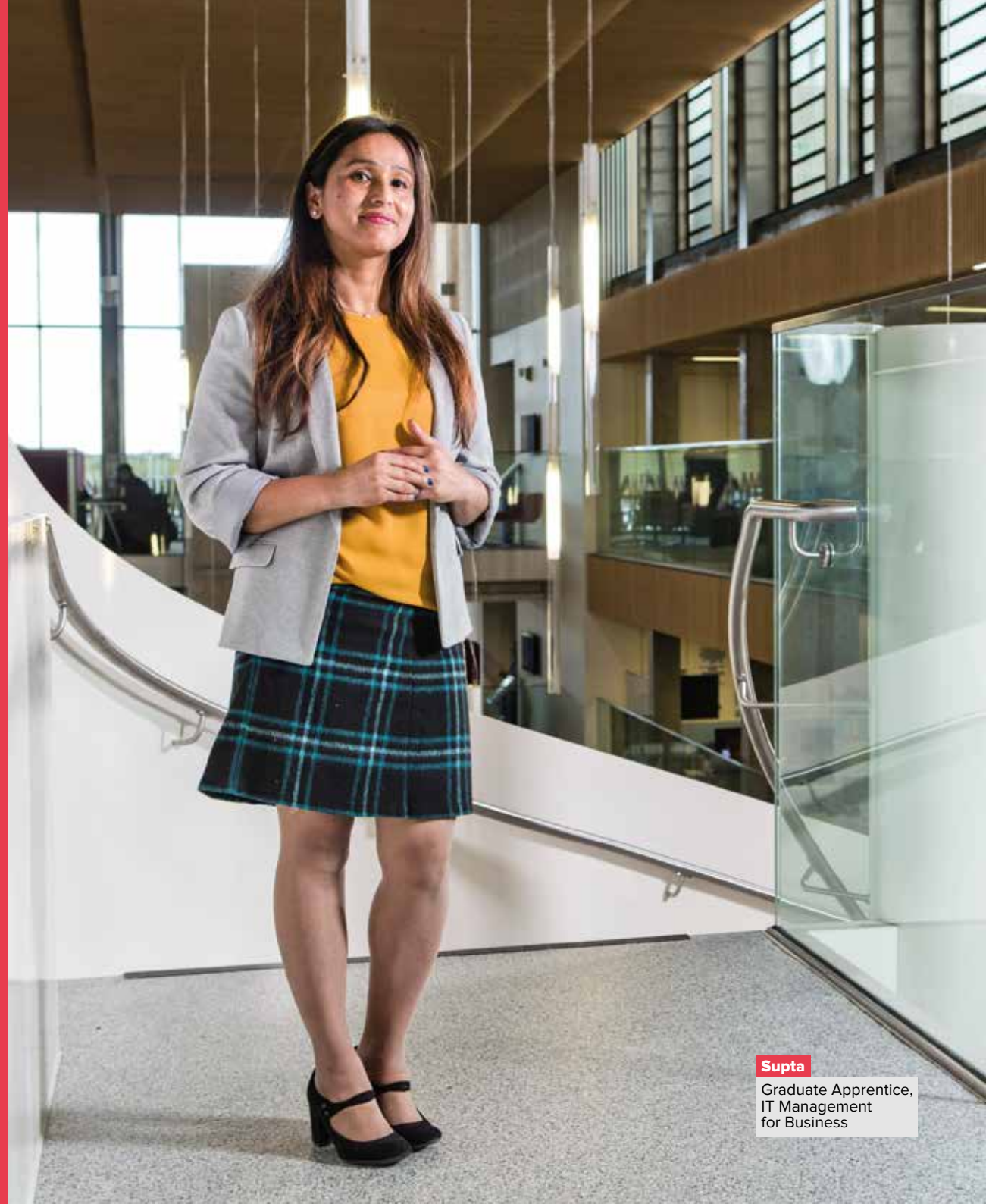
- **Business Management**
- **Business Management: Financial Services**
- **Civil Engineering**
- **Construction and the Built Environment**
- **Engineering: Design and Manufacture**
- **Engineering: Instrumentation, Measurement and Control**
- **Cyber Security**
- **Data Science**
- **IT: Management for Business**
- **IT: Software Development**
- **Accounting**
- **Early Years and Childcare**

Check out the SCQF Framework at [scqf.org.uk/the-framework](https://scqf.org.uk/the-framework)

**“Every time I’m doing coursework, I can directly relate and align it to my work. I can identify ways to improve by applying what I’ve learned through my apprenticeship.”**

Supta, Graduate Apprentice

\*Also a qualification within this framework as a Higher Apprenticeship at SCQF level 8, which can lead to progression to the GA in Civil Engineering SCQF level 10 – for more information see the Scottish Credit and Qualifications Framework.




**Supta**

Graduate Apprentice,  
IT Management  
for Business

Find out more:

 check out what's right for your child at **apprenticeships.scot**

 ask to speak to your child's guidance teacher or careers adviser in school

 call Skills Development Scotland on 0800 917 8000

Follow us on:



**EUROPE & SCOTLAND**  
European Social Fund

Investing in a Smart, Sustainable and Inclusive Future