

# Apprenticeships – benefiting your business



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Apprenticeships are a great way of bringing new talent into the organisation or providing training for those already employed. They can make your organisation more effective, productive and competitive by addressing your skills gaps and reducing staff turnover.

## *What is a Scottish Modern Apprenticeship?*

Modern Apprenticeship programmes are available to all employees living in Scotland over the age of 16. They combine on and off-the-job training so the apprentice learns the skills and knowledge required by your organisation to support them in their role. The supporting knowledge can be gained through attending college on a day/block release basis or by studying away from their normal place of work (this may be a classroom at their place of work).

The Modern Apprenticeship is a partnership between the apprentice, employer and the training organisation (college or training provider) all of whom have responsibilities to ensure the apprentice receives the training required by your industry.

The essential components of a Modern Apprenticeship are set out in a framework and all parts need to be completed to gain the apprenticeship certificate: Modern Apprenticeship Framework for Maritime Occupations pathway 3; Port Operations

- A competence element - Scottish Vocational Qualification (SVQ) Level 2 Certificate in Port Operations at SCQF level 5
- Core Skills – communication, numeracy, using information technology, working in team and problem-solving
- Additional qualifications identified by the industry as important such as; Health and Safety awareness, forklift, mechanical shovel, cranes mobile and various, container handling equipment, mobile elevated work platform.

The average time taken to complete the level 2 Apprenticeship in Maritime Occupations - Port Operations is 15 months.

## *What does this mean for my business?*

- Apprentices enable you to grow your own skilled workforce by passing on the skills and knowledge of existing staff allowing your business to keep growing
- Apprenticeships develop a motivated, skilled and qualified workforce
- Trained staff with the right skills for the job can help to reduce workplace accidents
- Training apprentices can be more cost effective than hiring skilled staff, reducing the overall recruitment and training costs
- Apprenticeship provide a positive image in your sector and by taking on local apprentices you are providing opportunities for young people to train and work in the Port sector

## *What will it cost me?*

Employ the apprentice for a minimum of 30 hours a week paying at least the national minimum wage for apprentices, currently £2.73/hour for a 16-18 year old, many employers choose to pay more. Apprentices between the ages of 16-19 should get their training costs paid for by Government funding paid to the training organisation. Therefore, the only costs to you are those involved with employing the apprentice. There is sometimes funding available to support employers taking on apprentices. Still got questions then look at the FAQs on Port Skills and Safety website [LINK](#)

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