



# APPRENTICESHIPS FOR ALL



# What is an apprenticeship?



An apprenticeship is a paid job where a person can learn and gain valuable experience with support from staff and tutors.

Apprentices will receive 20% off-the-job learning, gaining valuable skills and qualifications. 80% of an apprentice's paid time will be spent on-the-job, working with colleagues to learn new skills and gain experience of the workplace.

Name	Level	Equivalent educational level
Intermediate	2	5 GCSE passes at grades A* to C or 9 to 4
Advanced	3	2 A Level passes
Higher	4, 5, 6, and 7	Foundation degree and above
Degree	6 and 7	Bachelors or Masters degree

Nothing should hold someone back from applying for an apprenticeship. Where appropriate, apprenticeships can be made inclusive, depending on the student's learning level.

It is worth noting that there is no list of inclusive apprenticeships, they are simply advertised as apprenticeships and conversations around inclusivity need to be continued on an individual basis for each apprenticeship.

# Apprenticeship adjustments for someone with an EHCP



An apprenticeship can still be a viable option for a young person if they have an Education, Health and Care Plan (EHCP) and aren't yet learning to a level 2 qualification. Almost all advertised apprenticeships can be adjusted to the learning needs of an individual if they have an EHCP, depending on the apprenticeship standards.

Adjustment that can be made:

- a student can extend the length of the apprenticeship and working hours to allow time to complete the written work
- in some cases, learners with an EHCP may be exempt from the apprenticeship minimum requirement of having to hold a Level 2 in English and Maths (an EHCP learner will need to be at entry level 3 to access the apprenticeship)
- candidates will be supported by an in-house mentor for additional support throughout their apprenticeship
- the employer can make reasonable adjustments to the workplace to ensure the learners needs are met
- training providers can also access further funding
- additional financial support can be gained through [Access 2 Work](#) to support with things like travel, special equipment, a job coach and more

It is worth noting that although some adjustments can be made, it is dependent on the apprenticeship. Even though the English and Maths levels can be lowered, the industry element cannot. This may be an issue for some learners if their learning level doesn't allow for that level of understanding.

If the young person currently has an EHCP and they wish to apply for an apprenticeship, simply talk to the provider beforehand and state the young person holds an EHCP and will need to have the adjustments made to the course. Support can also be accessed through the [Worcestershire Apprenticeship](#) team.



## FIND OUT MORE

To find out more, please visit [Skills4Worcestershire](https://www.skills4worcestershire.org.uk) or contact the INclusive Worcestershire or Worcestershire Apprenticeships team at:

[inclusiveemployment@worcestershire.gov.uk](mailto:inclusiveemployment@worcestershire.gov.uk)

[info@worcsapprenticeships.org.uk](mailto:info@worcsapprenticeships.org.uk)