




babington

Parents' Guide to Apprenticeships

Everything you need to know if your child is
considering their next steps/.



About Babington?

At Babington, we have been helping young people start their careers since 1974, making us one of the longest running apprenticeship providers in the UK.

We are a national training provider offering courses in a range of industries including, accountancy, financial services, HR, learning and development, business skills, digital, data and IT.

We help individuals develop skills and realise their dream careers – from entry level all the way up to the top of their profession.

By unlocking potential and creating opportunity for people to be their best, we in turn help industry and society meet the challenges of today and tomorrow head on - using skills as a means to support rewarding careers, champion social inclusion, and promote diversity of thought.

As an OFSTED Grade 2 training provider we continually strive to provide our learners with a positive and productive learning experience. We work with over 3,000 employers and take a proactive approach to supporting training requirements. We work with learners at all points along their career path, delivering:

Apprenticeships

Offering real industry experience alongside nationally recognised qualifications to kick-start successful careers.

Free Online Learning

Courses funded by UK Government to build vocational skills and provide routeways into employment. Delivered either as AEB (adult education budget) or Skills Bootcamps.

Traineeships

Designed to help young people (16-24) develop the skills needed to succeed in the workplace.

Whatever your child needs to set them up for a successful and fulfilling career, Babington has a range development solutions to help them make that important first step

Meet the team

Babington's candidate engagement team is made up of friendly, experienced recruitment and support professionals who work across the UK to help match prospective apprentices with the right opportunity: from initial advice and application, to interview preparation and everything in between.

Information, advice, and guidance (IAG)

We begin with a guidance session - over the phone or in person - to understand the prospective apprentice's interests, skills, and previous experience. This allows us to give advice around suitable programmes and options.

CV writing support

Our team helps individuals ensure their CV reflects their chosen route, and is in the best possible shape to send onto employers.

Portfolio of achievements

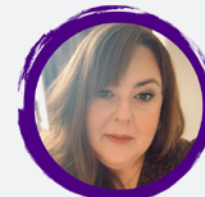
In order to support a strong CV, the team may also recommend that individuals create a portfolio to showcase their previous projects, important work, and key achievements.

Identifying 'top 10' companies

This is an opportunity for prospective apprentices to research employers in their local area and identify businesses that they're potentially interested in working with. The candidate team will then offer support to send CVs out to top organisations and attempt to find a suitable match.

Interview preparation

Having matched prospective apprentices to relevant employer opportunities, we then support individuals throughout the interview process - providing guidance before the interview itself, being on-hand for any last-minute support, and helping to gain valuable feedback.



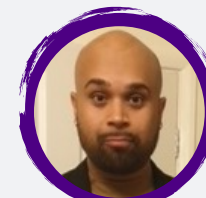
Charlotte Nancarrow
Head of Talent & Learner
Community



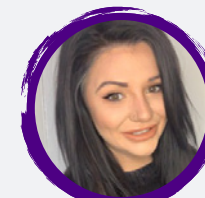
Georgina Dutton
Candidate Engagement
Resourcer Manager



Aksa Munir
Candidate Engagement
Resourcer



Sham Singh
Candidate Engagement
Resourcer



Georgina Templeton
Candidate Engagement
Resourcer



Hannah Webb
Candidate Engagement
Resourcer



Jacqui Norris
Candidate Engagement
Resourcer



Jamie Dobson
Candidate Engagement
Resourcer



Lauren Bettany
Candidate Engagement
Resourcer



Rosie Wibberly
Candidate Engagement
Resourcer



What is an apprenticeship?

Apprenticeships are a blend of work and study, offering real, hands-on experience whilst developing new skills and gaining valuable qualifications to support an individual's chosen career path.

Apprenticeships are structured around the standards that employers expect all employees to achieve. These contain the knowledge, skills, and behaviours expected by employers for working in particular job roles and industries. Some of our apprenticeship standards also include nationally and industry recognised qualifications.

To qualify for an apprenticeship, the apprentice must be working at least 30 hours a week, however part-time apprenticeships can be agreed based on a minimum of 16 hours per week.

Our advanced virtual learning environment also guides apprentices through their qualification. With forums, in-depth resources, interactive activities, practice assessments and more, our blended-learning approach harnesses the latest learning technology, and delivers a high-quality, impactful learning experience.

The apprentice's employer will give them a work-based experience within the industry they have chosen, and will support them to become a competent, confident working professional. Babington will support both the apprentice and their employer in gaining the knowledge required, with a dedicated Babington mentor.

Babington apprentices are required to attend mixed workshop sessions with other learners, enabling them to expand their knowledge and share their own experiences within their chosen area.

Apprenticeship benefits

Apprenticeships give aspiring young professionals the real-world experience they need to get the edge in the job market, whilst gaining essential skills and confidence.

Earn a wage

Apprentices will have the same opportunities as employees, earning a weekly wage and working alongside experienced staff. Apprentices also receive the same benefits as other employees, such as holiday entitlement and pension contributions.

No debt

Those who embark on an apprenticeship won't be weighed down by tuition fees or debt by the time they finish. In fact, their employer will be paying them to gain a qualification instead. There are also many degree level apprenticeships available, so apprentices can still gain a degree even if they don't go to university.

Relevant, real-world experiences

Apprentices will gain first hand experience of their chosen profession and industry. They will have regular reviews with their dedicated tutor to ensure that they are well supported and that they are progressing at the right pace.

Dedicated tutor support

We ensure that all Babington apprentices receive the support and guidance they need to pass their apprenticeship and gain the skills they require to succeed in their role.

Strengthening CVs

When it comes to building transferable skills to attract employers, an apprenticeship is an excellent choice. More than 90% of apprentices said that their career prospects had improved, and this is no fluke. With an apprenticeship, your child will have gained at least a year in the industry, picking up practical working knowledge and skills that will be attractive to any employer.

Some young adults think that completing an apprenticeship means they will be stuck in an industry for life – but this couldn't be further from the truth. Apprenticeships are specifically designed to develop skills that will be applicable and adaptable to any industry – a key reason why employers are keen on hiring apprentices.

Progress within a business

If an apprentice impresses during their training, they could also gain a full-time position with the company. To have a foot in the industry at such an early stage in their career is hugely beneficial.

Gain a nationally recognised qualification

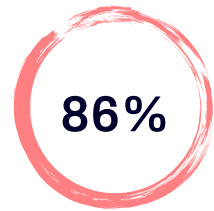
Along with comprehensive training, apprentices will also gain a work-based qualification with an accredited awarding body.



How we can help



Businesses currently employing apprentices experienced significant benefits, including 'addressing skills shortages' and 'providing value for money'.



The employment rate for those holding an apprenticeship qualification has been 10% higher than the wider labour market 2017–2020 (SMG)



Over 90% of apprentices currently go into work or further training

We help young people aim higher, go further, and build rewarding careers. Our programmes span a wide range of subjects and professions to help individuals improve current skills, gain new ones, or even find a completely new career path.

Accountancy →

In partnership with Grant Thornton, with standards across ACCA, AAT, CIMA and more.

Digital, Data & IT →

In association with BCS – The Chartered Institute for IT.

Financial Services →

In partnership with the Chartered Insurance Institute (CII) and London Institute of Banking and Finance (LIBF).

Project Management →

Programmes accredited and certified by the Association of Project Managers (APM).

HR and L&D →

Programmes developed and delivered in partnership with CIPD, Henley Business School, and FranklinCovey.

Business Skills & Customer Service →

Leadership & Management →

Accredited by the Chartered Management Institute (CMI) and in partnership with the Learning and Performance Institute (LPI).

Property Services →

In association with Propertymark.

Logistics, Retail & Commerce →

Employability skills

Free, online courses

Babington has a large range of short, online training programmes available for individuals aged 19+, that have been designed to boost skills in the areas that employers look for.

These highly popular courses are fully available online where learners will be guided by one of our specialist trainers, resulting in them achieving a nationally recognised qualification.

All of these courses are completed via our online learning platform, BabingtonOnline and are supported with interactive resources and webinars to cover the key topics where learners can interact with a tutor and peers.

We will carry out full diagnostic assessment with your child to give a comprehensive picture of gaps in learning and then create an individualised learning plan to meet their specific needs, concentrating on the skills they wish to develop.

Digital and Technology

- Digital Skills Level 1
- Data Protection and Data Security Level 2
- Digital Skills for Work Level 2
- Social Media Skills Level 3
- Digital Marketing Skills Level 3
- Principles of ICT Level 3

Business Admin and Customer Service

- Business and Administration Level 2
- Customer Service Skills Level 1-2

Leadership & Management

- Team Leading Level 2
- Business Improvement Techniques Level 2
- Lean Organisations Management Level 2
- Leadership Principles Level 3

Employability Skills

- Career Preparation Level 1
- Employability Skills Level 2
- Functional Skills English Level 1-2
- Functional Skills Maths Level 1-2

Employability sessions

Babington also offers employability sessions to help young people prepare for the transition from education to work. These sessions cover topics such as:

- ✓ Career pathways and options
- ✓ How to write a great CV
- ✓ Interview techniques
- ✓ Functional skills
- ✓ Foundational digital skill

FAQs from parents

What qualifications can my child gain?

Apprenticeships can offer your child a wealth of different qualifications and training, from accounting to project management.

Apprenticeships offer nationally recognised qualifications with accredited awarding bodies such as AAT, or CMI.

A Level 2 apprenticeship is the equivalent of five GCSEs, and a Level 3 apprenticeship is the equivalent to two A-Levels, whereas a Level 4 (higher) qualification will be the equivalent of a foundation degree.

Level 2 and 3 apprenticeships usually last around 12 months, but may last longer depending on the employer and the level of qualification they will be working towards. Higher level apprenticeships can last anywhere from three to four years.

Where an apprentice hasn't quite reached Level 2 in English and Maths, we will offer extra support to get them at the required level to pass their apprenticeship.

Will my child get a job at the end of their apprenticeship?

Whilst there is no guarantee of a job after an apprenticeship, the figures are extremely encouraging. 90% of apprentices stay in employment, while 71% stay in full time employment with the same company they apprenticed with.

Apprenticeships provide excellent career progression opportunities. Those who start on Level 2 programmes often progress onto Level 3, and afterwards Level 4

apprenticeships, typically with the same employer. This means your child could start on the apprenticeship route as a school leaver, and within a few years come out as a highly qualified and experienced professional.

Gaining relevant skills, experience, qualifications and business etiquette in an industry setting is a great way to impress future employers.

Will my child be supported during their apprenticeship?

We take your child's safety at work extremely seriously. Employers are carefully vetted and health and safety checked before an apprentice starts their apprenticeship. Our apprentices are assigned a tutor who will assess

and support them during their apprenticeship. Our dedicated Safeguarding team are there to help with any workplace issues to ensure the safety and wellbeing of your child.

Will my child be supported during their apprenticeship?

An apprentice is paid a wage, so they don't have to worry about paying back any tuition fees or student loans. The National Minimum Wage for apprentices between 16-19 (or anyone in their first year of an apprenticeship) is £3.70 per hour. All other apprentices are entitled to the standard National Minimum Wage for their age.

Level 2 apprenticeships often pay between £120 and £130 per week, but many employers choose to pay more than this. Level 3 and 4 apprenticeships usually pay more, and employers often increase wages in line with skills and experience.

How does my child apply for an apprenticeship?

We don't have term times and we enrol all year round. So as long as your son or daughter is aged 16 or over, they can apply for an apprenticeship vacancy.

Our apprenticeships are advertised on our website, and our friendly Recruitment Consultants are always at the end of the phone to match your son or daughter to their ideal employer.



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