

# Modern Apprenticeships: A partnership approach

Modern Apprenticeship frameworks have been developed in the context of work-based learning through a partnership approach with industry at both local and national level.

**Skills Development Scotland** works with **individuals**, **training partners**, **employers** and **industry** to provide an experience that benefits individuals, businesses and the economy. Modern Apprenticeships are an investment in Scotland's workforce.

There are over 80 MA frameworks available across all industry sectors, covering a range of skills.

A number of frameworks can be applied in any business, e.g. Business Administration, Finance, Procurement or Customer Services, as well as the variety of specialist frameworks available.

Employers work with local training providers who organise and deliver the training of the MA based on the chosen framework.



“Earning while you’re learning is a fantastic way to motivate yourself. You feel like you’re getting an immediate benefit for the work you’re doing. The best thing about a Modern Apprenticeship is that I feel as though I’ve given my career a head start..”

**Suzanne Birney** Design and Draughting Apprentice, Doosan Babcock

“The greatest benefit to us is seeing so many of our associates come through the MA route, growing in skills and confidence. Some of our brightest stars have come from our MA programme and it is a delight to watch them develop careers in our industry.”

**Patricia Rainey** Cluster Director of Human Resources, Marriott Hotels

“Modern Apprenticeships provide an excellent opportunity for people to receive the training and knowledge they need to succeed. Education and industry working together is a winning combination and is vital to economic growth.”

**Phil Ford** Partnerships Director (Scotland), CITB

**For more information:**  
[apprenticeships.scot](http://apprenticeships.scot)

Find out more about Skills Development Scotland online at [sds.co.uk](http://sds.co.uk)



Skills Development Scotland



# Modern Apprenticeships

Combining a work-based qualification with industry experience



## What are Modern Apprenticeships?

**Modern Apprenticeships (MAs) are used by many employers to train new employees and up-skill existing members of staff. MAs are a job which enable people to earn a wage and gain industry recognised qualifications.**

A Modern Apprentice could be a new recruit or an existing member of staff who would benefit from significant new knowledge and skills. Modern Apprentices get the skills they need while working to achieve a recognised qualification – meaning they're a real asset to a business.

Modern Apprenticeship frameworks are developed by the appropriate sector skills council in consultation with their industry. Skills Development Scotland (SDS) contributes towards the cost of training via a training provider that works with the business.

### Three components

The blended work-based learning approach combines a qualification with on-the-job experience.



#### Work

MAs are a real jobs with real employers that offers on-the-job learning and experience



#### Learn

MA qualifications come at four levels all developed and recognised by industry



#### Earn

MAs earn a salary while they work and learn

## Delivery of Modern Apprenticeships

**Countries with a well-developed vocational learning system and significant employer engagement have the lowest levels of youth unemployment.**

Modern Apprenticeships offer the opportunity to enhance Scotland's work-based learning system, reduce youth unemployment and address equality issues such as occupational gender imbalance.

An enthusiastic and trained workforce underpins Scotland's ambition for economic success. Modern Apprenticeships support this goal by providing individuals with the opportunity to secure industry recognised qualifications while earning a wage.

**Employers are seeing positive results:**

**96%**  
MA completers were **better able** to do their job

**92%**  
MA completers were **better able** to work with others

**Individuals are reaping the rewards:**

**98%**  
MAs found their Apprenticeship **very useful**

**92%**  
MAs who finished the Apprenticeship were in work **six months later**

## Benefits

### Individuals

- work, learn and earn from day one developing valuable work experience from employers as they go
- achieve an industry recognised qualification mapped to the Scottish Credit and Qualifications Framework (SCQF) and accredited by the Scottish Qualifications Authority (SQA)
- can access four different levels of MA, some at a level equivalent to a degree
- can choose an alternative route to graduate entry into the world of work
- have over 80 different types of MA roles to choose from covering a wide range of industries and job types.

### Employers

- can reduce recruitment costs and save time
- get early access to a pipeline of future talent
- there's financial support to help towards training costs
- employees gain industry recognised qualifications relevant to their job
- high level MAs help drive competitive advantage and growth
- MAs are available in over 80 different job types.

## Business growth

Employers who invest in training and workforce development see tangible benefits in staff retention, motivation and efficiency, all contributing to competitive advantage and growth. There's real flexibility and opportunity for businesses to enhance the skills of their workforce with different levels of MA qualifications.

75 per cent of employers reported improved productivity, 72 per cent reported improved staff morale, and 71 per cent reported improved product or service quality as a result of employing MAs.

