

Alternative Options to University

Amy Marshall – Careers Adviser & Co-ordinator
Urmston Grammar School

2nd May 2024

Alternative Options to University

- Apprenticeships
- Employment
- Gap Year Paid Placements (e.g. Year in Industry)
- Gap Year (e.g. gaining more work experience or volunteering, temporary employment, travelling, re-sitting exams or gaining more qualifications)

What is an Apprenticeship?

An apprentice will:

- work alongside experienced staff.
- gain job-specific KSBs (Knowledge, Skills and Behaviours, apprenticeship industry recognised standards) to become fully competent in your chosen occupation.
- be given time for study related to their role (the equivalent of one day a week, often at the employer's premises, a college, university or training provider) and gain a nationally recognised qualification.
- earn a wage and get holiday pay (20 days plus bank holidays).

What is an Apprenticeship?

- The training is funded by contributions from the government and the employer.
- Apprenticeships take 1-6 years to complete, depending on which apprenticeship they choose, what level it's at, and their previous experience.
- Sustained positive destination rates for apprenticeships over the past 5 years have remained stable at 93%*, substantially higher than other types of further education and skills provision, as many apprentices remain with their employer following their apprenticeship.

*DfE Apprenticeship Achievements: An update for the sector (March 2024)

Apprenticeship Wage & Benefits

- The national minimum wage for apprentices aged under 19 rose from £5.28 to £6.40 per hour in April 2024, however many employers pay much more than this.
- If an apprentice is aged 19 or over and has completed the first year of their apprenticeship, they are entitled to the National Minimum Wage, which is currently £8.60 per hour.
- Apprentices can also apply for the NUS Apprentice Extra Card.
- A study* showed that former apprentices make almost the same amount of money as graduates over their whole careers (1.8% less), and they also have no student debt.

*Productivity and Lifetime Earnings of Apprentices and Graduates, A report by Barclays and CEBR, August 2016

Apprenticeship Levels

- **Intermediate Apprenticeships (Level 2)** – equivalent to 5 GCSEs at Grade A*-C/9-4
- **Advanced Apprenticeships (Level 3)** – equivalent to 2 A Levels
- **Higher Apprenticeships or School Leaver Programmes (Level 4-7)** – equivalent to Foundation Degree or above
- **Degree Apprenticeships or Sponsored Degrees (Level 6-7)** – equivalent to a Bachelor's or Master's Degree

Apprenticeship Sectors

- Nearly 70% of occupations can now be entered via an apprenticeship*.
- Many Level 2-7 apprenticeships are available in a large range of job roles and industries, and many new apprenticeships are also in development.
- The Institute for Apprenticeships website has an up-to-date list of apprenticeships that are approved for delivery or in development. The employers involved in creating the apprenticeship standard and the apprenticeship training providers that deliver the apprenticeship standard of interest are also listed on this website.

*DfE Apprenticeship Achievements: An update for the sector (March 2024)

Labour Market Information

From 1st January 2020 to 14th April 2024 (223 weeks):

- **32,942 new Degree/Professional Apprenticeships (Levels 6/7) and**
- **25,664 new Higher Apprenticeships (Levels 4/5)**
- giving a **total of 58,606**

From 8th to 14th April (1 week):

- **66 new Degree/Professional Apprenticeship vacancies (Levels 6/7) and**
- **56 new Higher Apprenticeship vacancies (Levels 4/5)**
- giving a **total of 122 for the week**

The average weekly totals across all 223 weeks have been:

- **148 Degree Apprenticeships + 115 Higher Apprenticeships = 263 average weekly total**

Source for Slides 8-11:

*<https://alanbullockcareers.com/2024/04/14/week-223-degree-higher-apprenticeships-overview-slow-but-fascinating/>

Labour Market Information

The **58,606** Degree and Higher Apprenticeships advertised in England since January 2020 have been distributed as follows:

- **Greater Manchester (3,255, approx. 5.5%)**

As a way of quantifying this further:

(The first number indicates cumulative number of vacancies for the region, the largest number indicates resident population of 15-24 year olds in the region using ONS data from 2022 to the nearest 100, and the last number indexes apprenticeship figures against the 15-24 year old population, showing the combined number of Degree and Higher Apprenticeships since January 2020 per 1,000 of that population)

- **7,562 North West (884,600: 8.55)**

Degree Apprenticeship Vacancies

In total there have been **32,942 new vacancies spread across 112 occupational areas** and minimum starting salaries have ranged from £5,590 to £36,822pa. **The average is around £19,000-£20,000pa.**

Those with over 400 vacancies:

5,500 Accountancy/Tax/Audit Professionals

4,696 Police Constables

3,292 Digital Technology Solutions: General

1,440 Civil Engineers

1,397 Chartered Managers: General Business

1,325 Software Engineers/Developers

1,078 Project Managers: General

1,017 Chartered Quantity Surveyors

935 Data Scientists/Analysts/Engineers

809 Nurses (620 Adult, 133 MH, 45 LD, 11 Child)

665 Nuclear Engineers

650 Electrical & Electronic Engineers

615 Design & Development Engineers

567 Manufacturing Engineers

481 Supply Chain Professionals

443 Banking/Financial Services/Investment Professionals

439 Building Services Design Engineers

435 Chartered Surveyors: Project Management / General Practice

422 Solicitors

400 Aerospace Engineers

Higher Apprenticeship Vacancies

In total there have been **25,664 new vacancies spread across 154 occupational areas** and minimum starting salaries have ranged from £5,002 to £38,469pa. **The average is around £17,000-£18,000pa.**

Those with over 400 vacancies:

2,107 Sales Executives

1,674 Accounting Technicians

1,615 Data Analysts

1,579 Project Management Associates

1,571 Software Developers

1,198 Sports Coaches (Children & Young People)

909 Nursing Associates

771 Construction Site Supervisors

712 Manufacturing Engineering Technicians

670 Quantity Surveying Technicians

614 Network Engineers

608 Business Analysts

599 Taxation Technicians

492 Cyber Security Technologists

479 Commercial Procurement & Supply Practitioners

437 Social Care Practitioners (Adults/Children/Families/Young People)

434 Software Testers

429 Electrical & Electronic Technician Engineers

425 Civil/Site Engineering Technicians

420 Public Relations & Communications Assistants

Apprenticeship Sectors

- Many different apprenticeships are available at small, medium and large companies, and from local organisations to large national brands.
- Apprenticeships are available with many different training providers.
- More than 80 universities across the country now offer a wide range of degree apprenticeships.
- Not all apprentices will leave school and go straight onto a degree apprenticeship. Most apprentices will need to complete an advanced or higher apprenticeship before progressing on.

Apprenticeship Sectors

- Search for apprenticeship standards that are approved for delivery on the Institute for Apprenticeships website.

Occupational Maps (to explore 15 routes):

<https://occupational-maps.instituteforapprenticeships.org/>

Apprenticeship Search (to explore Level 2-7 apprenticeships):

<https://www.instituteforapprenticeships.org/apprenticeship-standards/>

- You can also find employers involved in creating the apprenticeship standard and apprenticeship training providers that deliver the apprenticeship standard of interest on this website.

Examples of Local Training Providers

- Employer: Barclays
- College: Trafford College, Salford City College
- University: MMU, Salford
- Training Provider: The Growth Company, The Apprentice Academy, Total People (in partnership with The Manchester College)

What support can I offer students at UGS?

- Advising on what the different options are, what they involve and the entry requirements.
- Support in deciding what sector or opportunity is of interest.
- Helping to develop an action plan detailing clear steps to take following any guidance interviews. This includes noting any useful apprenticeship websites.
- Inviting providers into school to deliver presentations to groups of interested students or liaising with the Sixth Form Team or Mrs. Kinder (Head of Careers & Sociology) to do this.

What support can I offer students at UGS?

- Promoting alternative provider events and careers fairs with many providers available to speak to and a chance to obtain information.
- Helping to register on relevant websites where opportunities are advertised and helping to make direct referrals to providers.
- Continuing to forward on any vacancies that may be of interest, often by e-mail.
- Offering support with completing application forms and writing high quality CVs and covering letters.
- Preparing for assessments and interviews.

Useful Apprenticeship Websites & Resources

- **Institute for Apprenticeships & Technical Education Website:** <https://occupational-maps.instituteforapprenticeships.org/> and <https://www.instituteforapprenticeships.org/apprenticeship-standards/>
- **Gov.UK Apprenticeships Websites:** <https://www.apprenticeships.gov.uk/> and <https://www.gov.uk/apply-apprenticeship>
- **Rate My Apprenticeship A Guide to Career Options 2024:** <https://www.ratemyapprenticeship.co.uk/best-apprenticeship-employers/guide>
- **Amazing Apprenticeships Website:** <https://amazingapprenticeships.com/higher-degree-listing/> and <https://amazingapprenticeships.com/resource/guide-to-applying-for-an-apprenticeship/> (includes information on CVs & covering letters)
- **The Apprenticeship Guide Website:** <https://apprenticeshipguide.co.uk/>

Useful Apprenticeship Websites & Resources

- **Student Ladder Website:** <https://www.studentladder.co.uk/>
- **Not Going to Uni Website:** <https://www.notgoingtouni.co.uk/>
- **UCAS Apprenticeships Website:** <https://www.ucas.com/apprenticeships>
- **MMU Degree Apprenticeships Website:**
<https://www.mmu.ac.uk/study/apprenticeships>
- **Urmston Grammar School Student SharePoint:** Access useful information and resources within the 'Careers' folder, including the 'Apprenticeships', 'CVs' and 'Interviews' folders.

Examples of Student Leaver Destinations Pre-2020

Roles

Pharmaceutical Development, Lab Technician, Quantity Surveying, Engineering, Building Surveying, Civil Engineering, Mechanical Engineering, Assurance, Accountancy, Tax, Audit, Account Handler, Insurance, Paralegal, IT, Social Media & Digital Marketing, Project Management, Human Resources/Researcher, International Freight Forwarding Specialist, Business Administration, Customer Service, Optical Assistant, & Dental Nursing

Companies

Astra Zeneca (& MMU), Seddons (& Salford Uni), Jamieson Consulting, Jaguar Land Rover, Atkins, DSL, PwC, Moffat & Co, Ernst & Young, Mazars, Vista Insurance, AON, Aviva, DWF, IBM, Virgin Media, Working IT Solutions, E3 Creative, Hut Group, E-Word, Atos, AirSwift, Charles Kendall Freight, AJ Bell, Network Rail, Vision Express, & NHS, RBS, United Utilities

Examples of Student Leaver Destinations (Summer 2020)

- Assurance with Chartered Accountancy at PwC (Higher Apprenticeship, Level 7)
- Aerospace Engineering at BAE Systems (Degree Apprenticeship, Level 6)
- Engineering with Sodexo & UCLAN (Degree Apprenticeship, Level 6)
- Software Engineering at GCHQ (Degree Apprenticeship, Level 6)
- IT at UKFast (Higher Apprenticeship, Level 4)
- Accountancy at Fifield Glyn (Advanced Apprenticeship, Level 3)
- Medic with the RAF
- Royal Marine Officer with the Royal Marines
- Primary School Mentor with City Year (Volunteering)
- Gap Year with Employment &/or Education (e.g. book keeping course)

Examples of Student Leaver Destinations (Summer 2021)

- Accounting with Beevers & Struthers (Higher Apprenticeship, Level 7)
- Consulting with KPMG (Higher Apprenticeship, Level 7)
- Construction Management with BAM & Sheffield Hallam University (Degree Apprenticeship, Level 6)
- Data Science with Barclays & MMU (Degree Apprenticeship, Level 6)
- Software Developer with Propeller Ltd & MMU (Degree Apprenticeship, Level 6)
- Technical Services Engineer with Mutual Vision & MMU (Degree Apprenticeship, Level 6)
- Customs Broker Business Administrator at Avocet Clearance & GBS Ltd (Advanced Apprenticeship, Level 3)
- Warehouse Operative at PKE Lighting

Examples of Student Leaver Destinations (Summer 2022)

- Software Developer with Ministry of Defence (Degree Apprenticeship, Level 6)
- Electrical & Instrumentation Technician with Cargill & Trafford College (Advanced Apprenticeship, Level 3)
- Mechanical Engineering with Product & Catch (Advanced Apprenticeship, Level 3)
- Procurement with Collaborative Procurement Partnership & SR Supply Chain Consultants (Advanced Apprenticeship, Level 3)
- Software Developer at First Touch Games
- Receptionist at Calm Dental Care
- Sales Assistant at Kelder
- Warehouse Operative with Grace Overseas

Examples of Student Leaver Destinations (Summer 2023)

- Software Developer with Nexer Digital & MMU (Degree Apprenticeship, Level 6)
- Forensic Accounting with LitAcc Forensic & MMU (Degree Apprenticeship, Level 6)
- Property Management with Jisc & BPP Education (Higher Apprenticeship, Level 4)
- Business Administration with Manchester City Council (Advanced Apprenticeship, Level 3)
- Service Charge Accounts with Phillip Carroll Ltd & BPP (Advanced Apprenticeship, Level 3)
- HR with Regatta & The Growth Company (Advanced Apprenticeship, Level 3)
- Light Vehicle Mechanic with Urmston Service Station & The Manchester College (Advanced Apprenticeship, Level 3)

Next Steps for Year 12 Students

- ‘Apprenticeships & Alternative Options to University’ Talk in school (22nd April 2024).
- Research options and look at information on the school website (About Us/Careers/Useful Resources & Websites – Apprenticeships).
- Gain additional work experience, voluntary work and extra-curricular activities if required.
- Create or update CV over the summer.
- Read school e-mails regularly in order to receive useful information and at appropriate times.
- Access more advice during the Sixth Form.