

A Guide to Jungheinrich Apprenticeships



Misconceptions around Apprenticeships

1. Apprentices tend to be for people who didn't perform well at school

Not at all! Apprenticeships range from Level 2 up to a Level 7 which is equivalent to a degree. Apprenticeships have no correlation to how well someone performed at school.

2. Apprenticeships are for people who want to do more 'manual' jobs

A common misconception of apprenticeships. The apprenticeship sector has a very vast offerings, from construction, engineering to marketing, business administration and also management.

3. Apprenticeships are "low paid"

Apprentices receive a minimum wage of £4.15 and varies dependent upon age, however the apprentices wage is really down to the organisation as this is only a minimum. Many degree apprenticeships and higher levelled apprenticeships tend to start around £18,000.

4. Apprenticeships are only for school leavers (16 to 18-year olds)

Not true, apprenticeships can be started at any age! Apprenticeships are not just for school leavers, in fact many people who are looking to upskill and change careers can lean towards an apprenticeship pathway to teach them skills they never had.

5. Apprenticeships don't lead to a full-time job

At Jungheinrich, we aspire to place all of our apprentices into a permanent position once their programme has completed.

6. Apprentices don't add value to a business

Apprenticeships can be tailored to suit the needs of the organisation, meaning the individual will learn skills relevant to what the team requires. Apprenticeships are a great way of filling skill gaps within the organisation, or where you have repeatedly struggled to recruit someone with the right skills.

7. 20% off the job training means a day per week at college

20% off the job training does not necessarily mean college learning, other forms of training also count towards the percentage. Shadowing employees and attending online training can be included, meaning learners don't have to be off-site. This will mostly depend on the agreement set with the learner, our business and the training provider.

8. Traditional courses are the best way to learn useful skills and knowledge

Programmes of development over time applying the 70:20:10 principle, have a much higher return on investment than 'one off' courses alone. You're more likely to retain and then implement the learning. Apprenticeships also draw parallels between education and the practical work environment. An apprenticeship offers a great way to develop at your own pace, to then develop and implement that learning in your current or new role.

If you are interested in having an apprentice in your team or you would like any additional information then please contact **Victoria Burston** or **Emily Croxford** – HRDTraining@Jungheinrich.co.uk



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