

# What About an Apprenticeship?

## A GUIDE TO APPRENTICESHIPS AT MARSTON'S

We are passionate about young people getting the opportunities & support they deserve as they take their first steps in their career. Our apprenticeship programmes offer a fantastic opportunity to earn whilst they learn + gain a nationally recognised qualification in hospitality.

Over the next year, they will be supported by their team, manager & learning coach to build their knowledge, skills + behaviours on the job, providing them with a solid start for a career in hospitality.

## AN INSPIRING INDUSTRY, ACTIVELY RECRUITING MOTIVATED STAFF

76% of apprentices who achieved an apprenticeship with Marstons indicated that it helped with their careers

Hospitality is the third largest private sector employer in the UK. it represents 10% of employment and 6% of businesses

49% of Marstons employees were promoted or took on additional tasks after achieving their apprenticeship

## UNIVERSITY VS APPRENTICESHIPS

### University:

Undergraduate degrees last between 3-4 years  
Tend to focus on academic study with little hands on work experience  
Tuition fees up to £9250 P.A. in England  
Large student load debt - currently an average of over £40,000 per student as of 2019.  
There are 145 universities within the UK offering hospitality management courses.  
There are 157 universities within the UK offering hospitality and catering courses.

### Apprenticeships:

Hospitality advanced and higher apprenticeships last between 12 months and 2 and a half years.  
Specific focus on, on the job training.  
Apprentices develop practical skills alongside qualifications.  
No tuition feeds. Costs are covered by the employer (often with government funding ).  
Apprentices can earn a salary for the duration of their programme.  
There are currently thousands of hospitality apprenticeship opportunities with employers in the UK.

## APPRENTICESHIPS, WHAT ARE THEY?

An apprenticeship is a genuine job, with training, meaning you can earn while you learn and gain a nationally recognised qualification.

Because the apprenticeship scheme is designed with the help of employers, apprentices fit into their job role effectively, develop the appropriate skills and secure on-going employment. The majority (80%) of the learning and assessment is conducted "on the job" so you can remain focused without the interruption of off site study.

Off the Job training must make up at least 20% of the apprentice's contracted hours, over the duration of the apprentice's planned training period. It can be delivered in the apprentice's normal workplace or at an external location.

Apprenticeships also are available to all current employees or new entrants aged from 16 and over. They are conveniently set at the level of entry to suit your interest.

## BENEFITS

Apprenticeships are the smart way to gain qualifications and earn a real wage while you learn. You get work experience, a paid job and promotion possibilities from day one.

There are excellent progression opportunities, whether you're looking to study further or climb the ranks within the workplace. Apprenticeships also offer Increased future earning potential. Apprentices enjoy marked salary increases on finishing their training and those completing a higher apprenticeship could see increased earnings of an estimated £150,000 over their lifetime.

Apprentices have the same rights as other employees working at the same grades or similar roles; they are entitled to a contract of employment, holiday and sickness pay.

**Marston's pay a higher wage than the current minimum wage rate for an apprentice.**

Age	Our Pay Rate
16-17	5.40
18-20	7.40
21-22	9.40
23+	9.60

## WHAT DOES AN APPRENTICESHIP INCLUDE?

An apprenticeship is a work-based placement that combines practical, on-the-job training with continued study towards a recognised qualification. Apprenticeships are designed to make you 'job-ready' in the role you're training for. Once your apprenticeship is up and running, and you're gaining more experience and learning new skills, you can start to plan for the next steps.

### Functional Skills

All apprentices will be expected to achieve qualifications in maths & english if they don't already have them. These are known as functional skills – the industry transferable skills equivalent to holding the relevant gcse levels if they already have certificates in maths & english (such as gcses) they can send this evidence to their learning coach who will check if they have achieved the required level to exempt them from completing functional skills.

Functional skills provide you with essential knowledge, skills and understanding that will enable you to operate confidently, effectively, and independently in life and work. Progression towards, and attainment of, approved level 2 English and maths qualifications is an important part of the apprenticeship programme. For those undertaking a level 3 or higher apprenticeship, it is a requirement that they should hold or achieve an approved level 2 in both subjects before they can successfully complete the apprenticeship.

### **Level 1 (L1)**

Recognised qualification equivalent to GCSE Grade D-G (3-1), includes:

Functional Skills L1, Key skills L1 in English or Maths.

### **Level 2 (L2)**

Recognised qualification equivalent to GCSE Grade A\* - C (9-4), includes:

Functional Skills L2, Key skills L2 in English or Maths.

## **Additional learning needs?**

When an apprentice is enrolled onto their programme, the learning coach will review their learning preferences & any additional learning needs. They will create a plan with the apprentice to include any support required during the course & will review this regularly with them in addition to the learning coach. Lifetime has a team of specialist learning support tutors on hand to help if the apprentice needs any extra support.

## **Independent End Point Assessment (EPA)**

Once your apprenticeship training is completed, an independent assessment takes place. This assessment is your opportunity to demonstrate that you are genuinely competent in the job role at the end of your training. It also gives you the chance to show what you've learnt throughout the apprenticeship. Details of the EPA are set out in the assessment plan and include an evaluation of the apprentice's knowledge, skills, behaviours.

## **The rules around young workers**

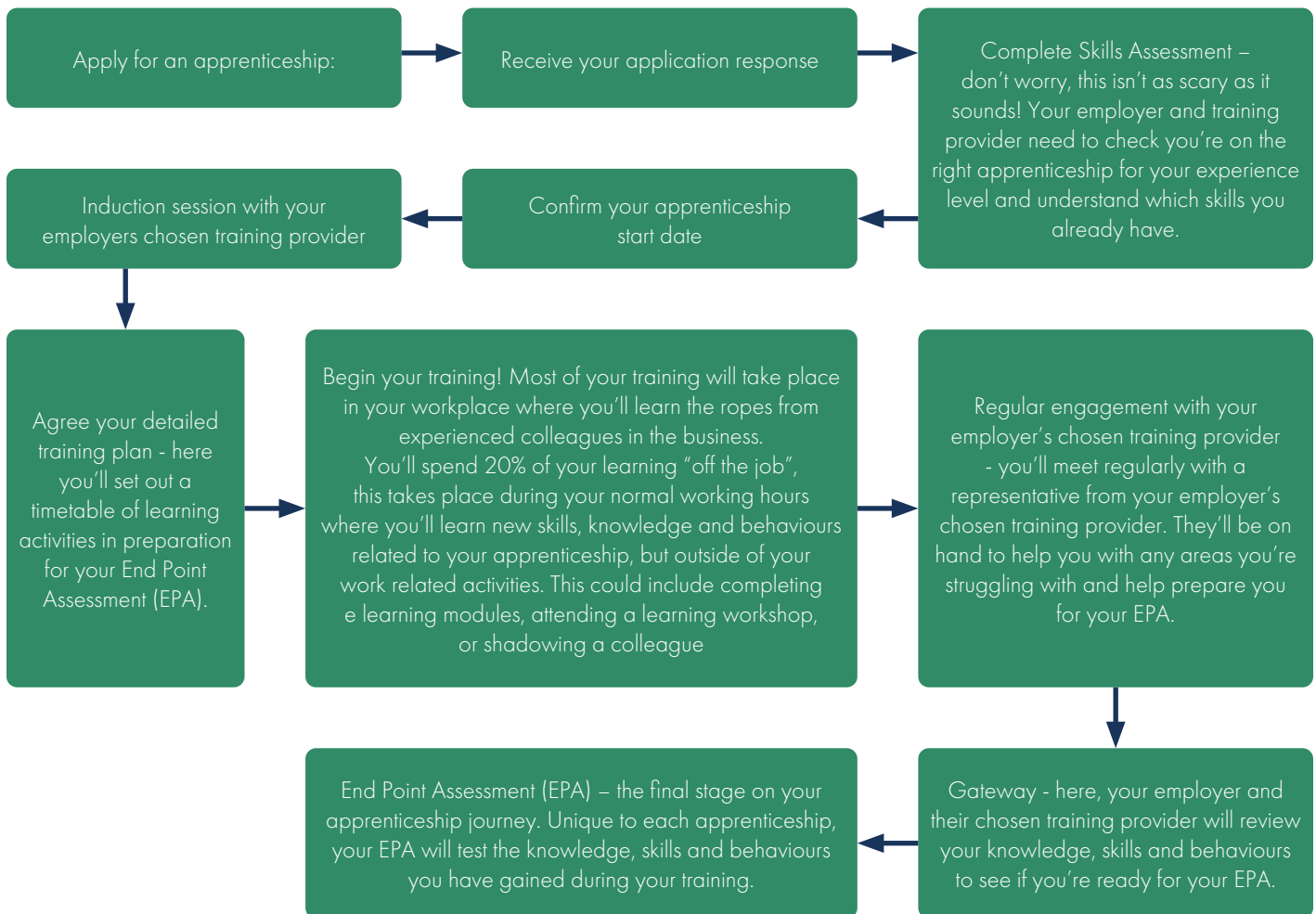
16 -17-year-olds can legally work up to 8 hours a day + up to 40 hours per week. They must also have a 48-hour rest period taken together per week (2 days off together) they will have 30-minute break every 4.5 hours with all breaks added into their rotas 16 -17-year-olds must have a 12-hour rest period between each shift, for example, if they finish at 10pm they cannot legally work again until 10am the next day.

## **Time away from the pub as part of the apprenticeship programme?**

The majority of our programmes are in house based with the exception of our Chef Academy. The Chef academy is designed for chefs to get further hands on practical cooking experience from a professional culinary chef by attending masterclass sessions away from their normal working environment. At these masterclasses they will work with the culinary chefs to produce a variety of fresh dishes fully from scratch to enhance their cooking knowledge and expertise further. The masterclasses include topics on meat and poultry, fish and shellfish, vegan and vegetarians dishes along with cakes, desserts and sponges. These masterclasses take place in a variety of central venues in which the Lifetime coach can support in booking the attendance of these sessions and co ordinating it with workplace rota's and activities. These away days at masterclasses are considered paid working hours and any travel costs are reimbursed at site level.

## WHAT HAPPENS WHEN YOU BECOME AN APPRENTICE?

Whether you're an existing team member or new recruit, your apprenticeship learning journey will roughly follow these ten steps. Marston's work in partnership with an apprenticeship training provider, to deliver apprenticeship training. These steps are just a guide for you to know what will be expected of you during your apprenticeship.



To find out more please visit [www.marstonscareers.co.uk](http://www.marstonscareers.co.uk) for more information.

