

HOW TO TAKE ON AN APPRENTICE

In the first of a new series by The Electrotechnical Skills Partnership on routes into the electrical industry, TESP chair Ruth Devine explains what's new with apprenticeships



If you're looking to build your business and take on more work, it's worth thinking about recruiting an apprentice. Training an apprentice can be a productive and effective way to grow while ensuring your future workforce is skilled and qualified.

In England, until June 2022 the installation and maintenance electrician was the only apprenticeship available. But following demand from employers and training providers, we now have a domestic electrician apprenticeship.

Previously, many businesses working in domestic environments couldn't access an apprenticeship because of their scope of work. With the introduction of the domestic electrician apprenticeship alongside the updated installation and maintenance electrician route, there's now a more tailored approach for all electrical contractors, whether they're working in industrial or commercial settings, domestic properties such as homes, or in individual dwelling units such as flats, care homes and student accommodation (excluding communal areas).

The distinction between the two apprenticeships is important, as work-based evidence for each needs to be in a relevant setting. So domestic evidence would not be accepted for certain installation and maintenance apprenticeship elements.

As well as teaching core and traditional electrical skills, both apprenticeships include training and assessment in electric vehicle charging point installation. They also provide strong foundation knowledge as a basis for further training in other new and low-carbon technologies.

Both apprenticeships work on developing behaviours that matter to employers, such as commercial skills, problem-solving and customer service.

The training programme takes three years (domestic electrician) or four years (installation and maintenance electrician). Apprentices train with a college or training provider and, crucially, learn from their day-to-day work on site. Both apprenticeships can be 'accelerated' with existing relevant qualifications or experience – the provider reviews these at the initial assessment stage – but must last at least 12 months.

At the end of their training, apprentices take an end-point assessment – known as the AM2 test. Installation and maintenance electrician apprentices do the AM2S, and domestic electrician apprentices the AM2D. Both tests assess what the apprentice has learned during their apprenticeship. Once successfully completed, the apprentice has fully qualified and is eligible for an ECS gold card, which is a mark of competence.

Traditionally, apprenticeships were only for young people, but now employers

receive funding for apprentices of any age. So you'll just need to cover their wages, and no National Insurance is payable for apprentices under 25. You'll receive support from your training provider to manage the whole process.

You can sign up for English apprenticeships via the online Apprenticeship Service. You can reserve your apprenticeship funding and nominate your chosen training provider to arrange all the recruitment and administration.

Training someone from scratch means you can develop them to match your business style, values and ways of working. You're also helping to develop the future talent pipeline to address the ongoing skills shortage.

For further information, visit apprenticeships.gov.uk/employers

APPRENTICESHIPS ACROSS THE NATIONS

SCOTLAND

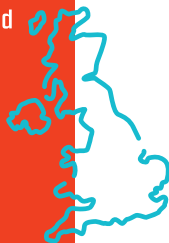
Your apprentice will join the Modern Apprenticeship scheme and, once completed, will achieve an SCQF 7 in Electrical Installation. At the end of their apprentice training, they will complete the Final Integrated Competence Assessment (FICA). sectt.org.uk

WALES

The installation and maintenance electrician apprenticeship is available in Wales. At the end of their training, they will complete the AM2S assessment to become fully qualified. gov.wales/recruit-apprentice-guidance-employers

NORTHERN IRELAND

The electrotechnical (installation and maintenance electrician) apprenticeship is also available here, and apprentices take the AM2S assessment at the end of their training. nibusinessinfo.co.uk/apprenticeships



THE ELECTROTECHNICAL SKILLS PARTNERSHIP (TESP)

TESP is a not-for-profit 'community interest company' that works on skills projects to benefit the electrotechnical industry. Its core members are ECA, JIB, National Electrotechnical Training, Unite the Union and SELECT. Certsure works closely with TESP on

projects such as the Experienced Worker Assessment and the Electrotechnical Assessment Specification Qualifications Guide.

TESP provides resources and guidance to the sector, including the Electrical Careers website, the Industry into Education and Rogue Trainers campaigns, Labour Market Intelligence and industry-approved training routes. the-esp.org.uk

 The Electrotechnical Skills Partnership