

Waged Apprentices: How much do I get paid?

The amount paid to employed apprentices, as for all employees, is negotiated with the employer. Your union can help in negotiating pay rates.

Pay rates vary between sectors. You may want to access information on typical pay rates in different sectors when choosing which area you would like to work in. For example, women are still working predominantly in lower paid areas.

There is a national minimum wage (NMW) in Britain, although unions generally negotiate pay rates well above that. Workers aged 16 upwards are covered by the NMW. However, Apprentices aged 16-18 are not currently covered, and apprentices aged 19-25 are not covered in their first year. The TUC has called for this to be reviewed.

However, if you are being paid less than the NMW, the Learning and Skills Council now requires that all full-time employed apprentices receive at least £80 per week income. Income may be aggregated over four weeks and reduced pro rata for part-time learners.



Unwaged Apprentices

Unwaged Apprentices are currently entitled to a Minimum Training Allowance (MTA) of **£40 per week** or a higher minimum amount if specified by the local Learning and Skills Council. Other support available for unwaged apprentices includes travel costs, childcare, personal protective equipment and residential accommodation where necessary. This support is under review and may change from July 2006.

From April 2006, if you are aged 16-19 and a new starter on an E2E programme or Programme Led Pathway funded by a Learning and Skills Council, the MTA will be replaced by the Education Maintenance Allowance (EMA). Also, Child Benefit and Child Tax Credit will be extended to the parents/carers of unwaged trainees. Unwaged trainees who currently get MTA will continue to receive it until they finish their programme, or 1 January 2007. All other Apprentices will be deemed waged and receive £80 as a minimum.

For more information about your rights at work, or about joining a union, call 0870 600 4 882. You can also log on to www.workSMART.org.uk

For more information about apprenticeships go to www.apprenticeships.org.uk

There are two other leaflets for young people in this series: *Paid Time Off to Learn* (your rights to time off for learning or training reasons), and *The National Minimum Wage*. Contact the TUC's Organisation Department for copies.



TUC

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Young people
at work

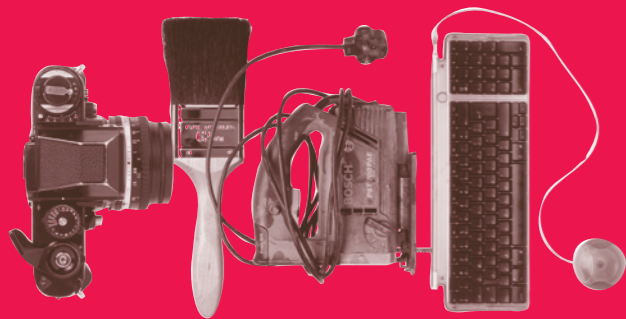
TUC

Your
rights
as an
Apprentice



Joining a trade union

Unions negotiate fair pay and equal treatment in the workplace. Unions also tackle discrimination based on age, race, gender, sexuality and disability.



Unions will help ensure your Apprenticeship is high quality and that you are properly supported while you are doing it. Unions will negotiate with employers, making sure you get time off to study or train, and ensuring you receive impartial information, advice and guidance, or be given a mentor. Your training provider must give you the chance to join an appropriate union, unless you are working for the Ministry of Defence.

What is an Apprenticeship?

Apprenticeships provide the chance to 'earn and learn' in a wide range of jobs and sectors and give you the chance to develop skills, experience and qualifications.

Apprenticeships are offered in jobs as diverse as accounting, construction, engineering, and floristry.

There are currently two Apprenticeship products for those aged 16-24*:

- Apprenticeships (NVQ2)
- Advanced Apprenticeships (NVQ 3)

A further product called the Entry to Employment Programme (E2E) is focused on the individual development needs of those not yet ready to enter an Apprenticeship, Advanced Apprenticeship, further education course or work.

All the references in this leaflet are to post-16 apprentices. **Young Apprenticeships are for those aged 14-16. These are available across selected partnerships through the network of local Learning*

and Skills Councils partnerships. During Young Apprenticeships pupils continue to study their core subjects at school for three days a week, and spend two days a week studying qualifications such as

GCSEs in vocational subjects or NVQ Level 2, including 50 days' work experience over two years. Those on the programme are still based in school, are not employed and do not receive pay.

What do Apprenticeships offer?

Apprenticeships and Advanced Apprenticeships are made up of four components:

- a National Vocational Qualification (NVQ) - the sector/industry-based vocational element;
- a technical certificate to show you understand the underpinning theory or knowledge;
- key skills - including communication skills and application of number, plus wider key and business skills as required by the sector; and
- employment rights and responsibilities in the workplace



Your terms and conditions of employment

Most young people on Apprenticeships and Advanced Apprenticeships have employed status (currently around 85%). All employed apprentices are covered by the terms and conditions contained in their contract of employment and any relevant employment legislation.

Learners will usually spend a minimum of 30 hours a week on their Apprenticeships. You should receive the time off you need to study or train. Learners are entitled to their terms and conditions in writing. There should also be a contract of employment or training agreement in place.

Everyone has the right to join a union.

It costs less than you think and your employer doesn't need to know you are thinking of joining up.