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Apprenticeship Pay Survey 2011

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Chapter 1: Introduction

Policy background

The Apprenticeship Pay study has been conducted twice before in England, most recently in 2007. Past surveys collected data on the pay levels, working hours and training of Apprentices and sought to understand differences by framework and by demographic variables such as gender and age. Two key factors were new to the 2011 survey: the introduction of a National Minimum Wage for Apprentices in October 2010; and the expansion of research to cover all four nations of the UK.

The study comes at a critical time for Apprenticeships in England as they are at the heart of the coalition Government's strategic vision for economic growth. The Skills for Sustainable Growth Strategy Document highlights that the UK is at least 15% less productive than Germany, France and the US and that this weakness is particularly acute for the intermediate technical skills of the working population. The UK Government is also keen for the market to drive demand for skills training and for the cost to be shared between public funds, the employer and the employee. Apprenticeship pay is an important component of this market and there are costs for all parties to consider. It is therefore crucial to have up-to-date information on the wages employers pay Apprentices.

Paying a lower wage than for a fully qualified worker while a person receives training is a long-standing principle of traditional Apprenticeships. In the UK there is an implicit contract that the individual learner is making a contribution to their human capital that will pay future dividends in terms of better pay and employment prospects on completion of their training. London Economics¹ calculated that the lifetime benefit of achieving a Level 2 Apprenticeship was extra earnings between £48,000 and £74,000. The equivalent figure for a Level 3 Apprenticeship was between £77,000 and £117,000.

Since October 2010, employers now have to pay the Apprentice Rate to those apprentices aged between 16 and 18, or those aged 19 or older who are in their first year of training (£2.50 per hour at the time of the survey), recognising the significant contribution they make to the economy. There are some exceptions to this rule, notably programme-led Apprenticeships in England and Northern Ireland, where the apprentice is not employed and receives a training allowance.

Furthermore, a differential pay rate applies to Apprentices aged 19 and over after their first year of study (as shown in Table 1.1 overleaf). Apprentices between the ages of 19 and 20 in their second or subsequent year of study receive at least the Youth Development Rate of the National Minimum wage (£4.92 per hour at the time of the survey), and those apprentices aged 21 or older should receive at least the adult rate (£5.93 per hour at the time of the survey) after their first year.

¹ London Economics (2011) Returns to Intermediate and Low Level Vocational Qualifications, *Department for Business Innovation & Skills*, BIS Research Paper 53, Accessed 20/10/2011: <http://www.bis.gov.uk/assets/biscore/further-education-skills/docs/r/11-1282-returns-intermediate-and-low-level-vocational-qualifications>

Table 1.1: Hourly pay rates for Apprentices in their second and subsequent years

| | Age | 18 or younger | 19 to 20 years | 21 or older |
|------------|-----------------------|---------------|----------------|-------------|
| Hourly pay | Oct 2010 to Sept 2011 | £2.50 | £4.92 | £5.93 |
| | Oct 2011 to Sept 2012 | £2.60 | £4.98 | £6.08 |

Prior research studies showed wide variations in pay by Apprenticeship framework. Unsurprisingly apprentices working in low pay sectors such as 'Hairdressing' and 'Early Years Care' earn relatively less than those in higher paid sectors such as 'Engineering'. This raises gender issues as male and female employment differs by sector. For those on more advanced courses, there is a strong perception from employers that they have to offer over the going rate in order to attract the best candidates. The framework also dictates the amount of time an Apprentice spends on training outside of work, and Apprentices with more learning hours away from work often feel their lower wages are 'fairer' because working towards a qualification shows they are doing more than work alone.

The overall purpose of this survey is to provide factual data from which the pay levels of Apprentices can be understood. This will inform policy for BIS and partner organisations, such as the Low Pay Commission, which is responsible for recommending the minimum wage for Apprentices. For the Scotland, Wales and Northern Ireland governments, the survey represents an opportunity to robustly assess the pay and working hours of Apprentices in their country.

The survey in brief

The 2011 Survey of Apprentices' Pay was administered to a random selection of Apprentices in England, Scotland and Wales (GB), and to all Apprentices in Northern Ireland.

In total, 11,020 Apprentices took part in the UK. As described in the overview below, the mode of the survey in Great Britain was different to that in Northern Ireland. For the former, a Computer Assisted Telephone Interviewing (CATI) method was used whereas the Northern Ireland survey was administered via a postal self-completion survey. Because of the large variance in response rate between the two methods, the resultant differences in bias and the difference between interviewer-led and self-completion modes, the data between Great Britain and the UK is not truly comparable. UK wide figures have been reported for specific critical questions on pay levels in Chapter 2; however these figures should be treated with some caution.

Sampling and response rates

Great Britain

A disproportionate, randomly selected sample was surveyed in GB using a Computer Assisted Telephone Interviewing (CATI) mode. The principle reason for a disproportionate sample was to ensure that enough data was collected on the main 11 frameworks in the UK to allow for cross comparison. Note that the main 11 frameworks across the UK were not necessarily the main 11 in an individual country, but as the profile data in table B1

suggests, there is considerable overlap between them. For example, 'Retail' is a very big framework in England (and subsequently the UK) but less sizable in Wales and Scotland. An 'Other' 12th category was also selected and a representative sample drawn outside of the top 11. What this means is that there was representation in this 'Other' category for larger frameworks such as 'Plumbing' in Scotland.

The GB survey sample was drawn from Apprentice records supplied by the Skills Funding Agency in England, the Department for Children, Education, Lifelong Learning and Skills in Wales and Skills Development Scotland. The audience was Level 2 and 3 Apprentices who were still on their course in April 2011. After an opt-out process, Ipsos MORI attempted to contact 25,014 Apprentices. A total of 10,178 agreed to complete an 8 minute questionnaire about their pay and working hours. These interviews comprised 6,140 in England, 2,041 in Scotland and 1,997 in Wales. This represents an unadjusted GB response rate of 40.7%. After ineligible respondents and incorrect numbers are removed, the adjusted response rate was 51.9%.

Northern Ireland

The Department of Employment and Learning in Northern Ireland (DEL) is responsible for the data records of Apprentices under their jurisdiction. DEL did not hold specific authorisation to either release Apprentice records to Ipsos MORI in order to draw a sample or supply contact details for the purposes of a telephone survey. Instead, a postal survey was administered by DEL to all current Apprentices listed on their records. A total of 10,723 postal surveys were sent to NI Apprentices, of which 842 were returned, representing a response rate of 7.9%.

Mode of survey

Great Britain

A CATI methodology was adopted for the GB element of the survey. CATI was by far the most cost-effective and efficient way of collecting reliable data given the sample size, the geographical distribution of the sample and the fact that a telephone number was included in the samples. Telephone mode is generally well established for surveys of learners and Apprentices, and was the approach used in earlier Apprenticeship Pay surveys. Fieldwork took place from 1 June to 31 July 2011.

A telephone random probability design requires a different methodology to a quota survey (which was run in 2007). The overall aim is to have a known outcome for every piece of sample loaded onto the CATI server which has several implications:

1. Each piece of sample should be called until an interview is achieved, a refusal given or information obtained to make a judgment on the eligibility of that contact.
2. Calls are not made indefinitely. In this case, numbers were called a maximum of 12 times after which the lead was labelled as unavailable and their eligibility assigned as unknown.
3. Each piece of sample should be called at different times of the day throughout the week to make every possible attempt to achieve an interview. This included weekend and evening calling.

Northern Ireland

Ipsos MORI designed the NI questionnaire to match the wording of the GB telephone questionnaire as closely as possible. Nonetheless, taking into account that the NI survey was a self-completion methodology, some of the question ordering was changed so as to minimise the routing for respondents.

The final graphic-designed questionnaire was passed on to DEL, which was responsible for printing and mailing the survey to all 10,723 Apprentices on the database. In this way, Ipsos MORI did not handle the sample. Fieldwork overlapped with the GB telephone survey, with DEL despatching questionnaires on Friday 24 June. The cover letter asked respondents to return their surveys to a freepost address no later than 29 July 2011, though Ipsos MORI included all questionnaires received by 8 August in the final data, so as not to exclude any late returns.

For the data processing and weighting, where it was necessary to match each returned survey back to the profile of the respondent, DEL provided Ipsos MORI with an anonymised dataset linking the serial number of each survey to the respondent's gender, age, year of study, level of study and Apprenticeship framework.

Data processing

Comprehensive weighting to adjust for differential response rates was applied to the GB CATI data to principally correct for the disproportionate stratification by framework. Some response bias was also found in the data, so the weighting strategy also helped correct for this. Post-weighting, the effective base size for the whole GB survey was 3,554. For the individual nations, the effective base sizes were 2,963 in England, 1,125 in Scotland and 1,338 in Wales.

The same level of weighting was not possible for Northern Ireland due to the lack of profile data Ipsos MORI had access to and the mode of survey adopted. Limited profile data was available for some corrective weighting, which resulted in an effective base size of 653 for the Northern Ireland data. However, it is not possible to follow the same comprehensive GB weighting strategies in Northern Ireland. Because of the use of a different mode (postal) and different weighting strategies, UK level reporting has only been conducted on the key survey questions. The Northern Ireland data is not comparable with the data collected in GB. Ipsos MORI urge caution when considering any UK statistics derived from this survey.

The methodology comprising audience, sampling, mode of data collection, response rates and corrective weighting are discussed in more detail in the Appendices.

Reading this report

This report is structured to provide data at the UK/GB level and by each of the devolved administrations that compose the UK. Apprenticeship policy is an issue governed by each devolved administration (England, Scotland, Wales and Northern Ireland). The structure of the report reflects this by providing a separate chapter for each.

As outlined in the Appendix, the profile of Apprentices in each country was relatively similar with the exception of Scotland. For this reason, the amount of deviation in the overall findings *between* countries is limited. The report is not meant to be read from start

to finish. Instead, Chapter 2 should be read by those with an interest in Apprenticeship policy throughout the UK and Great Britain. This chapter highlights the key differences that were found between individual administrations comprising the UK. Chapter 3 to 6 have been written for those with an interest in a specific country of the Union.

Statistical differences

All differences referred to throughout this report are those which are statistically significant. The respondents who took part in this survey are only a sample of the total population of those who could have taken part, so we cannot be certain that the figures obtained are exactly those we would have if everybody had responded (the "true" values). We can, however, predict the variation between the sample results and the true values from knowledge of the size of the samples on which the results are based and the number of times a particular answer is given. The confidence interval chosen for this research was 95% - that is, the chances are 95 in 100 that the "true" value will fall within a specified range. This is a standard confidence interval for social research surveys.

Table 1.2 below illustrates the predicted ranges for different sample sizes and percentage results at the "95% confidence interval", assuming the "universe" to be infinite.

Table 1.2: Confidence limits for the survey data based on effective base sizes

| Size of sample on which survey result is based | Approximate sampling tolerances applicable to percentages at or near these levels | | |
|--|---|------------|--------|
| | 10% or 90% | 30% or 70% | 50% |
| Effective base size | ± % | ± % | ± % |
| UK: 3,684 responses | 1 | 2 | 2 |
| GB: 3,554 | 1 | 2 | 2 |
| England: 2,963 | 1 | 2 | 2 |
| Scotland: 1,125 | 2 | 3 | 3 |
| Wales: 1,338 | 2 | 3 | 3 |
| Northern Ireland: 653 | 2 | 4 | 4 |

Chapter 2: Great Britain and the UK

Key UK facts

- The median rate of hourly pay received by Apprentices in the UK was £5.87 and £5.86 in GB. The mean was £5.83 per hour in the UK and £5.84 in Great Britain.
- The median differed by country, with Apprentices in England receiving £5.83, those in Scotland £5.62 and those in Wales £6.30. Apprentices in Northern Ireland received a median of £5.93 per hour. The mean rates by country were £5.80 per hour in England, £5.91 in Scotland, £6.62 in Wales and £5.70 in Northern Ireland.
- Statistical tests on mean pay values showed that significant differences existed by country. Apprentices in Wales were paid a significantly higher hourly wage than those in other countries (£6.62 per hour). However, it is important to remember the profile of Apprentices within each country differs and this was a major factor determining pay levels, especially in relation to framework, age and level of study.
- Median gross weekly pay in the UK and for Great Britain was £200. As with hourly pay, median weekly pay differed between countries with Apprentices in Wales receiving the highest weekly median (£229), followed by Scotland (£219), and England and Northern Ireland (both £200).
- The key pay data for the UK and Great Britain is contained in the summary table overleaf. Statistically significant differences in the mean between different subgroups are highlighted in bold text. As not all Apprentices responded to questions on pay, overall base sizes as less than the total number of participants.

Across the UK, four in five Apprentices' (79 per cent) contracted hours were 30 hours or more a week. Contracted hours cover both work and training. The mean Apprentice contract was 34 and a half hours per week. Apprentices in Scotland were contracted to work longer hours on average their counterparts in the rest of the UK – at over 37 hours a week. Five per cent of Apprentices said their contracted hours were less than 16 hours a week, which is lower than is allowed under guidelines in England.

- Nearly half of UK Apprentices (46 per cent) said they received off-the-job training and over two thirds (69 per cent) received training on-the-job. Apprentices in Northern Ireland were the most likely to train off-the-job (56 per cent) and Apprentices in Scotland most likely to train on-the-job (78 per cent). The questions on training were specific and fully described, so it is therefore a worry that one in five (20 per cent) Apprentices across the UK said they did neither of these forms of training.

Table 2.1: Summary gross hourly pay for the UK and Great Britain

| Statistic | UK | | | GB | | |
|--|----------------|--------------|-------------------|----------------|--------------|-------------------|
| | Median pay (£) | Mean pay (£) | Base ² | Median pay (£) | Mean pay (£) | Base ² |
| All | 5.87 | 5.83 | 9,268 | 5.86 | 5.84 | 8,710 |
| Gender | | | | | | |
| Female | 6.00 | 5.93 | 4,680 | 5.98 | 5.93 | 4,418 |
| Male | 5.49 | 5.75 | 4,588 | 5.50 | 5.75 | 4,292 |
| Age | | | | | | |
| Under 19 | 3.00 | 3.74 | 2,346 | 2.98 | 3.74 | 2,277 |
| 19 to 24 | 5.63 | 5.58 | 3,916 | 5.63 | 5.58 | 3,695 |
| 25+ | 7.00 | 7.85 | 3,006 | 7.03 | 7.85 | 2,738 |
| Framework | | | | | | |
| Team Leadership and Management ³ | 8.33 | 9.57 | 668 | 8.33 | 9.58 | 629 |
| Electrotechnical | 6.60 | 6.94 | 794 | 6.67 | 6.99 | 745 |
| Customer Service | 6.73 | 6.92 | 728 | 6.74 | 6.92 | 717 |
| Health and Social Care | 6.30 | 6.57 | 790 | 6.30 | 6.56 | 705 |
| Retail | 6.25 | 6.36 | 750 | 6.25 | 6.36 | 723 |
| Engineering | 5.94 | 6.23 | 846 | 5.95 | 6.26 | 788 |
| Business Administration | 5.82 | 6.02 | 749 | 5.81 | 6.01 | 731 |
| Hospitality and Catering | 5.93 | 5.82 | 779 | 5.93 | 5.81 | 731 |
| Other | 5.00 | 5.34 | 915 | 5.00 | 5.35 | 759 |
| Children's Care, Learning and Development ⁴ | 5.00 | 4.88 | 714 | 4.95 | 4.87 | 681 |
| Construction | 4.39 | 4.79 | 773 | 4.40 | 4.79 | 754 |
| Hairdressing | 2.64 | 3.38 | 762 | 2.64 | 3.39 | 747 |
| Year of study | | | | | | |
| Year 1 | 5.93 | 5.82 | 6,289 | 5.93 | 5.82 | 5,951 |
| Year 2 | 5.33 | 5.47 | 2,200 | 5.32 | 5.47 | 2,038 |
| Year 3 | 6.76 | 6.97 | 779 | 6.76 | 6.98 | 721 |
| Level of study | | | | | | |
| Level 2 | 5.34 | 5.32 | 4,725 | 5.32 | 5.31 | 4,458 |
| Level 3 | 6.25 | 6.61 | 4,543 | 6.25 | 6.62 | 4,252 |

² Base size is only those who answered questions on pay and hours. It excludes those saying they were not paid.

³ Known as 'Management' in Scotland.

⁴ Known as 'Early Years Care' in Wales

- Apprentices in Great Britain who did some off-the-job training and were able to state an average said they completed just less than six and a half hours (6.4 hours for the UK) per week. Roughly double the amount (12.5 hours) was on average spent on on-the-job training. Apprentices in Scotland undertook far more off- and on-the-job training than those elsewhere in Great Britain, which is at least in part due to their different profile by framework and level. They spent over nine hours (9.7) a week training off-the-job and nearly seventeen hours (16.7) training on-the-job. Apprentices in Northern Ireland also undertook more training spending seven and a quarter hours (7.2) a week training off-the-job and fourteen and a half hours (14.5) training on-the-job.
- Seven in ten UK Apprentices worked for their current employer prior to enrolling on an Apprenticeship. In Wales, the figure was three quarters (75 per cent) of Apprentices, which may partly explain the difference in pay noted earlier.

Summary of the main findings in Great Britain

For the reasons stated in the Methodology section, the findings in this section cover Great Britain.

Frameworks play a key role in shaping Apprentice Pay and working conditions in Great Britain. Overall, the findings presented in the main body of the report show a divide existed between two broad groups of frameworks: those that taught technical and/or practical manual skills such as the 'Engineering', 'Construction' and 'Electrotechnical' frameworks and those that focused on the service sector and/or transferable skills such as 'Customer Service', 'Business Administration' and 'Team Leading and Management'.

Furthermore, Apprentices working on the 'Hairdressing' and 'Children's Care, Learning and Development' frameworks were more likely to receive relatively low wages and work unpaid overtime.

Scotland stands out as having a different profile of Apprentices compared to other countries in the Great Britain (see the Profile Appendix). Over a third (35 per cent) of Apprentices in Scotland were studying on the technical/manual 'Engineering', 'Construction' and 'Electrotechnical' frameworks. In England, the proportion was 16 per cent and in Wales 19 per cent. Furthermore, nearly all technical/manual Apprentices in Scotland were on NVQ Level 3 equivalent courses whereas the distribution in England and Wales was closer to 60:40 in favour of Level 3 over Level 2. The difference in the profile of apprenticeships by framework and level across the administrations is what typically accounts for the overall differences in both pay and conditions that were found between Scotland and other administrations.

Route into an Apprenticeship

Frameworks can be split into different categories based on what Apprentices were doing prior to enrolment. Seven in ten Apprentices were working for their employer before enrolling on an Apprenticeship, which indicates that employers were mostly investing in current staff rather than recruiting new workers. This is especially the case for the Apprentices on the 'Team Leading and Management' framework as nearly all (99 per cent) Apprentices were working for their employer prior to beginning their course. Apprentices

on the service-focused frameworks of 'Retail', 'Hospitality & Catering', 'Health & Social Care' and 'Customer Service' were also much more likely to have worked for their employer prior to enrolling on an Apprenticeship.

However, the technical/manual Apprenticeships of 'Engineering', 'Construction' and 'Electrotechnical' are much more likely than others to contain Apprentices enrolling straight from school or college, as was the 'Hairdressing' framework.

Apprentice Pay

Although all Apprentices worked for an employer, five per cent of respondents said they did not receive any pay. This group is of particular concern and were more likely to be aged 18 or under (8 per cent), have a black and ethnic minority (BME) background (9 per cent) or study on a 'Children's Care, Learning & Development' framework (14 per cent).

At first glance, the one area that was atypical of the overall findings by framework was pay. Median and mean pay differed enormously across frameworks. At the top of the scale, median pay for GB Apprentices on the Team Leadership and Management framework was £8.33 per hour (the mean was £9.58) whilst at the bottom, Hairdressing Apprentices earned a median of £2.64 per hour (a mean of £3.39). Nearly half of the 'Hairdressing' group earned below the minimum wage they should have received based on their year of study and/or age⁵. However, there are several other aspects linked to pay such as hours and overtime which do conform to the overall trend to difference between the technical/manual frameworks and others focused on service occupations. We cover these in more detail later.

The pay data revealed other common themes. Four in five Apprentices received on or above the minimum amount they should get based on their year of study and/or age. The 20 per cent that did not were more likely to be aged 24 or under (26 per cent), and in their *second* year of study (39 per cent). This is a strong indicator that the rules which dictate how much an Apprentice should earn are not understood by all employers, particularly that pay in the second year of an Apprenticeship increases from the Apprentice Rate of the NMW to the relevant age-related rate for those apprentices aged 19 or older.

Twelve per cent of Apprentices said they received tips. As might be expected, 'Hairdressing' and 'Hospitality & Catering' Apprentices were more likely to receive tips (79 per cent and 37 per cent respectively). Given their low levels of pay, there is a potential danger that 'Hairdressing' Apprentices' wages are still being topped up by tips which should not happen after changes to the NMW legislation in 2009. A quarter (24 per cent) of all Apprentices that received a wage less than the minimum they should due to their age and/or year of study received tips. In the case of 'Hairdressing', the proportion working for below their minimum wage who received tips was 85%.

⁵ Regardless of age, all Apprentices are eligible for £2.50 per hour in the first year of their studies at the time this research was conducted. From year two onwards, the amount Apprentices should receive depends on their age. Those aged between 16 and 18 should receive the same amount; £2.50 per hour. Those aged 19 and 20 should receive at least the Youth Development Rate of the NMW, which was £4.92 during the period in question, and those aged 21 or more at least the equivalent to the adult rate of the NMW which was £5.93 during the period in question.

A quarter (26 per cent) of all Apprentices received bonuses from employers, and these were particularly common in 'Retail' (47 per cent) and 'Engineering' (45 per cent). Bonuses were also more likely for Apprentices earning more than the adult NMW at the time of the study (£5.93 per hour).

Apprentices' contracted working hours

Under course guidelines in England, Apprentices are expected to be employed for at least 30 hours per week. Part-time Apprenticeships of between 16 / 21 and 29 hours are permitted in cases where it is difficult for individuals to commit full time, such as where an Apprentice has childcare or caring duties. England and Wales permit part-time Apprenticeships between 16 and 29 hours, whereas the minimum in Northern Ireland is 21 hours. Scotland has no rules governing the minimum hours for an Apprenticeship. In Scotland and Wales, Apprentices should have a maximum contract of 40 hours per week.

In four out of five (81 per cent) cases, Apprentices were contracted for 30 hours or more and 15 per cent of Apprentices worked part-time. Apprentices in Scotland were more likely to be full time (91 per cent) as were those on the technical/manual frameworks (all at least 93 per cent).

This left five per cent who worked 15 hours or less. This latter group were more likely to be aged 18 years or less (8 per cent), from a BME background (7 per cent) women (6 per cent) and to be training on 'Children's Care, Learning & Development' (9 per cent) and Retail (9 per cent) frameworks. These significant differences closely match with those more likely to receive no pay noted above.

Overtime

Over half (54 per cent) of Apprentices worked overtime. It was common across all frameworks and with older Apprentices studying at a higher level and in later years of their training. The average amount spent on overtime, amongst those who did some and were able to state an average, was six hours a week. Those who were working for their current employer prior to enrolling on an Apprenticeship were more likely to do more overtime as were Apprentices on the following frameworks: 'Health and Social Care' (9.2 hours), 'Hospitality & Catering' (7.8 hours), 'Team Leading & Management' (7.3 hours) and 'Retail' (6.7 hours).

The figures by framework for those who do and do not get paid for overtime were also revealing. Apprentices on technical/manual frameworks tend to get paid whereas those on 'Business Administration' and 'Hairdressing' rarely get paid. The situation for 'Hairdressing', in which nearly three in five are 'never paid' for overtime, is concerning given the low wages these Apprentices command.

Training received

Apprentices were asked whether they received off- and on-the-job training. Nearly half (46 per cent) said they received off-the job training and over two thirds (69 per cent) received training on-the-job. The questions on training were specific and fully described, so it is therefore a worry that one in five (20 per cent) Apprentices said they did neither of these forms of training.

Furthermore, there is a close link between the group not recognising off- or on-the-job training and framework. As identified earlier, Apprentices on service-focused frameworks were more likely to have worked for their current employer before enrolling on an Apprenticeship. Apprentices on these frameworks were also the ones more likely to do neither off- nor on-the-job training. Around a third of Apprentices on 'Retail', 'Customer Service' and 'Team Leading & Management' frameworks fell into this group. In comparison, less than one in ten Apprentices on technical/manual frameworks said they received neither off- nor on-the-job training.

Those receiving training were asked about the average hours per week they spent doing it. Overall, Apprentices spent twice as long training on-the-job (just over twelve and a half hours per week) compared to off-the-job (just under six and a half). Indeed, GB Apprentices on these frameworks spent most of their working week training, as shown in the table below. Apprentices in Scotland spent more time training than those in England and Wales and those in technical/manual apprenticeships spent the most of all the frameworks.

Table 2.2: Training mix for technical/manual Apprentices in Great Britain

| | Mean time spent training | | | Mean contracted hours |
|------------------|--------------------------|------------|-------|-----------------------|
| | Off-the job | On-the-job | Total | |
| Engineering | 9.1 | 21.0 | 30.1 | 37.4 |
| Construction | 11.8 | 22.0 | 33.8 | 38.0 |
| Electrotechnical | 8.4 | 20.3 | 28.7 | 38.8 |

This chapter continues by providing detailed analyses of the findings for Great Britain, taking into account features of apprenticeship schemes that were specific to the country.

Starting on an Apprenticeship and hours worked

Routes into Apprenticeships

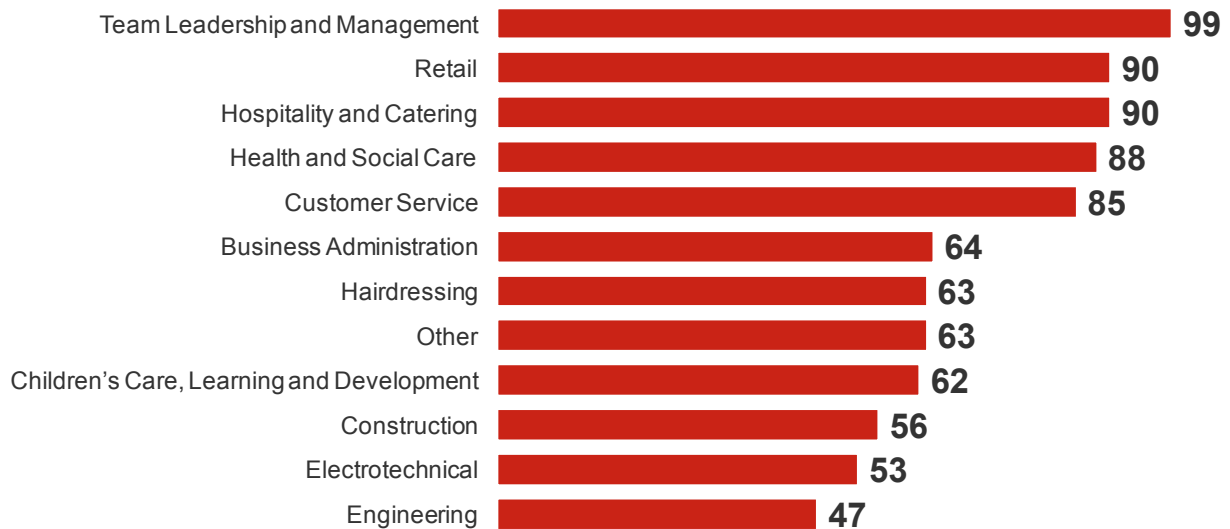
Although seven in ten GB Apprentices worked for their employer before starting their Apprenticeship⁶, there was significant variation between country and framework. Apprentices in Wales were more likely to have worked for their employer prior to enrolment (75 per cent) compared to all GB Apprentices.

The variation by framework in the proportion of Apprentices working for an employer prior to enrolment was marked. This ranged from nearly all (99 per cent) of 'Team Leading & Management' Apprentices to less than half (47% per cent) of those enrolled on an

⁶ The 2009 National Employer Skills Survey (England only) showed a quarter of employers only offer Apprenticeships to new recruits whereas 11 per cent offer mainly to new recruits. This left 60 per cent of employers whose Apprentice intake comprised at least half of existing staff. UKCES (2010) *National Employer Skills Survey for England 2009: Main report*. Evidence report 23, (p.209). Accessed 21/11/2011: <https://ness.ukces.org.uk/Hidden%20Library/NESS09/FINAL%20NESS%20Main%20report%20for%20the%20web.pdf>

Engineering framework. As shown in Figure 2.1, there is a clear step between some of the 'service' frameworks such as 'Retail' and 'Customer Service' and others which show a different recruitment pattern. This group of Apprentices were much more likely to have worked for their employer prior to starting their Apprenticeship.

Figure 2.1: Proportion of GB Apprentices working for their current employer prior to starting their Apprenticeship (%)



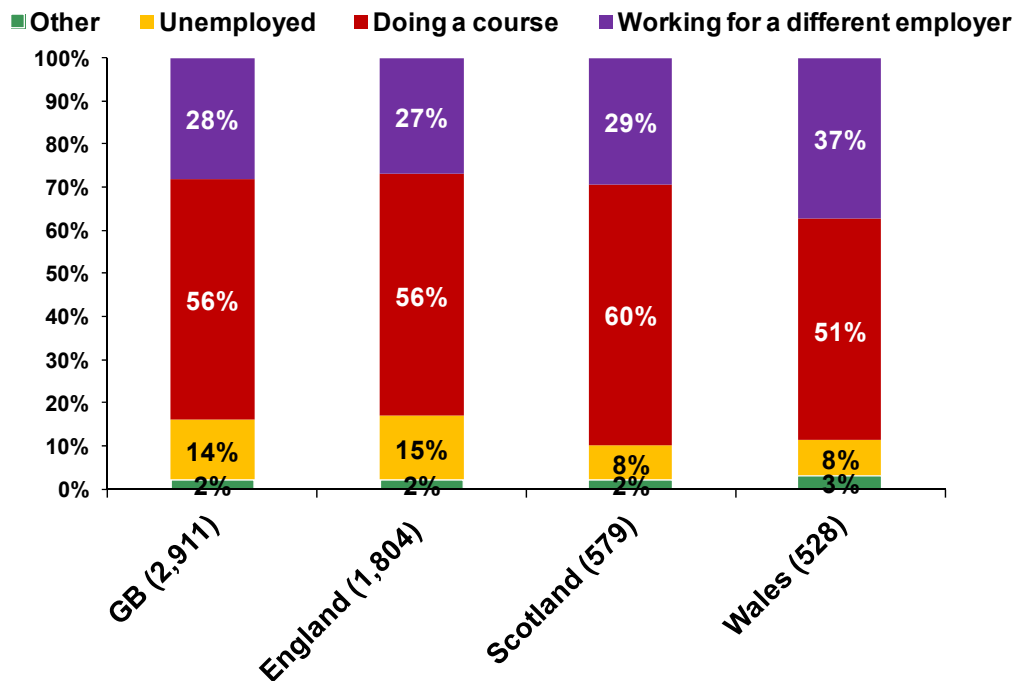
Base: All (10,178) GB Apprentices, 1 June to 31st July 2011

When analysed by other factors, it was found that women were more likely than men to have worked for their employer prior to enrolment (78 percent versus 62 per cent of men). As would be expected, age also played a part as those 18 years old or younger were far less likely to have been employed before starting their Apprenticeship. Of this age group, 45 per cent worked for their employer prior to enrolment compared to 65 per cent of 19 to 24 year olds and 94 per cent of those aged 25 or more.

Three in ten Apprentices (30 per cent) were *not* working for their employer before starting the course. Figure 2.2 shows that among this group, over half (56 per cent) said they were doing a course in school or college; close to three in ten (28 per cent) were working for a different employer; and 14 per cent were unemployed.

Apprentices in different countries followed the same overall trend, with Apprentices in Wales (37 per cent) being more likely than GB Apprentices as a whole to have been working for a different employer before starting the course.

Figure 2.2: Apprentices not working for their employer prior to starting their Apprenticeship, by country



Base: All Apprentices not working for an employer before enrolment (2,911), 1 June to 31st July 2011

As shown in Table 2.3 overleaf, there was significant variation between frameworks in what Apprentices were doing before they began their course if not employed by their current employer. Apprentices studying on 'Customer Service' (27 per cent) and 'Business Administration' (26 per cent) frameworks were more likely than average to be unemployed before starting their Apprenticeship whereas seven in ten Apprentices on 'Hairdressing' and 'Engineering' (both 68 per cent) frameworks were in school or college beforehand, compared with 56 per cent on average. Those in 'Health and Social Care' (47 per cent) and 'Electrotechnical' (33 per cent) were most likely to be working for a different employer.

Age was also a factor governing what GB Apprentices were doing prior to enrolling on an Apprenticeship (also shown in Table 2.3 overleaf). As would be expected, a much higher proportion of those aged 18 or under who did not work for their current employer prior to enrolment on an Apprenticeship were doing a course at school or college (74 per cent compared to 56 per cent overall). This age group were less likely to have worked for a different employer or have been unemployed compared to both 19 to 24 year olds and those aged 25 or more.

Table 2.3: Apprentices in Great Britain not working for their employer prior to starting their Apprenticeship by framework and age

| | Base size | Routes to Apprenticeships | | |
|---|-----------|---------------------------------------|----------------------------------|------------|
| | | Doing a course in a school or college | Working for a different employer | Unemployed |
| | | % | % | % |
| Overall | 2,911 | 56 | 28 | 14 |
| By Framework | | | | |
| Hairdressing | 302 | 68 | 24 | 7 |
| Engineering | 484 | 68 | 24 | 6 |
| Construction | 382 | 59 | 29 | 11 |
| Electrotechnical | 397 | 58 | 33 | 8 |
| Children's Care, Learning and Development | 306 | 57 | 29 | 11 |
| Other | 338 | 57 | 25 | 16 |
| Hospitality and Catering | 80* | 55 | 30 | 9 |
| Business Administration | 322 | 44 | 27 | 26 |
| Customer Service | 110 | 40 | 30 | 27 |
| Retail | 75* | 40 | 30 | 22 |
| Health and Social Care | 101 | 31 | 47 | 16 |
| By age | | | | |
| Under 19 years of age | 1,292 | 74 | 16 | 10 |
| 19 to 24 years of age | 1,399 | 50 | 31 | 17 |
| 25 years of age or more | 220 | 4 | 62 | 18 |

Note: The framework 'Team Leading and Management' has been excluded from this table because of small base size. Asterisk (*) means that the base size is small so results should be treated with caution. Bolded text shows Apprentices in that sub-group were more or less likely than average to fall under each route.

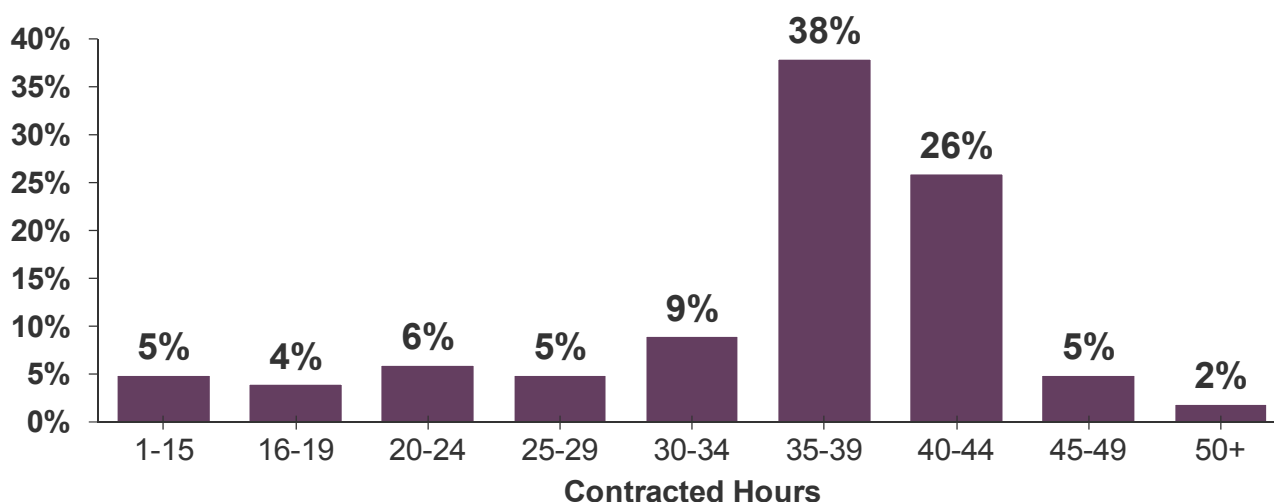
Number of hours contracted to work

Apprentices were asked the number of hours a week they were contracted to work (including time spent training) by their employer, excluding meal breaks and any overtime. As shown in Figure 2.3 overleaf, 5 per cent of Apprentices said they worked fewer than 16 hours, which is lower than Apprentices technically should in England⁷.

⁷ A summary of the rules regarding working hours in England is provided by the Apprenticeship service here: <http://www.Apprenticeships.org.uk/Partners/~media/Documents/NAS-DeliveryModels-GuidanceNote-18March2011.ashx>. Figures presented later for Northern Ireland follow the rules that define "part-time" in that country (21 to 29 hours). Scotland has no regulation defining minimum hours so follows the part-time definition for England. Wales allows part time work of 15 to 29 hours a week in certain circumstances.

The figure for the UK as a whole was also 5 per cent.

Figure 2.3: Number of hours contracted to work by Apprentices in Great Britain



Base: All (10,178) GB Apprentices, 1 June to 31st July 2011

In Great Britain, Apprentices contracted for fifteen hours or less were statistically more likely to be enrolled on 'Children's Care, Learning & Development' and 'Retail' frameworks (both 9 per cent, compared to 5 per cent overall). Overall, these two frameworks were also:

- Much more likely than others to offer part-time Apprenticeships on contracts lasting 29 hours a week or less (33 and 51 per cent respectively compared to 20 per cent overall);
- Both enrolled far more women than men (96 per cent and 74 per cent respectively).
- Overall, women were more likely than men to have part-time Apprentice contracts (29 per cent versus 10 per cent).

These figures show a gender divide in contracted hours which affected some frameworks more than others and is reflected in the rules governing who can do an Apprenticeship part time in England⁸. It also suggests women were more likely to be affected by employers incorrectly applying the rules governing the number of contracted hours an Apprentice should work, as they form a greater part of the group working less than 16 hours.

However, analysis of the pay versus hours worked revealed a number of statistically significant differences (Table 2.4 overleaf). The mean salary for Apprentices who said their contracted hours were less than 16 hours per week was £8.60 per hour. This fell to £6.09

⁸ "The purpose of allowing some cases where employment can be 16 hours per week is to accommodate provision in sectors/employers where this is usual or common practice, or to accommodate the requirement of an individual who, for example, may have caring duties that prevent longer working hours." Ibid, pp.2-3

per hour for those working between 16 and 29 hours a week and £5.66 for those who said they were contracted for 30 hours or more. Median pay also differed by contracted hours, which are also shown in Table 2.4.

Table 2.4: Mean and median pay by contracted hours in Great Britain

| Contracted hours | Less than 16 hours | 16 to 29 hours | 30 hours or more |
|--------------------------|--------------------|----------------|------------------|
| Base | 352 | 1,315 | 7,596 |
| Mean hourly pay | £8.57 | £6.10 | £5.66 |
| Median hourly pay | £6.42 | £6.04 | £5.63 |

Seven per cent of Apprentices said they were contracted to work for 45 hours or more. These were more likely to be male (9 per cent) and study 'Hospitality & Catering' or 'Electrotechnical' frameworks (13 per cent and 11 per cent respectively). Twelve per cent of those earning below the national minimum wage they should receive were also working over 45 hours per week.

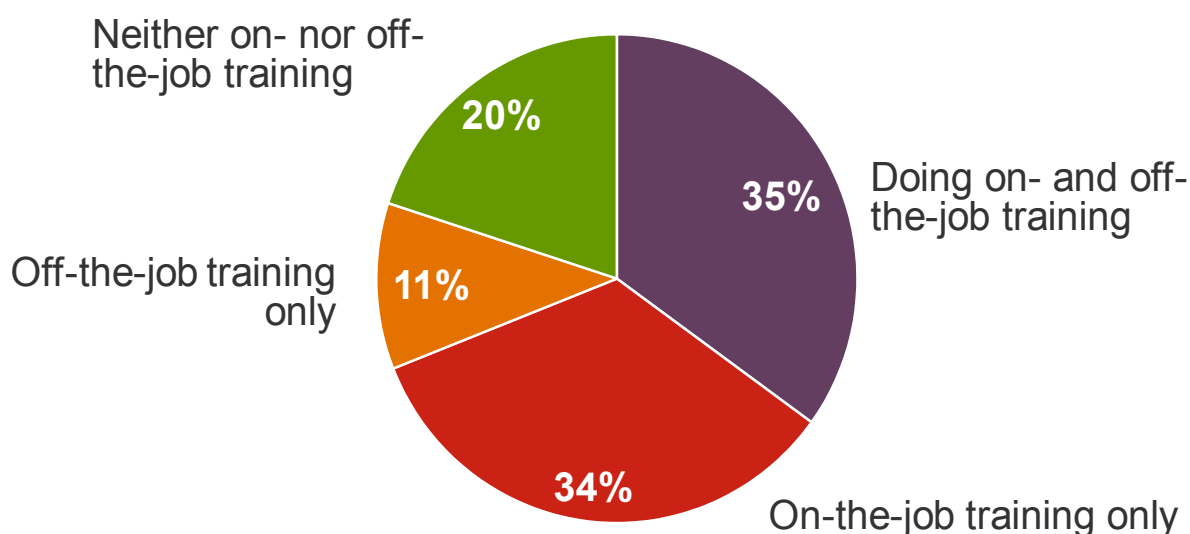
Participation in training

Apprentices were asked whether they had taken part in any off-the-job or on-the-job training as part of their course. The new Specification of Apprenticeship Standards for England (SASE) indicates that the criteria for guided learning hours (GLH) at Intermediate and Advanced level are the same⁹; there is a minimum of 280 GLH of which 100 must be delivered away from the workplace.

- Off-the-job training was defined for them as training away from their everyday work and which could include courses, workshops, training sessions, distance learning, workbooks, CD-ROMs, etc. In addition, off-the-job training could still be conducted at the place where they worked, but would be away from their everyday work area.
- On-the-job training was defined as training where someone provided advice, showed them how to do something or coached them whilst they were doing their everyday work.

As shown in Figure 2.4 overleaf, a third (35 per cent) took part in both types of training; the same proportion in on-the-job training only (34 per cent); and one in ten (11 per cent) in off-the-job training only. Two in ten (20 per cent) apprentices said they received neither of these types of training. The latter group receiving neither on- nor off-the-job training were more likely to be first year Apprentices (24 per cent).

⁹ As indicated here: <http://www.apprenticeships.org.uk/About-Us/News/~media/Documents/SASE/11-521-Specification-of-apprenticeship-standards-for-england.ashx>

Figure 2.4: Proportion of GB Apprentices receiving on- and off-the-job training

Base: All (10,178) GB Apprentices, 1 June to 31st July 2011

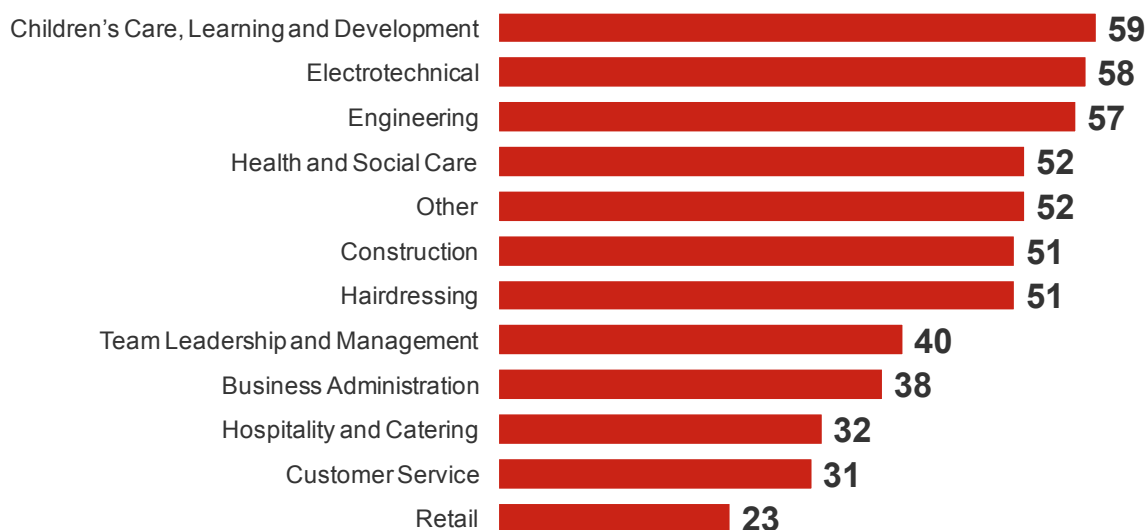
Apprentices in Scotland were less likely than those from other countries to receive neither on- nor off-the-job training (14 per cent), and more likely to receive both types of training (40 per cent). This provides a picture of different training methods in each country and is a reflection of the different composition by framework in each.

Off-the-job training

Forty six per cent of Apprentices in Great Britain received off-the-job training overall. Those in Wales (50 per cent) and Scotland (49 per cent) were more likely to have access to such training compared with their counterparts in England (46 per cent). Frameworks that demanded more technical or specific skills were more likely to offer off-the-job training. These frameworks were: 'Children's Care, Learning and Development' (59 per cent), 'Electrotechnical' (58 per cent), 'Engineering' (57 per cent), 'Health and Social Care' (52 per cent), 'Construction' (51 per cent), 'Hairdressing' (51 per cent) and 'Other' (52 per cent). This suggests that the training for these frameworks was typically more structured than for others, especially 'Retail', 'Customer Service' and 'Hospitality & Catering' all of which, as illustrated in Figure 2.5, were far less likely to include off-the-job training.

Men and younger Apprentices were more likely to take part in off-the-job training. Half (50 per cent) of the men surveyed across Great Britain did this form of training compared to 42 per cent of women. Nearly half of Apprentices aged 18 or under (48 per cent) and aged 19 to 24 (49 per cent) took part in off-the-job training compared to 41 per cent of Apprentices aged 25 or more.

Those who partook off-the-job training spent an average of 6.5 hours a week doing so, although the figure is significantly higher for Scotland (9.7 hours). Looking at specific frameworks, those in 'Construction' (11.8 hours), 'Engineering' (9.1 hours), and 'Electrotechnical' (8.4 hours) spent most time on off-the-job training and as these frameworks comprise a larger proportion of frameworks in Scotland, this explains the training differences between that country and Great Britain as a whole.

Figure 2.5: Proportion of GB Apprentices who undertook off-the-job training (%)

Base: All (10,178) GB Apprentices, 1 June to 31st July 2011

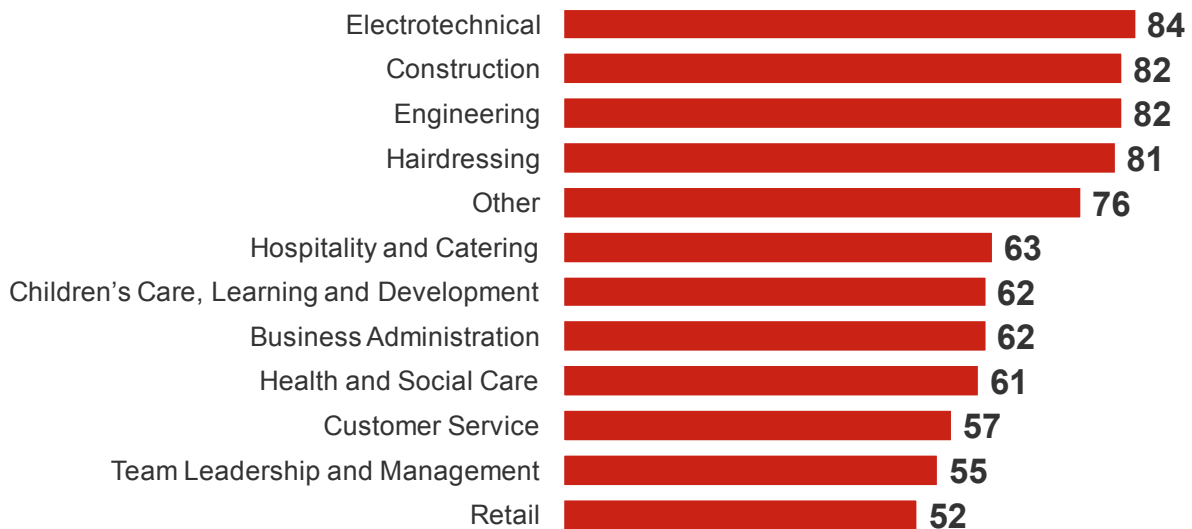
On-the-job training

Seven in ten (69 per cent) Apprentices were offered on-the-job training, though this masked differences across countries. Close to eight in ten Apprentices in Scotland (78 per cent) received on-the-job training, compared with 69 per cent of those in England and 63 per cent of those in Wales.

Apart from 'Health and Social Care' and 'Children's Care, Learning and Development', frameworks that offered more off-the-job training were also more likely to offer training on-the-job, as demonstrated by the experience of Apprentices in the 'Electrotechnical' (84 per cent of apprentices received on-the-job training), 'Construction' (82 per cent), 'Engineering' (82 per cent), 'Hairdressing' (81 per cent), and 'Other' (76 per cent) frameworks.

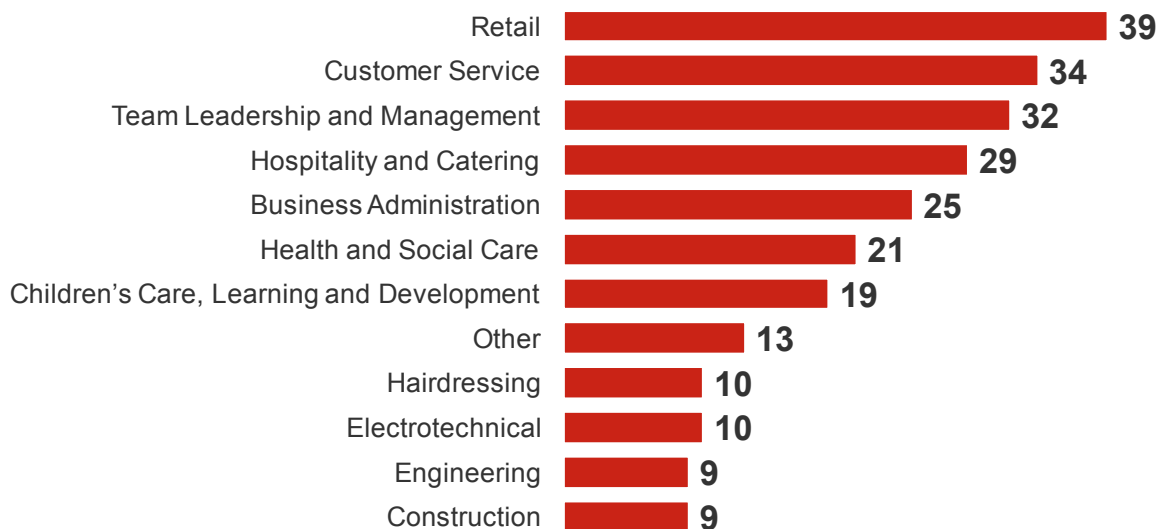
As with off-the-job training, men and younger Apprentices were more likely to undertake training on-the-job. Over three quarters (76 per cent) of the men surveyed did this form of training compared to 62 per cent of women. Similarly, 77 per cent of Apprentices aged 18 or under and 74 per cent of those aged 19 to 24 took part in off-the-job training compared to just 56 per cent aged 25 or more.

Recipients of on-the-job training spent an average of 12.6 hours per week on this activity. Again, the technical/theoretical frameworks gave more time to training as Apprentices in 'Construction' (22.0 hours), 'Engineering' (21.0 hours), 'Electrotechnical' (20.3 hours) and 'Other' (15.3) frameworks spent far more time training on-the-job compared to other frameworks. As before, this is likely to explain why Apprentices in Scotland spent more hours training on-the-job (16.7 hours) compared with their peers in England (12.4 hours) and Wales (11.6 hours).

Figure 2.6: Proportion of GB Apprentices who undertook on-the-job training (%)

Base: All (10,178) GB Apprentices, 1 June to 31st July 2011

What the overall figures show is that training, whether off- or on-the-job, is more integral to some frameworks than others. Frameworks with strong theoretical and/or technical elements were more likely to be offering dedicated training compared to those covering predominantly service occupations such as 'Retail', 'Customer Service' and 'Business Administration'. Indeed, Apprentices on these frameworks were more likely to say they received no training as described in the questionnaire, as illustrated in Figure 2.7 below.

Figure 2.7: Proportion of GB Apprentices not receiving on- or off-the-job training (%)

Base: All (10,178) GB Apprentices, 1 June to 31st July 2011

Pay rates

Apprentices' basic pay

In the UK, 85 per cent of participants provided details on pay and hours and in Great Britain, 86 per cent of respondents provided these details. The proportion of participants providing details varied between countries. In Scotland and Wales, 88 per cent of Apprentices provided details of pay and hours. This reduced to 85 per cent in England, falling to 68 per cent in Northern Ireland.

Almost all Apprentices across Great Britain (95 per cent) received pay from their employers, and the proportion rose to 97 per cent in Wales. This compares favourably with the 12 per cent of Apprentices in England not receiving any pay in the 2007 pay survey¹⁰.

The figure for the UK as a whole was also 95 per cent.

Some groups of Apprentices were more likely to be unpaid, notably those aged 18 or under (8 per cent compared to 5 per cent overall in the UK), BME Apprentices (9 per cent) and those on the 'Children's Care, Learning and Development' framework (14 per cent). That over one in seven Apprentices on this framework said they did not get any pay is of clear concern although this is in part driven by Apprentices in England as 10 per cent on this framework said they were still receiving the Educational Maintenance Allowance.

The amount of pay an Apprentice should receive is dictated by their year of study and their age. Regardless of age, all Apprentices are eligible for at least £2.50 per hour in the first year of their studies at the time this research was conducted. From year two onwards, the minimum amount an Apprentice can receive depends on their age. Those aged between 16 and 18 should receive at least the same amount – £2.50 per hour. Those aged between 19 and 20 should receive at least the Youth Development Rate of the NMW, which was £4.92 during the period in question, and those aged 21 or more at least the adult rate of the NMW.

Details of pay were collected using two questions in which an Apprentice could state either gross or net pay in hourly, weekly, monthly or yearly amounts. The data was then processed so a "per hour" amount was derived for every record giving a figure for pay **and** a figure for the average number of hours worked per week where a per hour figure was not provided by the respondent. The detail of this calculation is provided in Appendix B. Note that Apprentices receiving no pay were excluded from this calculation and therefore all reporting on mean and median pay.

Among those who were paid and reported a wage figure, eight in ten (80 per cent) were paid their equivalent minimum wage or above (based on their age and/or year of study), leaving the rest (20 per cent) being paid below their minimum wage. *The proportion of*

¹⁰ BMRB (2008) Apprentice Pay: 2007 Survey of Earning by Sector. Department of Innovation Universities and Skills Report 08 05. Accessed 18/10/2011:
http://www.bis.gov.uk/assets/biscore/corporate/migratedD/publications/D/DIUS_RR_08_05

Apprentices paid under the minimum wage they should receive in the UK as a whole was also 20%.

Given that some error due to recall or rounding may exist in the data, a further calculation was undertaken in which a 10 per cent error margin was applied to the figures. This meant the threshold for whether an Apprentice was below their equivalent minimum wage was relaxed to, for example, £2.25 per hour rather than £2.50 per hour for first year Apprentices. Using these figures, 15 per cent of GB Apprentices were still outside the revised thresholds.

Hourly pay rates

The mean gross hourly pay reported was £5.84 and median pay in Great Britain was £5.86 per hour. The mean gross hourly pay for Apprentices in Wales was the highest amongst the three countries (£6.62 versus £5.91 in Scotland and £5.80 in England). However, median pay did not follow this trend. Although Apprentices in Wales received the highest median pay (£6.30), Apprentices in Scotland recorded a lower median than those in England (£5.62 and £5.83 respectively). Median and mean pay rates are illustrated in Table 2.5 below.

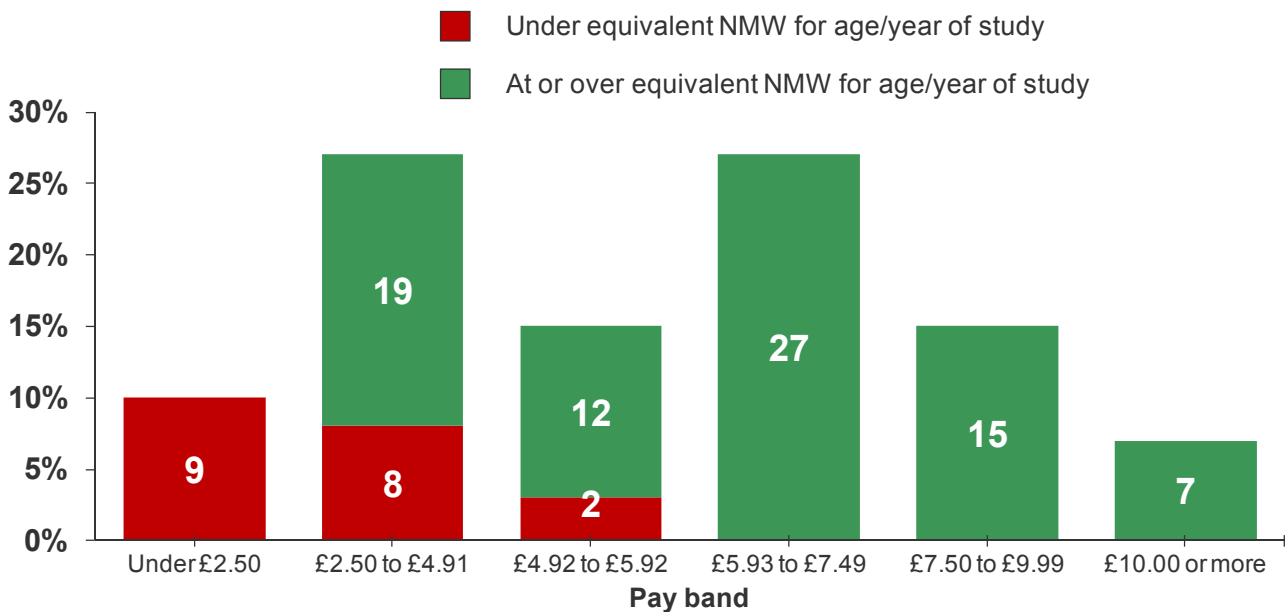
The mean pay of Apprentices in the UK was £5.84 per hour. The median was £5.87.

Table 2.5: Percentile differences in pay across the UK, Great Britain and devolved governments

| Nation | Percentile | | | | | | | | | Mean | Base |
|------------------|------------|------|------|------|------|------|------|------|-------|------|-------|
| | 10th | 20th | 30th | 40th | 50th | 60th | 70th | 80th | 90th | | |
| UK | 2.50 | 3.06 | 4.26 | 5.03 | 5.87 | 6.22 | 6.73 | 7.60 | 9.05 | 5.83 | 9,268 |
| GB | 2.50 | 3.06 | 4.26 | 5.01 | 5.86 | 6.24 | 6.73 | 7.61 | 9.07 | 5.84 | 8,710 |
| England | 2.50 | 3.00 | 4.21 | 5.00 | 5.83 | 6.20 | 6.70 | 7.50 | 9.00 | 5.80 | 5,196 |
| Scotland | 2.56 | 3.38 | 4.20 | 4.92 | 5.62 | 6.25 | 7.00 | 7.89 | 9.25 | 5.91 | 1,802 |
| Wales | 2.67 | 4.28 | 5.22 | 5.93 | 6.30 | 6.86 | 7.59 | 8.50 | 10.12 | 6.62 | 1,766 |
| Northern Ireland | 2.68 | 3.61 | 4.35 | 5.49 | 5.93 | 6.00 | 6.38 | 6.97 | 7.99 | 5.70 | 570 |

As shown in Figure 2.8 below, most of those who were paid less than they should have been given their age and year of study (the red bars) received less than £4.92 per hour; the minimum rate for Apprentices aged between 19 and 20 not in their first year of study.

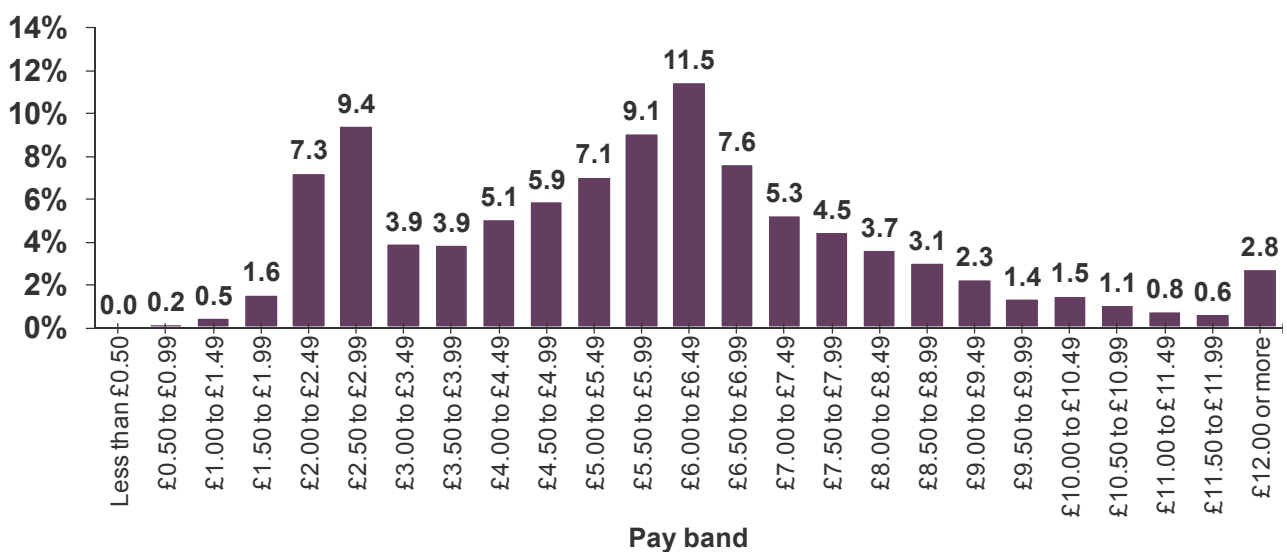
Figure 2.8: Apprentice Pay rates in Great Britain (%)



Base: All those giving a wage figure (8,710), 1 June to 31st July 2011
 Total sums to 101 due to rounding

A more detailed view of pay is provided in Figure 2.9 below. As shown, two peaks of pay existed: between £2.50 and £2.99 per hour, and between £6.00 and £6.49. The importance of the peak around £2.50 is that it corresponds with the minimum pay of first year Apprentices and so illustrates that this rate is used by some employers. Pay falls off with a very long “tail” after the £6.00 to £6.49 mark which is around the full national minimum wage level of £5.93 per hour at the time of the study. Nearly two-thirds (63 per cent) of Apprentices earned between £2.00 and £6.49 per hour.

Figure 2.9: Great British Apprentice pay rates in detail (%)



Base: All those giving a wage figure (8,710), 1 June to 31st July 2011

As might be expected, there was a close relationship between age and pay. Younger Apprentices were much more likely to be those receiving lower wages. The 16 to 18 age group composed 54 per cent of the £2.50 to £2.99 peak. In comparison, 19 to 24 year olds composed 51 per cent of the £6.00 to £6.49 peak, with those aged 25 or more forming 42 per cent.

As shown in Table 2.6 overleaf, significant differences in pay existed between frameworks. Half of Apprentices in the 'Hairdressing' framework (48 per cent) were paid below minimum wage (figures that exclude those who said they received no pay) and their mean gross hourly pay was £3.39, making them the worst remunerated group and mirroring findings for England in 2005 and 2007. Apprentices from the following three other frameworks were also more likely to be paid below minimum wage compared with average: 'Construction' (31 per cent), 'Other' (28 per cent), and 'Children's Care, Learning and Development' (26 per cent). Overall, Table 2.6 makes interesting reading as pay did not conform to the framework groupings discussed previously so technical Apprenticeships did not command higher wages than those aimed at service occupations. However, with the exception of 'Construction', female dominated frameworks did typically appear towards the bottom of the table for mean gross pay.

Table 2.6: Median and Mean wage and proportion above minimum wage by framework in Great Britain

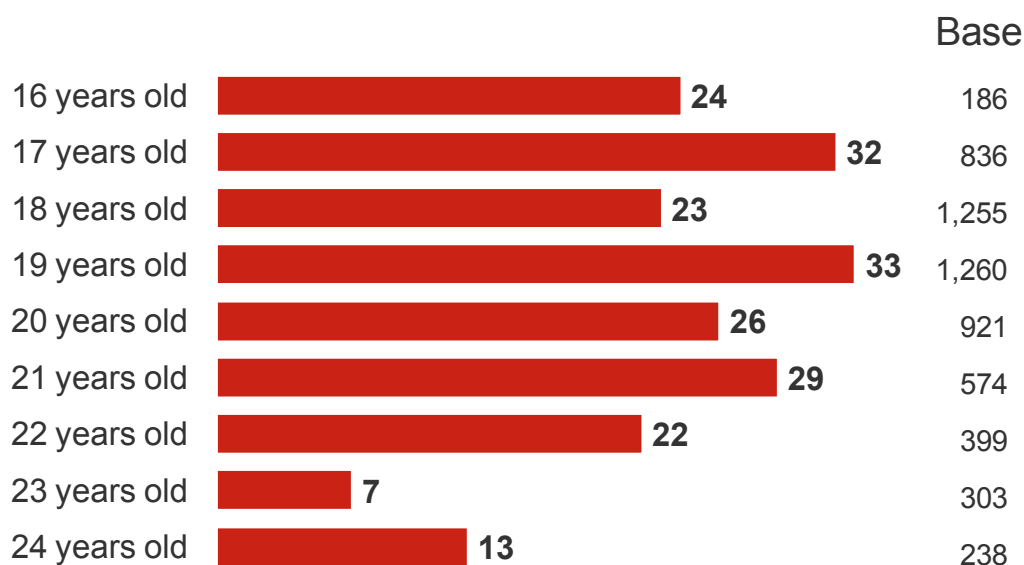
| | Base size | Median gross pay (£) | Mean gross hourly pay (£) | Proportion earning below minimum wage¹¹ (%) |
|---|------------------|-----------------------------|----------------------------------|---|
| Team Leadership and Management | 629 | 8.33 | 9.58 | 4 |
| Electrotechnical | 745 | 6.67 | 6.99 | 19 |
| Customer Service | 717 | 6.74 | 6.92 | 5 |
| Health and Social Care | 705 | 6.30 | 6.56 | 5 |
| Retail | 723 | 6.25 | 6.36 | 4 |
| Engineering | 788 | 5.95 | 6.26 | 19 |
| Business Administration | 731 | 5.81 | 6.01 | 14 |
| Total | 8,710 | 5.86 | 5.84 | 20 |
| Hospitality and Catering | 731 | 5.93 | 5.81 | 14 |
| Other | 759 | 5.00 | 5.35 | 28 |
| Children's Care, Learning and Development | 681 | 4.95 | 4.87 | 26 |
| Construction | 754 | 4.40 | 4.79 | 31 |
| Hairdressing | 747 | 2.64 | 3.39 | 48 |

¹¹ Figure excludes those receiving no pay

Other areas of difference were considered in order to unpick some of the data by framework. An analysis by gender within each framework showed that there were just two frameworks displaying statistically significant differences in pay between men and women. Men on 'Health & Social Care' frameworks were paid more than women (£6.94 per hour compared to £6.48). For 'Business Administration' frameworks, the opposite was true; women earned more than men (£6.23 versus £5.30). As no other statistical differences existed *within* framework, it can be inferred that the overall difference in pay by gender found in the survey was due to men working on different frameworks to women.

A quarter of those aged 24 or under (26 per cent) were paid below the minimum wage as were over a third of those in year 2 of their course (38 per cent). A quarter of those in subsequent years of their course (27 per cent) were also paid under their equivalent minimum wage. This suggests that some employers may have had some difficulty correctly interpreting the rules on Apprentice pay, especially as there were statistically significant peaks in those being paid under the minimum wages at age 19 and 21 (Figure 2.10 overleaf). When Apprentices reach these ages, the minimum amount of pay to which they are entitled changes.

Figure 2.10: Proportion of GB Apprentices paid under the minimum wage they should receive by age (%)



Base: All those giving a wage figure (5,942), 1 June to 31st July 2011

Analysis of pay by age within framework showed that earnings increased with age. As would be expected given the different rates of minimum pay by age, every framework displayed a statistically significant trend for pay to increase with age.

A similar, if weaker trend was found by year of study; in most frameworks, Apprentices in the first year of their course earned less than those in subsequent years. However, in several frameworks, there was no statistically significant variation and these frameworks tended to be those covering service occupations comprising 'Business Administration', 'Retail', 'Hospitality & Catering', 'Hairdressing' and 'Team Leading & Management'.

Indeed, in the case of the overall figures for Great Britain, Apprentices in their second year earned a lower mean and median pay than those in their first year.

Table 2.7: Median and Mean wage in Great Britain by year of study and prior employment

| | | Worked for employer before started course? | | | | | |
|--------------------------|--------------|--|-------------|----------------------|-------------|----------------------|-------------|
| | | Yes | | No | | Total | |
| | | Gross hourly pay (£) | | Gross hourly pay (£) | | Gross hourly pay (£) | |
| | Base size | Median | Mean | Median | Mean | Median | Mean |
| First year | 5,951 | 6.20 | 6.46 | 3.13 | 4.10 | 5.93 | 5.82 |
| Second year | 2,038 | 5.97 | 6.10 | 3.85 | 4.12 | 5.32 | 5.47 |
| Third or subsequent year | 721 | 6.89 | 6.99 | 6.76 | 6.97 | 6.76 | 6.98 |
| Total | 8,710 | 6.14 | 6.40 | 3.91 | 4.53 | 5.86 | 5.84 |

Similarly, Apprentices receiving on- and off-the-job training were more likely to receive a wage below their minimum. Around a quarter of Apprentices receiving either on- or off-the-job training were paid below the wage they should receive (26 per cent getting off-the-job and 23 per cent receiving on-the-job training). This is another indicator that employers may not be interpreting the rules correctly as Apprentices should be paid for their time training.

Low pay was also likely to disproportionately affect Level 2 Apprentices as 22 per cent were paid below their equivalent minimum wage.

Further advanced statistical analysis of the pay dataset (such as regression modelling, which is outside the scope of this report) is recommended to explore these issues in more detail.

Weekly pay rates

The core of the pay analysis uses hourly pay rates in order to compare the findings against the legal per-hour requirements laid out in Apprentice pay and NMW legislation. However, some analysis by weekly pay is also valuable, not least because the last Apprentice Pay report in England analysed pay this way¹².

Weekly pay rates were calculated by multiplying the derived hourly pay rate by the number of hours worked per week, plus the number of hours spent on off-the-job training. Median gross weekly pay in Great Britain was £200 with mean weekly pay at £212.

Median gross weekly pay in the UK was also £200 with mean weekly pay at £212.

¹² BMRB (2008) Apprentice Pay: 2007 Survey of Earning by Sector. Department of Innovation Universities and Skills Report 08 05. Accessed 18/10/2011:

http://www.bis.gov.uk/assets/biscore/corporate/migratedD/publications/D/DIUS_RR_08_05

Apprentices in Wales and Scotland received a mean of £241 and £235 gross per week respectively. Apprentices in England received £209 per week and those in Northern Ireland £215. This compares to mean gross pay in England in 2007 of £194 per week and a median of £188. The latest figures therefore represent a decline in real terms pay, although earlier caveats relating to the different survey methods should be noted¹³. The mean increased by 8% in England between 2007 and 2011, however, Retail Price Index (RPI) inflation was 14% over the same period. Mean and median gross weekly pay is summarised for each country in Table 2.8 below.

Table 2.8: Median and mean gross weekly Apprentice Pay by administration

| | Base size | Median weekly gross pay (£) | Mean weekly gross pay (£) |
|------------------|-----------|-----------------------------|---------------------------|
| UK | 9,263 | 200 | 212 |
| GB | 8,710 | 200 | 212 |
| England | 5,165 | 200 | 209 |
| Scotland | 1,790 | 219 | 235 |
| Wales | 1,755 | 229 | 241 |
| Northern Ireland | 553 | 200 | 215 |

Tips from customers

Apprentices were asked whether they received any tips from customers in their work with their employer, and one in ten (12 per cent) said they did.

There were some expected differences by framework; those in 'Hairdressing' (79 per cent) and 'Hospitality and Catering' (37 per cent) were more likely to receive tips. Similarly, those aged 18 or under were twice as likely to receive tips compared to the GB average (23 per cent) which might partially explain why Level 2 Apprentices were more likely to receive tips than those studying at Level 3 (15 per cent compared to 8 per cent). Those receiving a wage below their minimum were also twice as likely to receive tips as the GB average (24 per cent). This last point may suggest that employers are using tips to top up the wages of Apprentices studying on low-paying frameworks, especially for those aged 18 or less. Since 2009, tips no longer count towards wages¹⁴. This may be one reason for the large number of Apprentices in the 'Hairdressing' framework being paid less than the wage they should receive, especially if employers are unaware of the change.

¹³ See page 45 which is the summary of the England Chapter

¹⁴ Since 1 October 2009, tips, gratuities, service charges and cover charges no longer count towards NMW pay. This is regardless of whether they are paid through your payroll or are given direct to workers by customers or a tronc master. Business Link:
<http://www.businesslink.gov.uk/bdotg/action/detail?itemId=1096705664&r.l1=1073858787&r.l2=1084822773&r.l3=1081657912&r.l4=1096705577&r.s=sc&type=RESOURCES>

Bonuses

A quarter (26 per cent) of Apprentices received bonuses in their work with their employer. Those in Wales (22 per cent) were less likely than Apprentices across Great Britain to receive bonuses. Gender and year of study were also factors in determining who received bonuses. Men (29 per cent) and those in year 2 (29 per cent) or year 3+ (33 per cent) were more likely to receive a bonus.

The payment of bonuses was largely a result of the incentive structure of the framework which Apprentices were in, with those in 'Retail' (47 per cent) and 'Engineering' (45 per cent) most likely to receive a bonus. Bonuses were especially rare in the following frameworks: 'Children's Care, Learning and Development' (10 per cent), 'Health and Social Care' (10 per cent), and 'Hospitality and Catering' (17 per cent).

Finally, bonuses were also linked to overall pay as Apprentices earning above the Adult Minimum Wage of £5.93 were more likely to receive them (28 per cent compared to 26 per cent overall).

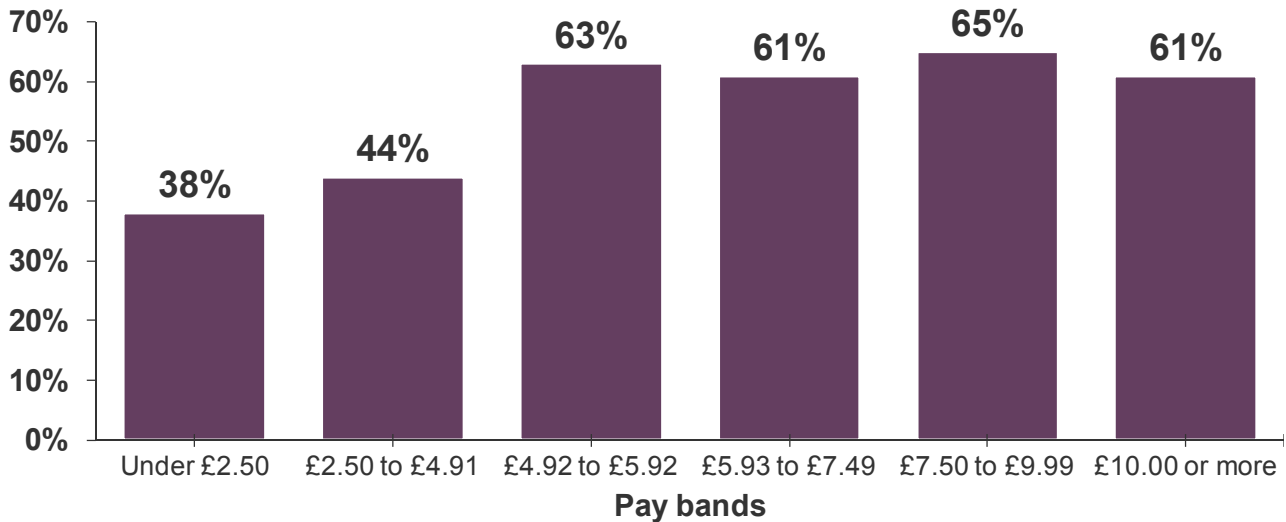
Course impact on pay

Apprentices who were working for their employer before starting their training were asked if their pay had increased, decreased or stayed the same as a result of starting the course and eight in ten (79 per cent) said that their pay stayed the same. Close to two in ten (18 per cent) saw an increase in their pay, and this rose to 23 per cent in Scotland. However, a small number of Apprentices (2 per cent) saw a fall in their pay and this was more likely in the 'Hairdressing' framework where four per cent of Apprentices reported a decline in their pay.

Overtime

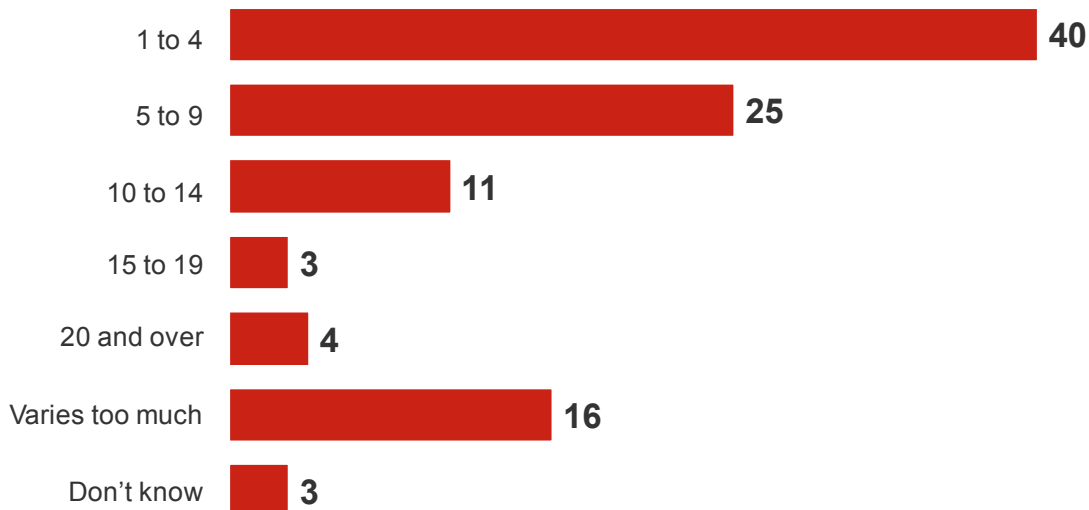
Over half (54 per cent) of the Apprentices surveyed worked overtime, paid or unpaid, with their employer at some point.

Overtime was common across all frameworks, though it was more prevalent in the following: 'Electrotechnical' (72 per cent), 'Retail' (65 per cent), 'Team Leading and Management' (64 per cent), 'Hospitality and Catering' (63 per cent), 'Health and Social Care' (62 per cent) and 'Engineering' (61 per cent). There was a connection between age, level and year of study. Overtime was more common amongst Level 3 Apprentices (58 per cent) and those in their 3rd or subsequent year of study (67 per cent). Older Apprentices were also more likely to do overtime (58 per cent of 19 to 24 year olds and 56 per cent of those aged 25 or over). The likelihood of overtime also increased with gross hourly pay, as demonstrated in Figure 2.11 overleaf.

Figure 2.11: Proportion of GB Apprentices working overtime by gross hourly pay

Base: All those giving a wage figure (8,710), 1 June to 31st July 2011

On average, if an Apprentice did overtime, they did so for 6.0 hours per week. The majority (65 per cent) worked under 10 hours overtime per week.

Figure 2.12: Number of hours working overtime per week by GB Apprentices (%)

Base: All who worked/are working overtime (5,492), 1 June to 31st July 2011

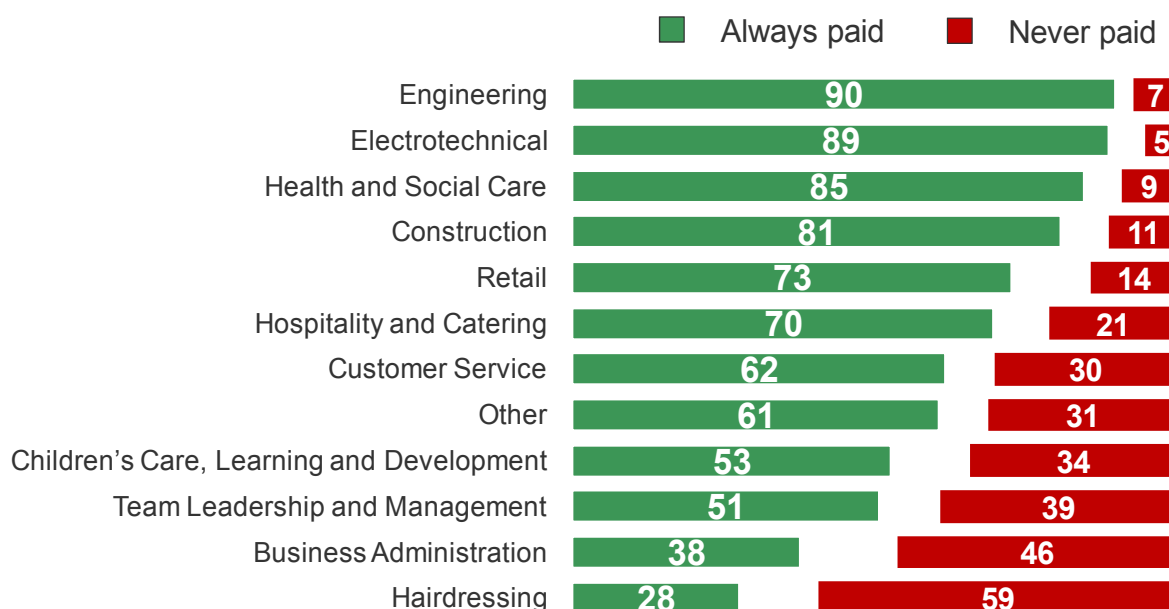
The number of hours spent working overtime were highest among Apprentices working in 'Health and Social Care' (9.2 hours), 'Hospitality and Catering' (7.8 hours), 'Team Leading and Management' (7.3 hours) and 'Retail' (6.7 hours) frameworks.

Paid overtime

Among Apprentices who worked overtime, two thirds (66 per cent) were always paid, 8 per cent were sometimes paid and a quarter were never paid (25 per cent). This latter group were more likely to be women (30 per cent). There were also some differences by year of study as second years were much less likely to be paid overtime (30 per cent received no pay) compared to those in their third or subsequent year (12 per cent received no pay).

As shown in Figure 2.13, there were also major differences by framework as to whether Apprentices were paid for their overtime. 'Engineering', 'Electrotechnical' and 'Construction' frameworks all appear within the top four of the chart as Apprentices on these frameworks mostly 'always got paid' for their overtime (90, 89 and 81 per cent respectively). In comparison, more Apprentices said they were 'never paid' than 'always paid' on both the 'Business Administration' and 'Hairdressing'; 46 per cent and 59 percent respectively said they were 'never paid'.

Figure 2.13: Proportion of GB Apprentices always paid and never paid for overtime by framework (%)



Base: All who worked/are working overtime (5,492), 1 June to 31st July 2011

On average, those who were paid for overtime did 6.3 hours of paid overtime work a week. A third did between one to four hours (35 per cent), a quarter between five to nine hours (27 per cent), and 18 per cent worked over 10 hours. The rest (17 per cent) said the number of hours varied too much for them to say.

Looking at the findings by framework, 'Health and Social Care' (9.3 hours) and 'Hospitality and Catering' (7.7 hours) spent most hours on paid overtime on average. 'Team Leading & Management' Apprentices are also worthy of mention. Their mean hours were relatively high (6.8 hours a week) and Figure 2.13 shows only half of this group (51 per cent) were 'always paid' for their overtime.

There were no significant differences across the countries of Great Britain.

Apprentices in Great Britain earned a mean of £7.75 an hour for paid overtime, and this differed by country. Apprentices in England earned significantly less for their overtime than the GB average (£7.64) whereas Apprentices in Wales and Scotland earned significantly more (£8.17 and £8.90 respectively).

The median overtime rate for Great Britain was £6.73 per hour and for each country, the median hourly rate was as follows: England, £6.64; Scotland, £7.79 and; Wales, £7.00.

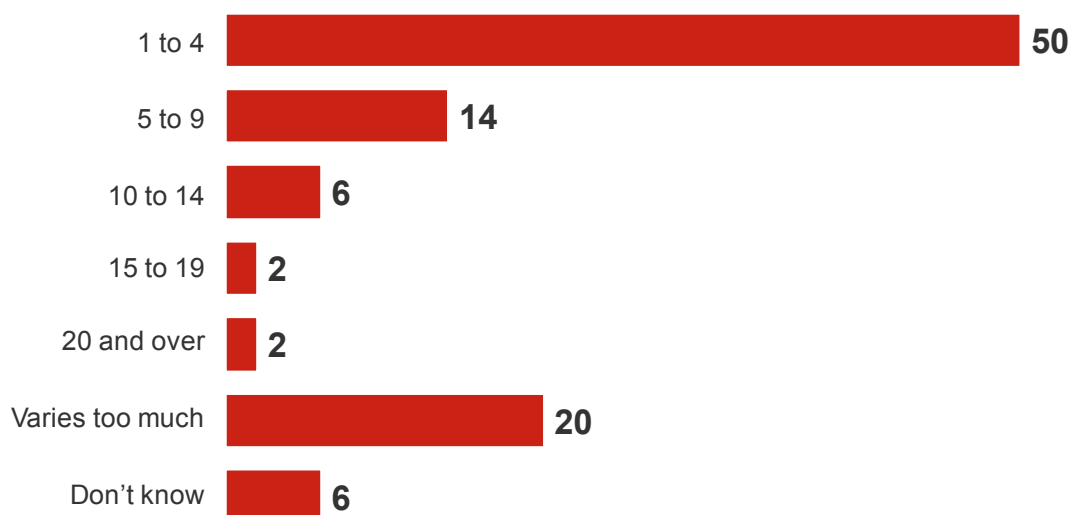
Mean payments for overtime followed the same pattern as payment for main job – those in the ‘Electrotechnical’ (£10.62), ‘Engineering’ (£9.48), ‘Team Leading and Management’ (£9.29) and ‘Customer Service’ (£8.26) frameworks received the highest mean pay for working overtime. Mean per hour pay for overtime was particularly low for Apprentices on ‘Hairdressing’ (£4.92) and ‘Children’s Care, Learning & Development’ (£5.63) frameworks. Median overtime pay followed the same trend ranging from £10.00 per hour for Apprentices working on ‘Electrotechnical’ frameworks to £3.61 for ‘Hairdressing’.

These variations also relate to gender as men commanded significantly higher overtime wages than women (a mean of £8.48 per hour versus £6.85). Men’s median overtime pay was also higher; £7.50 per hour compared to the £6.26 that women received. Overtime also increased with age rising from £6.08 per hour (median £5.50) for the under 19’s to £8.41 per hour (median of £7.00) for those aged 25 or more. Those in their third year also earned far more in overtime than average, earning a mean of £10.44 per hour (a median of £10.00).

Unpaid overtime

Overall, the average number of hours Apprentices spent on unpaid overtime was 4.2 hours a week. As shown in Figure 2.14 overleaf, half of those who did any unpaid work (50 per cent) usually did so for fewer than five hours a week. Fourteen per cent did between five to nine hours, while one in ten (10 per cent) did 10 hours or more a week. For two in ten Apprentices (20 per cent), the amount of time spent on unpaid work varied too much for them to say.

Figure 2.14: Number of hours doing unpaid overtime per week by GB Apprentices (%)



Base: All who worked/work any unpaid overtime (1,706), 1 June to 31st July 2011

Frameworks on which Apprentices were more likely to work more unpaid hours were 'Hospitality and Catering' (6.6 hours) and 'Team Leading and Management' (6.5 hours). As with paid overtime, men were more likely than women to work longer hours (4.8 hours per week compared to 3.8 for women) as were those aged 25 or over (5.1 hours compared to the GB average of 4.2 hours).

It was also found that those who do **not** receive training either on- or off-the-job were more likely to work unpaid overtime than those that did receive training, as shown in Table 2.9 below.

Table 2.9: Mean hours of unpaid overtime by access to training

| | | Mean hours unpaid overtime |
|---------------------------|-------------------|----------------------------|
| Gets off-the job training | Yes (Base: 775) | 3.7 |
| | No (Base: 926) | 4.6 |
| Gets on-the job training | Yes (Base: 1,123) | 3.9 |
| | No (Base: 583) | 5.0 |

Time off in lieu or flexi leave

Among those who did overtime work, paid or unpaid, four in ten (38 per cent) said they were given time off or flexi leave in return. Apprentices in the following frameworks were more likely to get time off or flexi leave: 'Business Administration' (64 per cent), 'Team Leading and Management' (54 per cent) and 'Children's Care, Learning and Development'

(44 per cent). Women were significantly more likely to get time off compared to the GB average, although the difference was small (40 per cent versus 38 per cent).

Those who were either sometimes or never paid were more likely to receive time off in lieu or work flexi time. Over half (52 per cent) of those who never got paid for overtime got time off in lieu or worked flexi-time; this figure was 61 per cent for those who sometimes got paid. In comparison, these benefits were provided to 30 per cent of those who were always paid for their overtime.

Other work

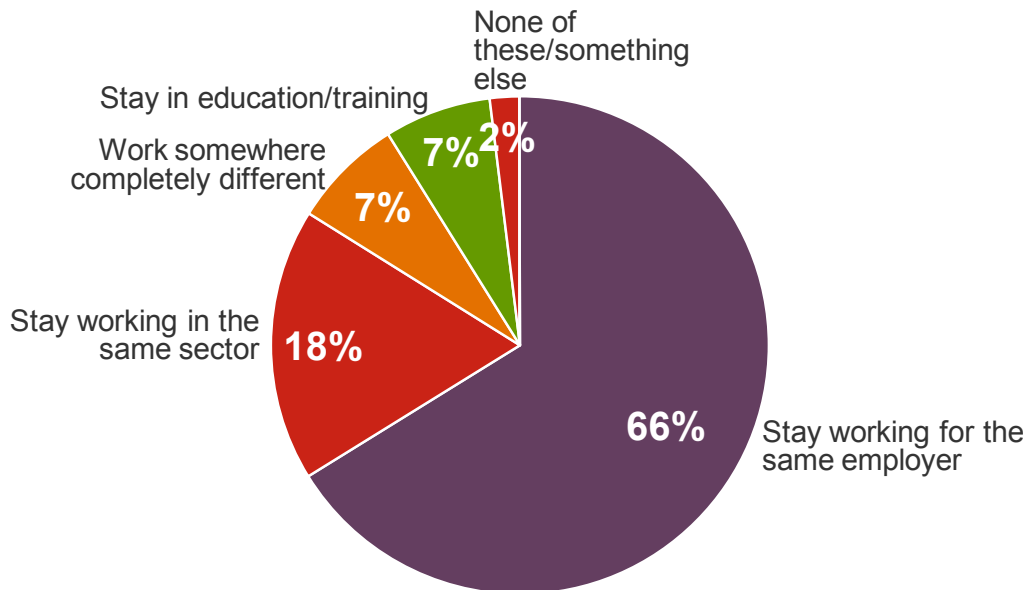
Apprentices were asked if they have any other part-time, paid work apart from their work with the employer offering them the Apprenticeship, and just 6 per cent said they did. Those in the 'Children's Care, Learning and Development' framework (13 per cent) were more likely to rely on other work to supplement their income which may help explain why there was a slight but significant difference in the proportion of women taking other work (7 per cent). As might be expected, those earning low Apprentice wages were also more likely to have another part-time job. One in ten (8 per cent) of those earning below their equivalent minimum wage had other work.

The average time spent on other work was 10.2 hours per week. Seven in ten (70 per cent) spent under 16 hours while two in ten (19 per cent) spent 16 hours or more. Those who did other work and gave a wage figure earned on average £6.60 an hour before deductions.

After Apprenticeships

Apprentices were asked what they planned to do after they finished their course or in the next few months. Two thirds (66 per cent) planned to stay working for the same employer while close to two in ten (18 per cent) planned to stay in the same sector but not necessarily with the same employer. Those in Wales tended to want to stay with the same employer to a greater extent than the GB average (73 per cent).

Seven per cent wanted to continue with education and the same proportion wanted to work somewhere completely different.

Figure 2.15: GB Apprentices' plans after finishing Apprenticeship

Base: All GB Apprentices, (10,178) 1 June to 31st July 2011

There were some significant differences by framework:

- Apprentices in 'Team Leading and Management' (78 per cent), 'Engineering' (74 per cent), 'Customer Service' (72 per cent) were more likely to want to stay with their employer. As noted earlier, nearly all 'Team Leading and Management' Apprentices worked for their current employer before enrolling on their Apprenticeship. Most 'Engineering' Apprentices started their course straight from school or college;
- Apprentices in 'Electrotechnical' (24 per cent), 'Construction' (23 per cent), 'Health and Social Care' (23 per cent) and 'Children's Care, Learning and Development' (23 per cent) were more likely to stay in the same sector, but with a different employer. All of these frameworks are very specific to given industries;
- Apprentices in 'Hospitality and Catering' (12 per cent), 'Customer Service' (9 per cent) and 'Business Administration' (9 per cent) were more likely to want to work somewhere completely different. The latter two teach a broader, transferable skills set.
- Apprentices in 'Children's Care, Learning and Development' (13 per cent) were more likely to stay in education or training than average. This is interesting as significantly more Apprentices from this framework were studying for a level 3 qualification (57 per cent compared to 40 per cent overall in Great Britain). A higher level education is relatively important to Apprentices on this framework as four in five of this group said they wanted to move onto a higher level NVQ or higher education. We discuss the overall views on the types of further courses that interested those wanting to move into further education next.

Table 2.10: GB Apprentices' plans after finishing Apprenticeship by framework

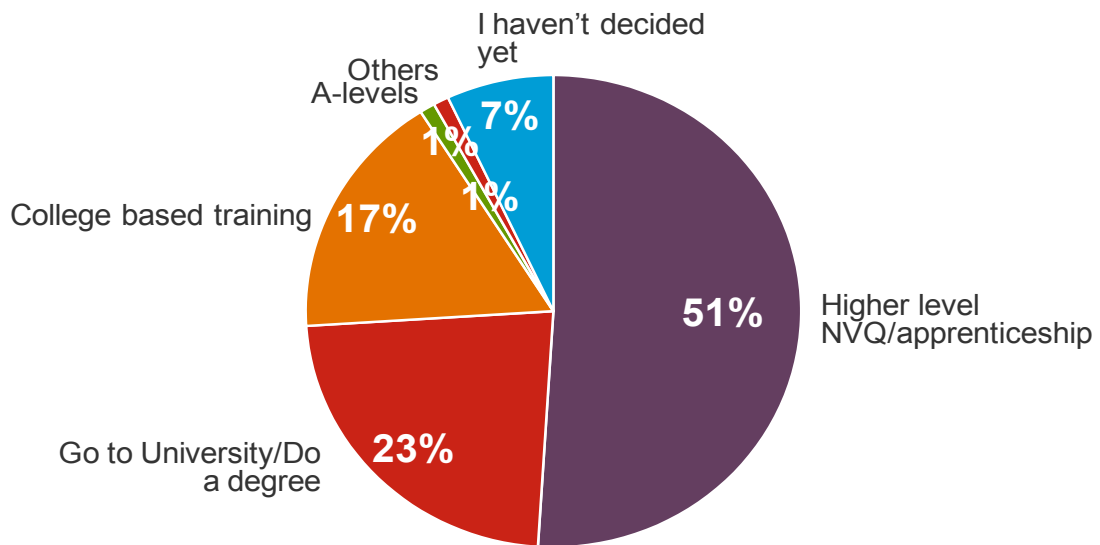
| | | Stay with same employer | Stay in same sector | Work somewhere completely different | Stay in education/training |
|---|---------------|-------------------------|---------------------|-------------------------------------|----------------------------|
| | Base size | % | % | % | % |
| Team Leadership and Management | 800 | 78 | 10 | 6 | 3 |
| Engineering | 866 | 74 | 14 | 5 | 5 |
| Customer Service | 882 | 72 | 11 | 9 | 5 |
| Retail | 836 | 69 | 14 | 8 | 5 |
| Business Administration | 893 | 67 | 14 | 9 | 8 |
| Health and Social Care | 847 | 65 | 23 | 3 | 7 |
| Electrotechnical | 841 | 65 | 24 | 6 | 3 |
| Hairdressing | 826 | 64 | 17 | 7 | 8 |
| Other | 878 | 64 | 21 | 7 | 7 |
| Construction | 830 | 62 | 23 | 6 | 6 |
| Hospitality and Catering | 831 | 58 | 20 | 12 | 7 |
| Children's Care, Learning and Development | 848 | 54 | 23 | 7 | 13 |
| Total | 10,178 | 66 | 19 | 7 | 7 |

The seven per cent of Apprentices who planned to stay in education or training after the current Apprenticeship were asked what type of programme they planned to take part in.

Half (51 per cent) planned to take part in a higher level NVQ or Apprenticeship. Apprentices in England were most likely to choose this route (52 per cent versus 22 per cent of Apprentices in Scotland and 38 per cent of Apprentices in Wales).

Two in ten (23 per cent) wanted to go to university to do a degree. Again, there were significant differences by country: two in ten Apprentices in England (22 per cent) said they plan to go to university, compared with over a third of Apprentices in Scotland and Wales (both 34 per cent). Seventeen per cent wanted to attend a college-based training course, and this rose to 37 per cent in Scotland. These figures show that the continuing education routes for Apprentices differ by country. However, as only 7 per cent overall want to continue education after completing their Apprenticeship, access to work was the overriding rationale for Apprentices taking up their course.

Figure 2.16: Type of education or training programmes after current Apprenticeship for GB Apprentices



Base: All planning to stay in education or training (634), 1 June to 31st July 2011

Chapter 3: England

Key facts in England

- The median rate of gross hourly pay received by Apprentices in England was £5.83 and the mean rate was £5.80. When analysed as a weekly rate, median gross pay in England was £200 and the mean £209.
- Over four in five Apprentices in England (81 per cent) were contracted to work 30 hours or more per week. The mean Apprentice contract was to work 34 and a half hours per week. Five per cent of Apprentices said their contracted hours were less than 16 hours a week, which is lower than is allowed under Apprentice guidelines.
- As in the UK as a whole, nearly half of Apprentices in England (46 per cent) said they received off-the job training and over two thirds (69 per cent) received training on-the-job. One in five (20 per cent) of Apprentices in England said they did neither of these forms of training.
- Apprentices who were able to state an average said they completed less than six and a half hours (6.31 hours) of off-the-job training per week. Roughly double the amount (12.37 hours) was spent on on-the-job training.
- Seven in ten UK Apprentices worked for their current employer prior to enrolling on an Apprenticeship.
- The key pay data for England is contained in the summary table overleaf. Statistically significant differences in means between different subgroups are highlighted in bold text.

Table 3.1: Summary gross hourly pay for England

| Statistic | Median pay | Mean pay (£) | Base |
|---|-------------------|---------------------|---------------------|
| Overall | 5.83 | 5.80 | 5,196 ¹⁵ |
| Gender | | | |
| Female | 5.96 | 5.88 | 2,672 |
| Male | 5.43 | 5.71 | 2,524 |
| Age | | | |
| Under 19 | 2.90 | 3.73 | 1,403 |
| 19 to 24 | 5.63 | 5.57 | 2,271 |
| 25+ | 7.00 | 7.81 | 1,522 |
| Framework | | | |
| Team Leadership and Management | 8.13 | 9.35 | 367 |
| Electro technical | 6.56 | 6.98 | 447 |
| Customer Service | 6.60 | 6.86 | 430 |
| Health and Social Care | 6.25 | 6.51 | 429 |
| Retail | 6.25 | 6.37 | 450 |
| Engineering | 5.94 | 6.23 | 461 |
| Business Administration | 5.77 | 5.99 | 450 |
| Hospitality and Catering | 5.93 | 5.76 | 439 |
| Other | 5.00 | 5.31 | 447 |
| Children's Care, Learning and Development | 4.99 | 4.88 | 394 |
| Construction | 4.29 | 4.61 | 437 |
| Hairdressing | 2.64 | 3.39 | 445 |
| Year of study | | | |
| Year 1 | 5.93 | 5.80 | 3,867 |
| Year 2 | 5.17 | 5.38 | 973 |
| Year 3 | 6.76 | 7.05 | 356 |
| Level of study | | | |
| Level 2 | 5.25 | 5.27 | 2,979 |
| Level 3 | 6.25 | 6.68 | 2,217 |

¹⁵ Base size is only those who answered questions on pay and hours. It excludes those saying they were not paid.

Summary of the main findings in England

This section summarises the main findings to emerge from the pay survey of Apprentices in England. Where possible, comparison with the 2007 Apprentice Pay Survey¹⁶ findings has also been presented in this summary. However, caution should be applied when making direct comparisons with figures from 2007 for several reasons:

- The present survey used a different, random probability sampling approach which is not technically comparable with the quota method used previously. Random probability sampling methods have several distinct advantages over quota surveys including the reduction of selection biases which, in turn improves the representation of the survey. Responses rates can also only be truly calculated from random sampling methods because each member of the sample frame has a known and non-zero chance of being selected.
- The way apprentices were screened in the present survey also differed dramatically from 2007 as Apprentices were asked if they recognised their *framework* based on sample data as opposed being screened out if they said they were not an Apprentice. This helped eliminate the problems faced in 2007 where Apprentices on non-traditional frameworks, such as retail, did not class themselves as an Apprentice.
- In addition, the core pay questions were asked differently this year, concentrating on hourly, gross pay rather than weekly net pay. This is because the legislation is based on an hourly pay rate so it makes logical sense to analyse the data in this way.
- The wording of several other questions also differed, ruling out direct comparisons with past survey data. For example, questions regarding the number of hours spent training on- and off-the-job were made more specific this year and the questions on pay were altered to improve their clarity. .

As for the UK and GB overall, frameworks play a key role in shaping Apprentice Pay and working conditions in England. Overall, the findings show Apprentices on frameworks teaching technical and/or practical manual skills such as the 'Engineering', 'Construction' and 'Electrotechnical' experienced different working conditions to Apprentices on frameworks focused on the service sector and/or transferable skills such as 'Customer Service', 'Business Administration' and 'Team Leading and Management'.

Furthermore, Apprentices working on the 'Hairdressing' and 'Children's Care, Learning and Development' frameworks were more likely to receive relatively low wages and work unpaid overtime.

¹⁶ BMRB (2008) Apprentice Pay: 2007 Survey of Earning by Sector. Department of Innovation Universities and Skills Report 08 05. Accessed 18/10/2011:
http://www.bis.gov.uk/assets/biscore/corporate/migratedD/publications/D/DIUS_RR_08_05

Overall, the profile data (See Appendix) showed Apprentices in England were more likely to study a Level 2 qualification than Level 3, especially compared to Scotland. Most (four in five) were aged 19 or more and the gender balance slightly favoured men (51:49). More than nine in ten Apprentices in England (91 per cent) had a 'White British' ethnic background. The results for the survey were weighted to reflect this profile.

Routes into Apprenticeships

Seven in ten Apprentices were working for their employer before enrolling on an Apprenticeship, which indicates that employers were mostly investing in current staff rather than recruiting new workers. This was especially the case for the Apprentices on the 'Team Leading and Management' framework as nearly all (99 per cent) were working for their employer prior to beginning their course. Apprentices on the service-focused frameworks of 'Retail', 'Hospitality & Catering', 'Health & Social Care' and 'Customer Service' were also much more likely to have worked for their employer prior to enrolment. Furthermore, Apprentices aged 25 or more were also more likely to have worked for their current employer prior to enrolment (94 per cent)

However, the technical/manual Apprenticeships of 'Engineering' and 'Electrotechnical' were much more likely than others to contain Apprentices enrolling straight from school or college, as were Apprentices on the hairdressing framework.

Apprentice Pay

Although all Apprentices were employed, five per cent of respondents said they did not receive any pay. Five per cent also said they received Educational Maintenance Allowance (EMA) and recipients of this award comprised 29 per cent of those who did not get paid. Apprentices not receiving any pay were of particular concern and were more likely to be aged 18 or under (8 per cent), have a black and ethnic minority (BME) background (9 per cent) or study on a 'Children's Care, Learning & Development' framework (15 per cent). In 2007, the proportion receiving no pay was 12%.

As with the overall GB figures, Apprentices on 'Team Leadership and Management' frameworks earned the most, receiving a mean of £9.35 gross per hour (a median of £8.13) whilst at the bottom, 'Hairdressing' Apprentices earned a mean of just £3.39 gross per hour (median pay was £2.64). Nearly half (48 per cent) of the 'Hairdressing' group earned below the minimum wage they should have received based on their year of study and/or age.

A gross weekly pay calculation was also made to provide a comparative view with the 2007 weekly pay data. In 2011, the mean gross weekly pay of Apprentices in England was £209 and the median £200. This compares to mean gross pay in 2007 of £194 per week and a median of £188. These figures represent a decline in real terms pay. The mean increased by 8% between 2007 and 2011, however, Retail Price Index (RPI) inflation was 14% over the same period.

The pay data revealed other common themes. Four in five Apprentices (79 per cent) received on or above the minimum amount they should get based on their year and/or age. The 20 per cent that did not were more likely to be men (24 per cent), aged 24 or under (26 per cent), and in their second year of study (40 per cent). The last point is a strong indicator that the rules which dictate how much an Apprentice should earn are not

understood by all employers in England, particularly that pay in the second year of an Apprentice increases for some age groups.

Twelve per cent of Apprentices said they received tips; in 2007, the proportion receiving tips was 20 per cent. Mirroring the 2007 findings, 'Hairdressing' and 'Hospitality & Catering' Apprentices were more likely to receive tips (78 per cent and 35 per cent respectively). Given their low levels of pay, there is a potential danger that 'Hairdressing' Apprentices' wages are still being topped up by tips which should not happen after changes to the National Minimum Wage legislation in 2009. A quarter (24 per cent) of the group that received a wage less than the legal minimum due to their age and/or year of study received tips.

A quarter (26 per cent) of Apprentices received bonuses from employers, and these were particularly common in 'Retail' (47 per cent) and 'Engineering' (45 per cent) frameworks. In 2007, 10 per cent of Apprentices said they received a bonus as a result of completing their NVQ.

Apprentices' contracted working hours

The mean contracted hours of employment were 34.5 this year, compared to 37 hours in 2007. However, the question had changed compared to past surveys¹⁷. The effect of the change was to make the question more specific and to ensure respondents did not include overtime in their calculations. The Apprentice guidelines in England state that Apprentices should be employed for at least 30 hours per week. Part-time Apprenticeships of between 16 and 29 hours are permitted in cases where it is difficult for individuals to commit full time, such as where an Apprentice has childcare or caring duties. In four out of five (81 per cent) survey cases, Apprentices were contracted for 30 hours or more and 15 per cent of Apprentices worked part-time. Those on the technical/manual frameworks were more likely to work full time (all at least 91 per cent).

This left five per cent who worked 15 hours or less. This latter group were more likely to be aged 18 years or under (8 per cent), from a BME background (9 per cent) and to be training on 'Children's Care, Learning & Development' (10 per cent) or 'Retail' (9 per cent) frameworks. These significant differences closely match with those more likely to receive no pay noted above.

Overtime

Over half (54 per cent) of Apprentices worked overtime (62 per cent in 2007). It was common across all frameworks and with older Apprentices studying at a higher level and in later years of their training. The average amount spent on overtime, amongst those who did some and were able to state an average, was six hours a week (6.0). Those who were working for their current employer prior to enrolling on an Apprenticeship also worked more overtime on average. This covers Apprentices on the following frameworks: 'Health and Social Care' (9.2 hours), 'Hospitality & Catering' (7.8 hours), 'Team Leading & Management' (7.5 hours) and 'Retail' (6.7 hours).

¹⁷ In 2007, the question was: "On average, how many hours a week do you work for your employer?". This year, the question was changed to "How many hours a week are/were you contracted by your employer to spend working, excluding meal breaks and any overtime?".

The figures by framework for those who do and do not get paid for overtime were also revealing. Apprentices on technical/manual frameworks tend to get paid whereas, more often than not, those on 'Business Administration' and 'Hairdressing' were never paid. The situation for 'Hairdressing' in which nearly three in five (59 per cent) were 'never paid' for overtime is concerning given the low wages these Apprentices commanded.

Training received

Apprentices were asked whether they received off- and on-the-job training. Nearly half (46 per cent) said they received off-the job training and over two thirds (69 per cent) received training on-the-job. The equivalent figures in 2007 were 57 per cent receiving off-the-job training and 85 per cent trained on-the-job.

The figures for 2011 are of some concern because there are set minimum guided learning hours that form part of the Apprenticeship contract. The questions on training were specific and fully described, so it is therefore a worry that one in five (20 per cent) Apprentices in England said they did neither of these forms of training.

Furthermore, there is a close link between the group not recognising off- or on-the-job training and framework. As identified earlier, Apprentices on service-focused frameworks were more likely to have worked for their current employer before enrolling on an Apprenticeship. Apprentices on these frameworks were also the ones more likely to do neither off- nor on-the-job training. Around a third of Apprentices on 'Retail', 'Customer Service' and 'Team Leading & Management' frameworks fell into this group. In comparison, around one in ten Apprentices on technical/manual frameworks said they received neither off- nor on-the-job training.

Those receiving training were asked about the average hours per week they spent doing it. Overall, Apprentices spent twice as long training on-the-job (just over twelve and a half hours per week) compared to off-the-job (just under six and a half). Of all the frameworks, those in technical/manual apprenticeships spent the most time training. Indeed, Apprentices on these frameworks spent most of their working week training, as shown in the table below:

Table 3.2: Training mix for technical/manual Apprentices in England

| | Mean time spent training and (% training) | | Mean contracted hours |
|------------------|---|--|-----------------------|
| | Off-the job Hours (% training this way) | On-the-job Hours (% training this way) | |
| Engineering | 8.9 (56) | 21.0 (82) | 37.3 |
| Construction | 11.1 (53) | 21.8 (83) | 37.8 |
| Electrotechnical | 7.9 (58) | 20.0 (83) | 39.0 |

This chapter continues by providing detailed analyses of the findings for England.

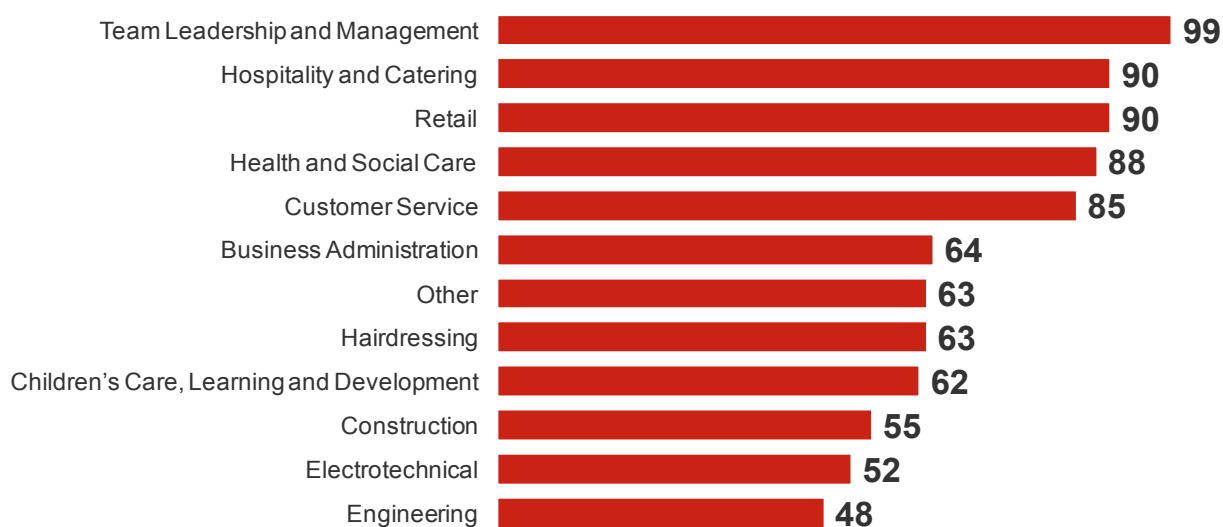
Starting on an Apprenticeship and hours worked

Routes into Apprenticeships

Seven in ten (70 per cent) Apprentices in England worked for their employer before starting their Apprenticeship.

The variation by framework in the proportion of Apprentices working for their employer prior to enrolment was marked (Figure 3.1). This ranged from nearly all (99 per cent) of 'Team Leading & Management' Apprentices to less than half (48 per cent) of those enrolled on an Engineering framework. As with the GB data, there is a clear step between some of the 'service' frameworks such as 'Retail' and 'Customer Service' and others which show a different recruitment pattern. This group of Apprentices were much more likely to have worked for their employer prior to starting their Apprenticeship which indicates this group were more likely to be studying for a qualification that directly related to a job they already held.

Figure 3.1: Proportion of Apprentices in England working for their current employer prior to starting their Apprenticeship (%)

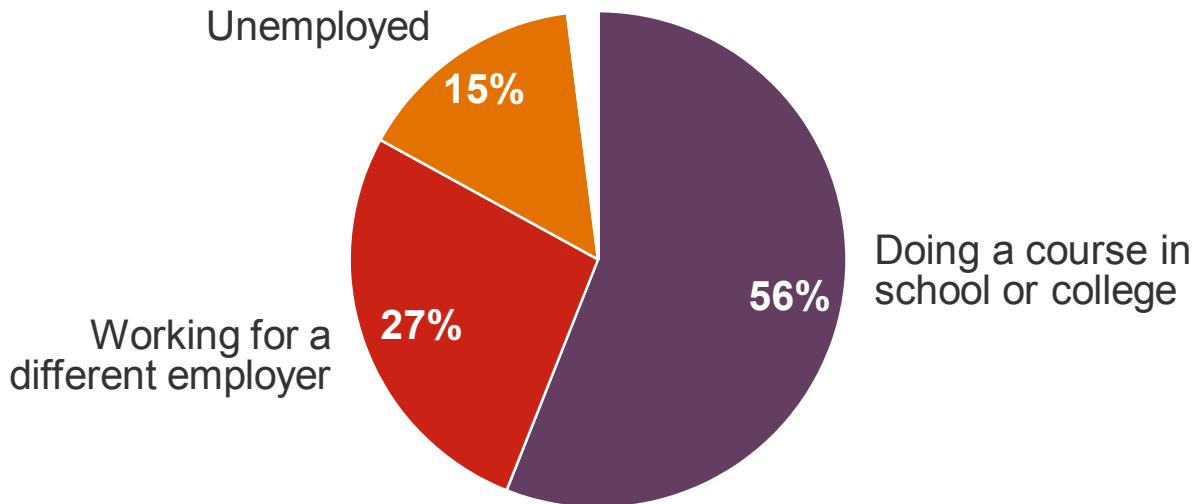


Base: All English Apprentices (6,140), 1 June to 31st July 2011

When analysed by other factors, it was found that women were more likely than men to have worked for their employer prior to enrolment (78 per cent versus 61 per cent of men). As would be expected, age also played a part as those 18 years old or younger were far less likely to have been employed before starting their Apprenticeship. Of this age group, 45 per cent worked for their employer prior to enrolment compared to 66 per cent of 19 to 24 year olds and 94 per cent of those aged 25 or more.

Three in ten Apprentices (30 per cent) were *not* working for their employer before starting the course. Among this group, over half (56 per cent) said they were doing a course in school or college; close to three in ten (27 per cent) were working for a different employer; and 15 per cent were unemployed.

Figure 3.2: Routes into Apprenticeships (amongst those not already working for their employer)



Base: All not working for their employer when enrolled (1,804) 1 June to 31st July 2011
2% said another activity, refused or didn't know

As one may expect, education was most common for younger Apprentices (73 per cent of 18 or under) and employment with a different employer for older ones (61 per cent of 25 or above). BME Apprentices were more likely than average to be unemployed (26 per cent) before starting Apprenticeship¹⁸.

As shown in Table 3.3 overleaf, Apprentices not working for their current employer prior to enrolment in 'Customer Service' and 'Business Administration' frameworks were more likely than average to be unemployed before starting their Apprenticeship. Seven in ten of those in 'Engineering' (68 per cent) and 'Hairdressing' (69 per cent) were in school or college beforehand, compared with 56 per cent on average. Those in 'Health and Social Care' were most likely to be working for a different employer, though the small base size of this group means that results should be treated with caution.

¹⁸ Base of 132

Table 3.3: Route into Apprenticeships by framework¹⁹

| | Base size | Routes to Apprenticeships | | |
|---|-----------|---------------------------------------|----------------------------------|------------|
| | | Doing a course in a school or college | Working for a different employer | Unemployed |
| | | % | % | % |
| Hairdressing | 187 | 69 | 24 | 7 |
| Engineering | 267 | 68 | 24 | 7 |
| Construction | 221 | 61 | 29 | 10 |
| Hospitality and Catering | 53* | 59 | 25 | 10 |
| Electrotechnical | 239 | 58 | 33 | 8 |
| Children's Care, Learning and Development | 198 | 57 | 29 | 11 |
| Other | 197 | 57 | 25 | 17 |
| Business Administration | 216 | 44 | 27 | 26 |
| Customer Service | 94* | 40 | 30 | 27 |
| Retail | 52* | 40 | 30 | 22 |
| Health and Social Care | 73* | 33 | 46 | 15 |

Base: All Apprentices in England who were not working for their employer before starting their training course (1,804).

Asterisk (*) means that the base size is small so results should be treated with caution. Bolded text shows that Apprentices in that framework were more likely than average to fall under the route.

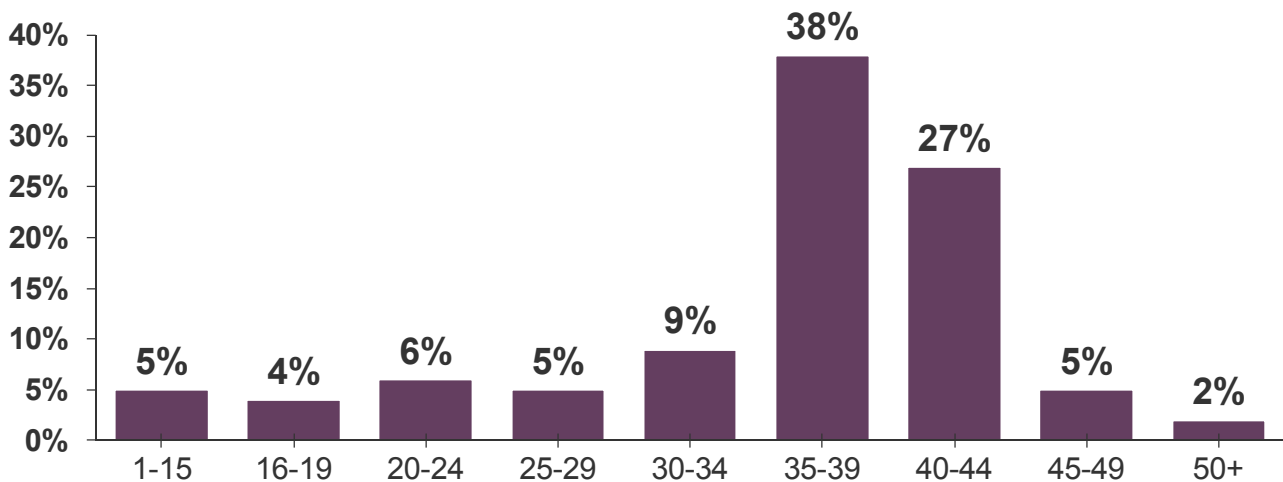
Number of hours contracted to work

Apprentices were asked the number of hours a week they were contracted to work by their employer, excluding meal breaks and any overtime. As shown in Figure 3.3 overleaf, 5 per cent of Apprentices said they worked fewer hours than they technically should based on the Apprentice Rate legislation. As in Great Britain, these Apprentices were statistically more likely to be enrolled on 'Children's Care, Learning & Development' and 'Retail' (both 9 per cent) frameworks. Alongside Health and Social Care (25 per cent), these two frameworks were also much more likely than others to offer part-time Apprenticeship on contracts lasting between 16 and 29 hours a week or less (23 and 42 per cent respectively compared to 15 per cent overall). All three of these frameworks enrolled far more women than men (Health & Social Care, 86 per cent; Childcare, 96 per cent; and Retail 75 per cent). Overall, women were more likely than men to have part-time Apprentice contracts (29 per cent versus 11 per cent). These figures show a gender divide in contracted hours which affected some frameworks more than others and is reflected in the rules governing

¹⁹ Note: The framework 'Team Leading and Management' has been excluded from this table because of small base size.

who can do an Apprenticeship part time²⁰. It also suggests women were more likely to be affected by employers incorrectly applying the rules governing the number of contracted hours an Apprentice is required to work, as they form a greater part of the group working less than 16 hours.

Figure 3.3: Number of hours contracted to work



Base: All (6,140) Apprentices in England, 1 June to 31st July 2011

However, analysis of the pay versus hours worked revealed a number of statistically significant differences (Table 3.4 overleaf). In England, the mean salary for Apprentices who said their contracted hours were less than 16 hours per week was £8.66 per hour. This fell to £6.05 per hour for those working between 16 and 29 hours a week and £5.60 for those who said they were contracted for 30 hours or more. Median figures are also provided in Table 3.4.

The finding that part-timers earn more per hour is surprising. Further analysis of the data does not provide any reason as to why this may be. The authors speculate this group either did not recognise at least some training as part of their “contracted hours”, or that this group under-estimated their hours/over-estimated their pay. Table 3.4 also illustrates a marked difference in the mean and median figures for the ‘less than 16 hours’ group, which suggests some skewing in the data for high earners in this group. A misreporting in working hours from Apprentices working less than 16 hours a week would also result in a larger error than for those with longer contracts. This is because the error would be a significantly larger proportion of the total hours worked for this group.

²⁰ “The purpose of allowing some cases where employment can be 16 hours per week is to accommodate provision in sectors/employers where this is usual or common practice, or to accommodate the requirement of an individual who, for example, may have caring duties that prevent longer working hours.”
<http://www.Apprenticeships.org.uk/Partners/~media/Documents/NAS-DeliveryModels-GuidanceNote-18March2011.ashx>, pp.2-3

Table 3.4: Mean pay in England by contracted hours

| Contracted hours | Less than 16 hours | 16 to 29 hours | 30 hours or more |
|-------------------|--------------------|----------------|------------------|
| Mean hourly pay | £8.66 | £6.05 | £5.60 |
| Median hourly pay | £6.50 | £6.02 | £5.56 |

Seven per cent of Apprentices said they were contracted to work for 45 hours or more. These were more likely to be male (9 per cent) and study 'Hospitality & Catering' or 'Electrotechnical' frameworks (14 per cent and 11 per cent respectively). Eleven per cent of those earning below the national minimum wage they should receive were also working over 45 hours per week.

Participation in training

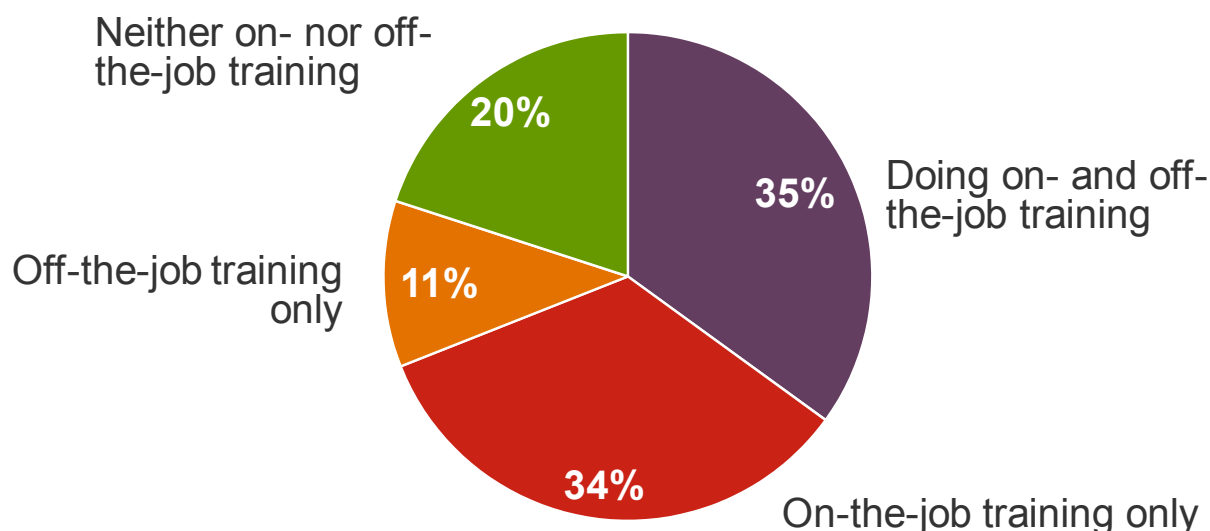
Apprentices in England were asked whether they had taken part in any off-the-job or on-the-job training as part of their course.

- **Off-the-job training** was defined for them as training away from their everyday work and which could include courses, workshops, training sessions, distance learning, workbooks, CD-ROMs, etc. In addition, off-the-training could still be conducted at the place where they worked, but would be away from their everyday work area.
- **On-the-job training** was defined as training where someone provided advice, showed them how to do something or coached them whilst they were doing their everyday work.

Thirty five per cent took part in both types of training and a similar proportion in on-the-job training only (34 per cent); and one in ten (11 per cent) in off-the-job training only. Two in ten (20 per cent) received no training at all (see Figure 3.4 overleaf).

Nearly half (46 per cent) of Apprentices had undertaken off-the-job training and male Apprentices were more likely than female Apprentices to have taken part in off-the-job training (50 per cent compared to 42 per cent respectively). The use of off-the-job training also decreased with age, from half (48 per cent) of those under 24 years old to four in ten (40 per cent) of those aged 25 or above.

Figure 3.4: Proportion of Apprentices in England receiving on- and off-the-job training



Base: All (6,140) Apprentices in England, 1 June to 31st July 2011

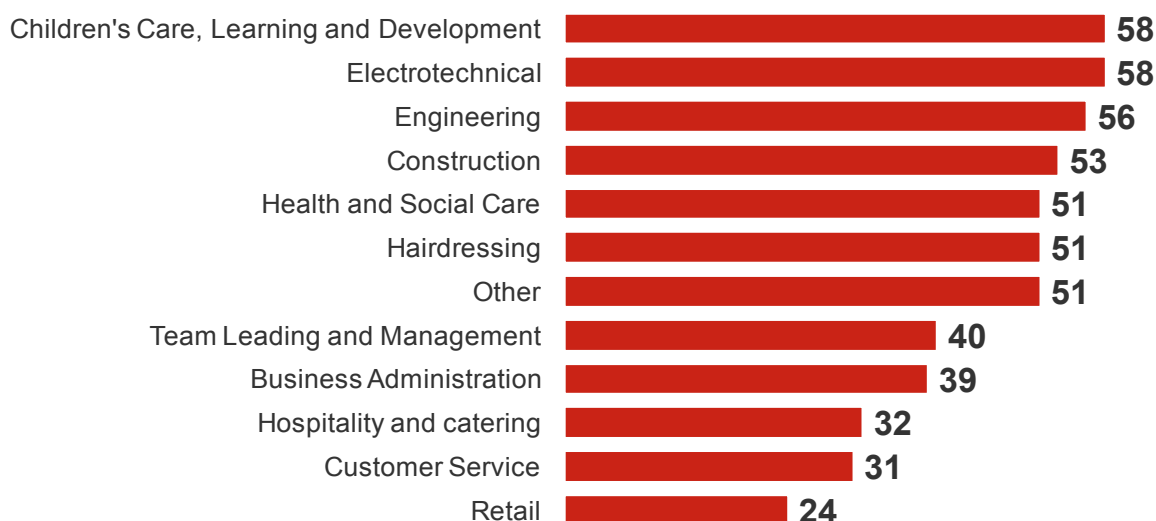
In the case of England, enough data exists to explore this issue further by framework. There were statistical differences in several frameworks which showed the variation by gender was not solely related to framework. For example, male Apprentices on Customer Service frameworks were more likely to receive both forms of training compared to their female counterparts (28 per cent versus 19 per cent respectively). Women on 'Business Administration' frameworks were more likely to receive neither form of training than men (27 per cent versus 17 per cent respectively). The same finding (women less likely to receive training than men) held in the 'Retail', 'Hospitality & Catering' and 'Other' frameworks.

Off-the-job training

Year 1 Apprentices were least likely to have taken part in off-the-job training (41 per cent compared with 51 per cent of Year 2 Apprentices and 56 per cent of Year 3+ Apprentices). Also, Level 2 Apprentices (42 per cent) had less access to off-the-job training compared with Level 3 Apprentices (53 per cent). When analysed by year of study in framework, no significant differences were found.

As outlined in Figure 3.5, frameworks covering technical or specific vocational skills tended to provide more off-the-job training. For example, frameworks such as 'Children's Care, Learning and Development' (58 per cent offering off-the-job training) and 'Health and Social Care' (51 per cent) entail specific training relating to the care of the vulnerable, whereas 'Engineering' (56 per cent), 'Construction' (53 per cent) and 'Electrotechnical' (58 per cent) require Apprentices to learn technical skills and techniques with a large amount of theoretical underpinning. Less specific training is required in frameworks such as 'Retail' (24 per cent doing off-the-job training) and 'Customer Service' (31 per cent).

Figure 3.5: Proportion of Apprentices in England who undertook off-the-job training (%)



Base: All (6,140) Apprentices in England, 1 June to 31st July 2011

Men and younger Apprentices were more likely to take part in off-the-job training. Half (50 per cent) of the men surveyed in England did this form of training compared to 42 per cent of women. Nearly half of Apprentices aged 18 or under and 19 to 24 (both groups 48 per cent) took part in off-the-job training compared to 40 per cent of Apprentices aged 25 or more.

Those apprentices who said they did off-the-job training spent an average of 6.3 hours a week doing so. Male Apprentices spent more time (7.8 hours) on off-the-job training compared with female Apprentices (4.6 hours). However, looking at specific frameworks, those in 'Engineering' (8.9 hours), 'Construction' (11.1 hours), 'Electrotechnical' (7.3 hours) and 'Other' (7.3 hours) spent most time on off-the-job training. The number of hours spent on off-the-job training decreased with age, from 7.5 hours among those aged 18 or under to 4.4 hours among those aged 25 or above. It did, however, increase with the year of study, from 5.8 hours for Year 1 Apprentices to 8.6 years for Year 3+ Apprentices.

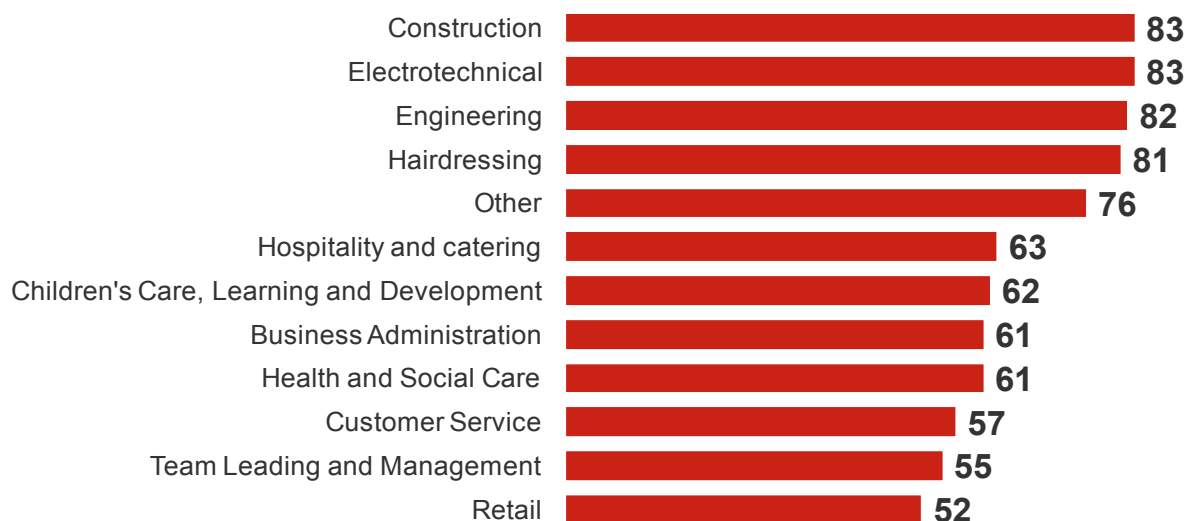
On-the-job training

Seven in ten (69 per cent) Apprentices were offered on-the-job training. The demographic differences in the profile of those who had undertaken on-the-job training mirrored those who had undertaken off-the-job training. Male Apprentices (76 per cent versus 62 per cent female Apprentices), younger Apprentices (77 per cent of 18 years old or under versus 56 per cent of 25 years old or over) and those in Year 3+ (80 per cent of Year 3+ versus 64 per cent of Year 1) were more likely than average to have undertaken on-the-job training.

As shown in Figure 3.6 overleaf, apart from 'Health and Social Care' and 'Children's Care, Learning and Development', frameworks that offered more off-the-job training were also more likely to offer on-the-job training. So Apprentices in the 'Engineering' (82 per cent), 'Hairdressing' (81 per cent), 'Construction' (83 per cent), 'Electrotechnical' (83 per cent)

and 'Other' (81 per cent) frameworks were more likely to receive training on-the-job compared to others.

Figure 3.6: Proportion of Apprentices in England who undertook on-the-job training (%)



Base: All (6,140) Apprentices in England, 1 June to 31st July 2011

The average number of hours spent by those training on-the-job was 12.4 hours per week, which is double that spent by those training off-the-job. Male Apprentices (16.1 hours) and those aged 24 or under (14.6 hours for those aged 18 or under, 13.6 hours for 19 to 24 year olds and 7.1 hours for apprentices aged 25 or over) were more likely to spend more time on on-the-job training. There were also differences by ethnicity: white Apprentices (12.7 hours) tended to spend more time on on-the-job training compared with BME Apprentices (8.9 hours)²¹.

The amount of time spent training on-the-job also increased with the year of study – from 10.6 hours for Year 1 Apprentices to 18.6 hours for Year 3+ Apprentices. Level 3 Apprentices (13.4 hours) also received more on-the-job training compared with Level 2 Apprentices (11.7 hours).

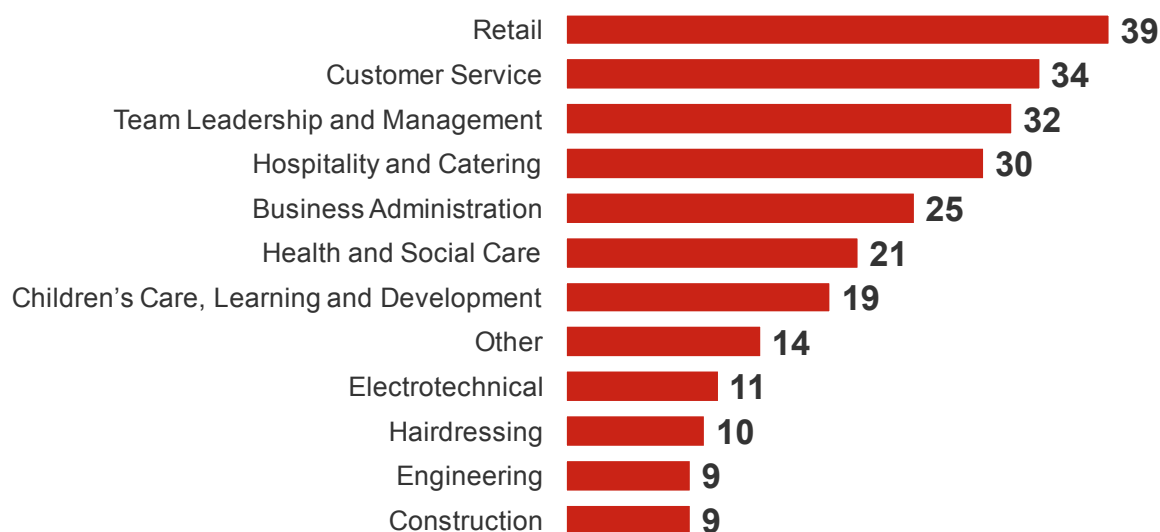
Apprentices in 'Engineering' (21.0 hours), 'Construction' (21.8 hours), 'Electrotechnical' (20.0 hours) and 'Other' (15.1) frameworks spent more time training on-the-job compared with other frameworks. Indeed, for these frameworks the amount of on-the-job training makes up a large proportion of their working week. Men comprise the vast majority of Apprentices on these frameworks, which explains the gender differences in training described earlier.

²¹ Base is 294 respondents

Table 3.5: Training mix for technical/manual Apprentices in England

| | Mean time spent training and (% training) | | Mean contracted hours |
|------------------|---|--|-----------------------|
| | Off-the job Hours (% training this way) | On-the-job Hours (% training this way) | |
| Engineering | 8.9 (56) | 21.0 (82) | 37.3 |
| Construction | 11.1 (53) | 21.8 (83) | 37.8 |
| Electrotechnical | 7.9 (58) | 20.0 (83) | 39.0 |

As noted earlier, one in five Apprentices said they did not receive on- or off-the-job training. As Figure 3.7 shows, this was much more likely to be the case in service and customer-focused frameworks such as 'Retail' and 'Customer Service' compared to skilled and technical trades such as ('Electrotechnical', 'Engineering', 'Hairdressing' and 'Construction').

Figure 3.7: Proportion of Apprentices in England receiving neither on- nor off-the-job training by framework (%)

Base: All (6,140) Apprentices in England, 1 June to 31st July 2011

Pay rates

Basic pay from employer

The UK/GB chapter describes how pay rates were calculated from the collected data. Almost all Apprentices in England (95 per cent) received pay from their employers. Those aged 18 or below (8 per cent), BME Apprentices (9 per cent)²² and those in the 'Children's

²² Base is 441 respondents

Care, Learning and Development' (15 per cent) were most likely to say they received no pay.

In England, 85 per cent of Apprentices provided details of pay and hours. The median wage of these Apprentices in England was £5.83 per hour and the mean £5.80 (Table 3.6 below). Mean gross weekly pay in England was £209 and the median £200. This compares to mean gross pay in 2007 of £194 per week and a median of £188, which represent a decline in real terms pay, although earlier caveats relating to the different survey methods should be noted²³. The mean increased by 8% between 2007 and 2011, however, Retail Price Index (RPI) inflation was 14% over the same period.

Mirroring the GB findings, Apprentices on the 'Team Leadership and Management' framework received the highest mean and median hourly pay. In 2007, 'Electrotechnical' Apprentices received the most pay whereas in 2011 they received the second highest mean (£6.98 per hour) and third highest median (£6.56).

Hairdressers' mean gross hourly pay was £3.39 and their median pay was £2.64, making them the worst remunerated group and mirroring findings in England for 2005 and 2007.

Table 3.6: Median and Mean wage and proportion below minimum wage by framework in England

| | Base size | Median hourly gross pay | Mean gross hourly pay | Proportion earning below minimum wage ²⁴ |
|---|--------------|-------------------------|-----------------------|---|
| | | £ | £ | % |
| Team Leadership and Management | 367 | 8.13 | 9.35 | 5 |
| Electrotechnical | 447 | 6.56 | 6.98 | 19 |
| Customer Service | 430 | 6.60 | 6.86 | 5 |
| Health and Social Care | 429 | 6.25 | 6.51 | 5 |
| Retail | 450 | 6.25 | 6.37 | 4 |
| Engineering | 461 | 5.94 | 6.23 | 20 |
| Business Administration | 450 | 5.77 | 5.99 | 14 |
| Total | 5,196 | 5.83 | 5.80 | 20 |
| Hospitality and Catering | 439 | 5.93 | 5.76 | 14 |
| Other | 447 | 5.00 | 5.31 | 28 |
| Children's Care, Learning and Development | 394 | 4.99 | 4.88 | 26 |
| Construction | 437 | 4.29 | 4.61 | 33 |
| Hairdressing | 445 | 2.64 | 3.39 | 48 |

²³ See page 45 which is the summary of the England Chapter

²⁴ Figure excludes those receiving no pay

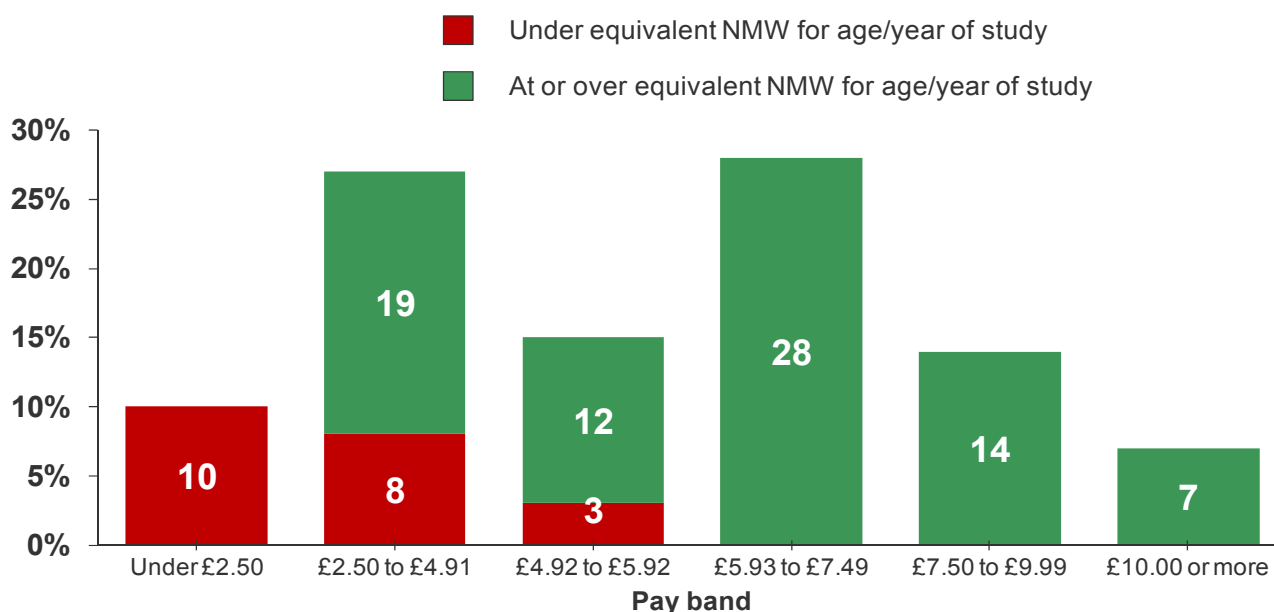
Analysis was also carried out on the amount of pay received compared to what that Apprentice should be getting based on their year of study and age²⁵. Among those who were paid and reported a wage figure, eight in ten (79 per cent) were paid at the minimum wage or above, leaving the rest (20 per cent) being paid below minimum wage.

As there may be some error due to recall or rounding, a further calculation was undertaken in which a 10 per cent error margin was applied to the figures. Using this threshold, 14 per cent of Apprentices were still recorded as receiving less than the minimum wage they should based on their year of study and/or age.

Figure 3.8 shows the pay distribution of Apprentices in England. Ten per cent of Apprentices were paid less than £2.50 per hour based on the data they provided in the survey.

Twenty eight per cent were paid between £2.50 and £4.91 and for 8 per cent, this was below the amount they should have received based on their age and year of study. Around one in seven (15 per cent) were paid between £4.92 and £5.92, which was again less than should have been received for 3 per cent of respondents. Nearly half (49 per cent) were paid on or above the adult rate of the National Minimum Wage of £5.93 per hour.

Figure 3.8: Apprentice Pay rates in England (%)



Base: All those giving a wage figure (5,196), 1st June to 31st July 2011

Table 3.6 earlier shows the proportion of Apprentices receiving less pay than they should by framework. Half of Apprentices in the 'Hairdressing' framework (48 per cent) were paid

²⁵ As noted in the UK/GB chapter, all Apprentices are eligible for £2.50 per hour in the first year of their studies at the time this research was conducted. From year two onwards, the amount Apprentices should receive depends on their age. Those under 18 should receive the same amount; £2.50 per hour. Those aged 19 and 20 should have received £4.92 and those aged 21 or more the equivalent to the National Minimum Wage which was £5.93 during the fieldwork period.

below the minimum wage they should have received. Apprentices from the following three frameworks were also more likely to be paid below the minimum wage they were entitled to compared with average: 'Children's Care, Learning and Development' (26 per cent), 'Construction' (33 per cent) and 'Other' (28 per cent).

A few subgroups were more likely to be paid below the minimum wage they should receive based on their age and/or year of study:

- Male Apprentices (24 per cent versus 16 per cent of female Apprentices);
- Those under 25 years old (26 per cent versus 4 per cent of those aged 25 or above);
- Those with a learning or physical disability²⁶ were more likely to be paid below minimum wage (26 per cent) than those without (19 per cent);
- Those in Year 2 of their course (40 per cent). This is a strong indicator that employers may not understand that Apprentice Pay changes after their first year; and
- Those studying a Level 2 qualification (23 per cent).

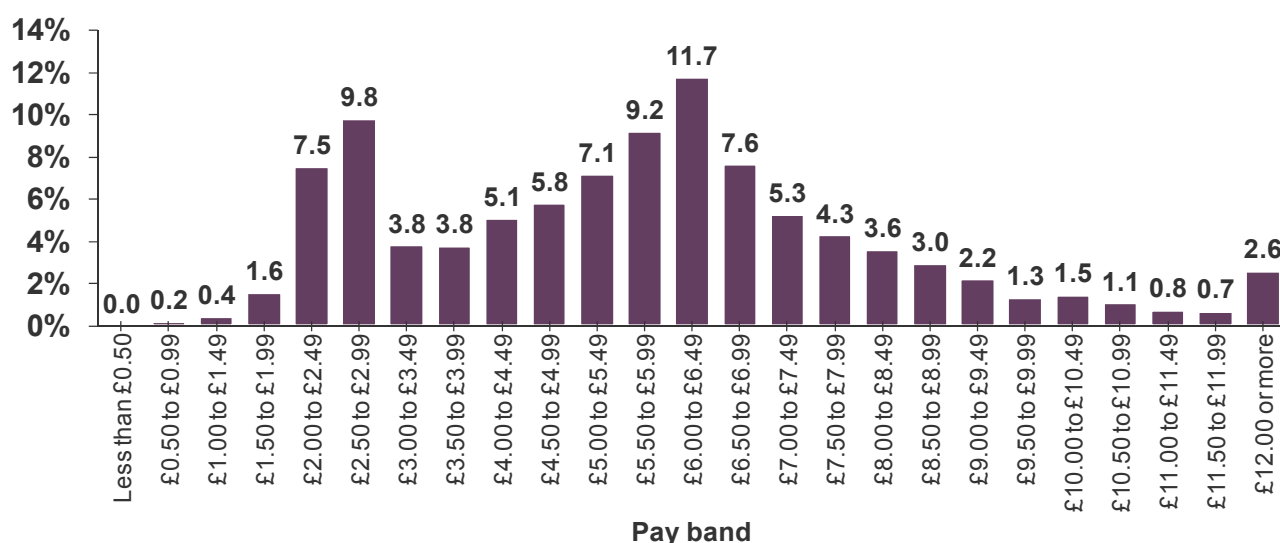
Employment prior to a course also played a role: a third of those who did not work for their employer before their course (32 per cent) were paid below minimum wage compared to 15 per cent working for their employer before starting their Apprenticeship.

Close to four in ten (37 per cent) of those who no longer worked for their employer were paid below minimum wage before they left the company.

The amount of training offered also correlated with pay rate. Those who received no off-the-job training (26 per cent) or on-the job training (23 per cent) were more likely to be paid below the minimum wage they should have been receiving.

A more detailed view of pay is provided in Figure 3.9 overleaf. As with the UK data, two peaks of pay existed: between £2.50 and £2.99 per hour, and between £6.00 and £6.49. In terms of the very low paid, it is worth noting that the majority fell into the bracket just under the £2.50 mark: £2.00 to £2.49. The importance of the peak around £2.50 is that it corresponds with the minimum pay of first year Apprentices and so illustrates that this rate is used by some employers. Pay falls off with a very long "tail" after the £6.00 to £6.49 mark which is around the full national minimum wage level of £5.93 per hour at the time of the study. Nearly two-thirds (64 per cent) of Apprentices in England earned between £2.00 and £6.49 per hour.

²⁶ Base is 476 respondents

Figure 3.9: Apprentice Pay rates in England in detail (%)

Base: All those giving a wage figure (5,196), 1st June to 31st July 2011

Tips from customers

Apprentices were asked whether they received any tips from customers in their work with their employer, and one in ten (12 per cent) said they did.

The key differences were by framework: as in 2007, those in 'Hospitality and Catering' (35 per cent) and 'Hairdressing' (78 per cent) frameworks were more likely to receive tips. This last point may suggest that employers are using tips to top up the wages of Apprentices studying on low-paying frameworks, especially for those aged 18 or less. Since 2009, tips cannot be counted towards NMW pay rates.

Other groups statistically more likely to receive tips were related to framework and age: Younger Apprentices (24 per cent of those aged 18 or under), those in Year 2 of their course (17 per cent) and those studying a Level 2 qualification (15 per cent).

Apprentices were asked to provide a figure for the amount of tips they received per day, week, month or year. The mean figures for those able to give an answer are listed in Table 3.7 below. However, a quarter (23 per cent) of those receiving tips said the amount varied too much for them to provide a figure. The per week figure given for tips in 2007 was £13 per week.

Table 3.7: Amount received in tips by Apprentices in England

| | Base size | Mean amount (£) |
|-----------|-----------|-----------------|
| Per day | 120 | 5.20 |
| Per week | 320 | 12.70 |
| Per month | 101 | 45.16 |
| Per year | 58 | 52.00 |

Bonuses

A quarter (26 per cent) of Apprentices in England received bonuses in their work with their employer. The following groups were more likely to receive bonuses: male Apprentices (29 per cent), those aged 24 or below (27 per cent), white Apprentices (27 per cent) and those in Year 2+ of their study (31 per cent).

The payment of bonuses was largely a result of the incentive structure of the framework in which Apprentices were in, with those in 'Retail' (47 per cent) and 'Engineering' (45 per cent) most likely to receive a bonus.

The mean figures for the amount received in a bonus are listed in Table 3.8 below. One in five (19 per cent) of those receiving a bonus said the amount varied too much for them to provide a figure.

Table 3.8: Amount received in bonuses by Apprentices in England

| | Base size | Mean amount (£) |
|-----------|-----------|-----------------|
| Per week | 73 | 43.80 |
| Per month | 209 | 123.99 |
| Per year | 729 | 351.40 |

Education Maintenance Allowance

Education Maintenance Allowance (EMA) was a means-tested national scheme for young people in 16-19 education. It was closed to new applicants in England from January 2011, though existing recipients continued to receive payments.

Five per cent of all Apprentices interviewed in England said they received EMA whilst studying for their course. Those with a learning or physical disability or health problem (9 per cent) were more likely than average to receive payment²⁷.

Looking across the frameworks, those in 'Children's Care, Learning and Development' (10 per cent) and 'Construction' (8 per cent) were more likely than average to be EMA recipients. Earlier, it was noted that Apprentices studying 'Children's Care, Learning and Development' frameworks were more likely to say they did not receive any pay. As employers using this framework were still using EMA at the time of the survey, it is possible these employers may struggle to upgrade Apprentices' pay once EMA payments end.

Course impact on pay

Apprentices who were working for their employer before starting their training were asked if their pay had increased, decreased or stayed the same as a result of starting the course.

²⁷ Base of 580

The vast majority - eight in ten (78 per cent) – said that their pay stayed the same. Two in ten (18 per cent) saw an increase in their pay. However, a small number of Apprentices (2 per cent) saw a decrease in their pay.

Those in the ‘Children’s Care, Learning and Development’ (4 per cent) and ‘Hairdressing’ (5 per cent) frameworks were more likely than average to see a decrease in their pay.

Overtime

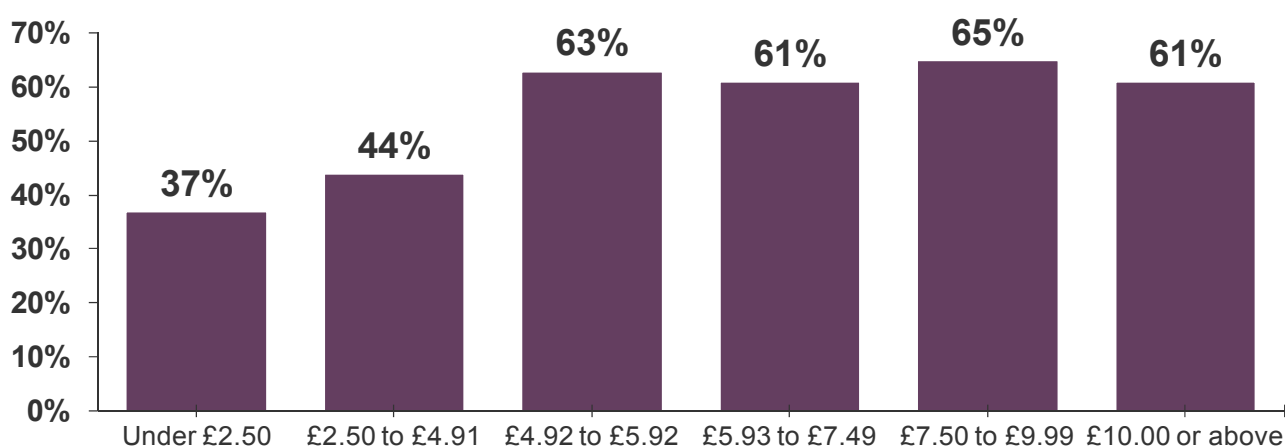
Over half (54 per cent) worked overtime, paid or unpaid, with their employer at some point. Overtime was common across all frameworks, though it was more prevalent in the following six: ‘Electrotechnical’ (72 per cent), ‘Retail’ (64 per cent), ‘Health and Social Care’ (62 per cent), ‘Engineering’ (62 per cent), ‘Hospitality and Catering’ (63 per cent) and ‘Team Leading and Management’ (64 per cent).

Overtime was more common among male Apprentices (56 per cent versus 52 per cent of female Apprentices), which is explained in the by-framework figures above. The likelihood also increased with age (from 40 per cent of 18 or under to 56 per cent of 25 or more), year of study (51 per cent of Year 1 Apprentices to 58 per cent of Year 3+ Apprentices) and level of study (51 per cent of Level 2 Apprentices versus 56 per cent of Level 3+ Apprentices). The ‘Electrotechnical’ framework only has Level 3 Apprentices which helps explain the by-level differences.

Those who were still working for their employer at the time of interview (56 per cent) and those who worked for their employer before the course started (59 per cent) were more likely to have worked overtime.

The likelihood of overtime increased with gross hourly pay, as demonstrated in Figure 3.9 below.

Figure 3.10: Proportion worked overtime by gross hourly pay

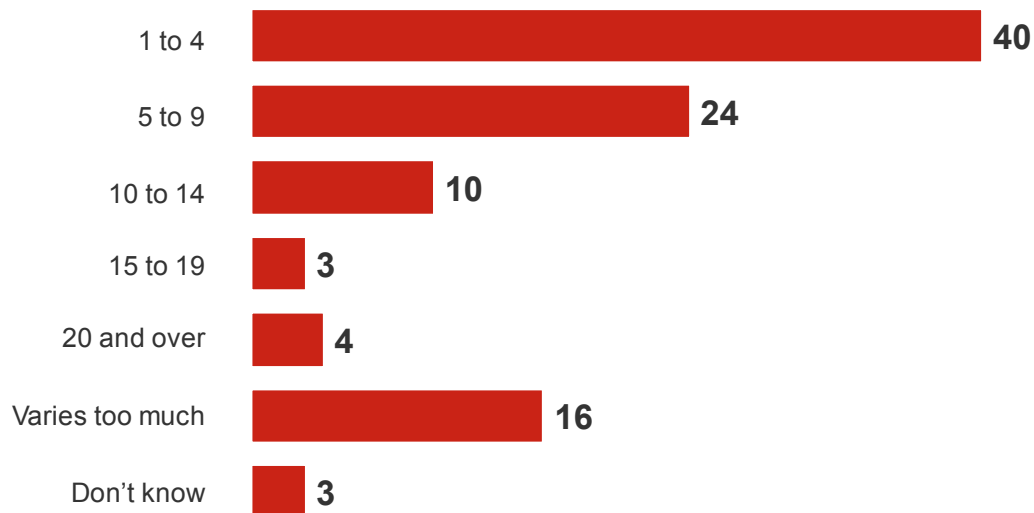


Base: All English Apprentices (6,140), 1st June to 31st July 2011

On average, Apprentices who worked overtime in England did so for 6.0 hours per week. Two-thirds (64 per cent) worked under 10 hours per week.

The amount of time spent working overtime increased with age, from 5.1 hours among those aged 18 or under to 6.6 hours to those aged 25 or more.

Figure 3.11: Number of hours working overtime per week (%)



Base: All who worked/are working overtime (3,294), 1 June to 31st July 2011

The number of hours spent working overtime were highest among Apprentices working in the 'Health and Social Care' (9.2 hours), 'Hospitality and Catering' (7.8 hours) and 'Team Leading and Management' (7.5 hours) frameworks. The first two of these sectors were also found to pay relatively low Apprentice wages.

Paid overtime

Among Apprentices who worked overtime, two thirds (65 per cent) were always paid, 8 per cent were sometimes paid and a quarter were never paid (26 per cent).

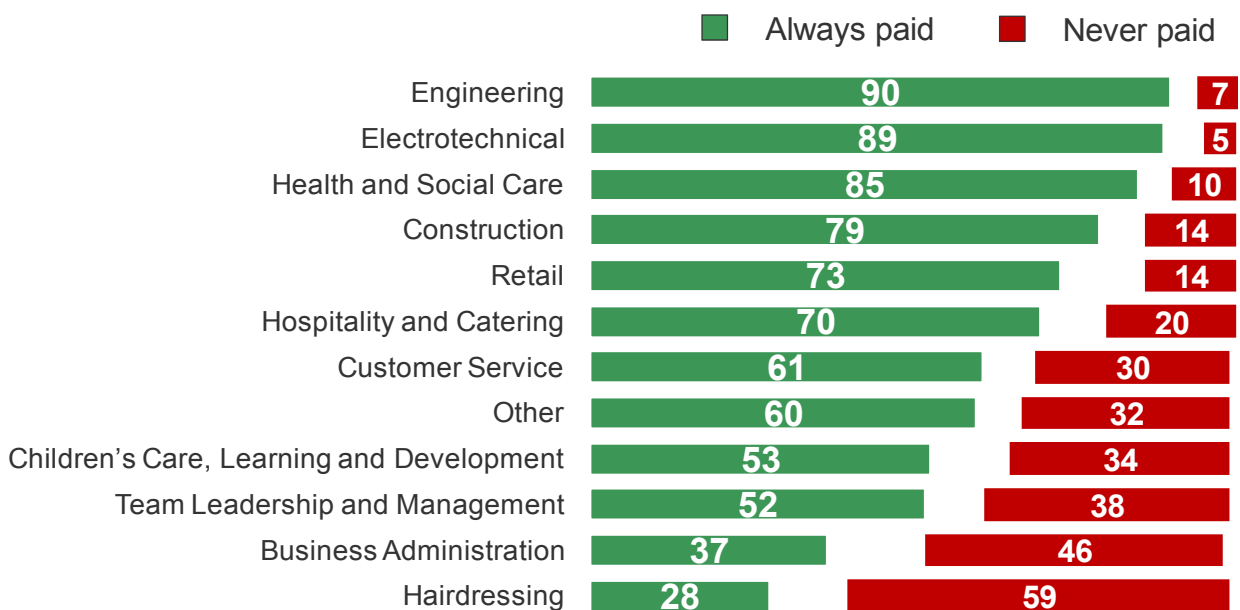
As shown in Figure 3.12, there were also major differences by framework as to whether Apprentices were paid for their overtime. 'Engineering', 'Construction' and 'Electrotechnical' frameworks all appear within the top four of the chart as Apprentices on these frameworks mostly 'always got paid' for their overtime (90, 79 and 89 per cent respectively). In comparison, more Apprentices said they were 'never paid' than 'always paid' on both the 'Business Administration' and 'Hairdressing'; 46 per cent and 59 percent respectively. This figure very closely correlates the equivalent GB data.

Other groups that were more likely to be paid overtime than others were:

- Male Apprentices (78 per cent versus 69 per cent of female Apprentices); again, note that male dominated frameworks were the ones most likely to include paid overtime.

- Those aged between 19 and 24 (77 per cent);
- Those in Year 3+ of their study (86 per cent); and
- Those earning above minimum wage (78 per cent versus 61 per cent of those earning below minimum wage).

Figure 3.12: Proportion of Apprentices always paid and never paid for overtime by framework (%)



Base: All who worked/are working overtime (3,294), 1 June to 31st July 2011

On average, those who were paid for overtime did 6.3 hours a week. A third did between one to four hours (35 per cent), a quarter between five to nine hours (27 per cent), and 18 per cent worked over 10 hours. The rest (17 per cent) said the number of hours varied too much for them to say.

Those in Year 1 of their course spent most hours on paid overtime (6.5 hours). Looking at the findings by frameworks, 'Health and Social Care' (9.4 hours) and 'Hospitality and Catering' (7.7 hours) Apprentices spent more hours on paid overtime on average.

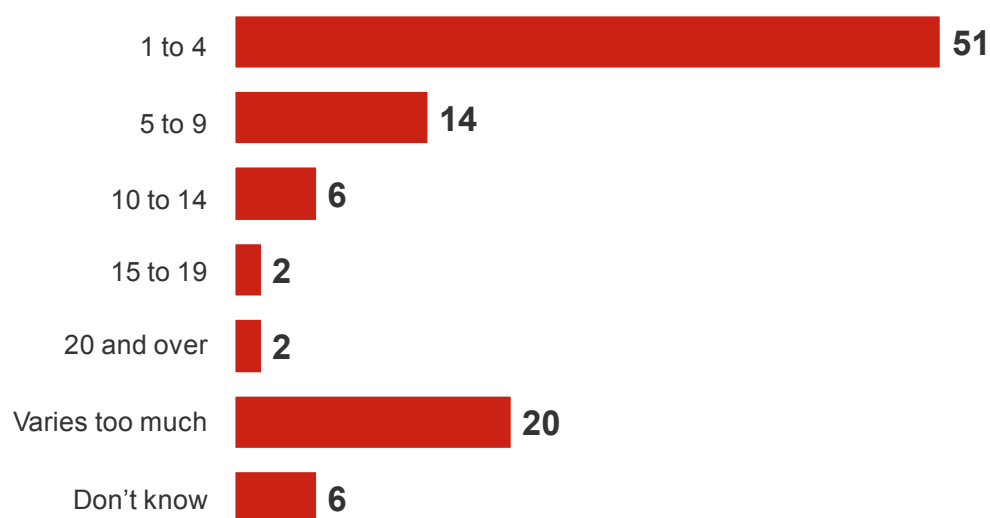
Those who did paid overtime were paid a mean of £7.64 an hour, which was higher than £6.27 per hour this group received for their usual Apprentice work. Payment for overtime followed the same pattern as payment for main job – those in the 'Electrotechnical' (£10.44), 'Engineering' (£9.34) and 'Team Leading and Management' (£9.05) frameworks received the highest pay rate for working overtime. Within each framework, overtime pay was higher compared to the usual pay received by Apprentices.

Again noting the pay-by-framework data above, male Apprentices (£8.37), those aged 25 or over (£8.27), those in Year 3+ of their study (£10.44) and those doing a Level 3 course (£8.89) enjoyed higher mean gross hourly pay for such work.

Unpaid overtime

Overall, the average number of hours Apprentices spent on unpaid work was 4.2 hours a week. As shown in Figure 3.13, half of those who did any unpaid work (51 per cent) did so for fewer than five hours a week. Fourteen per cent did between five to nine hours, while one in ten (10 per cent) did 10 hours or more a week. For one in five Apprentices (20 per cent), the amount of time spent on unpaid work varied too much for them to provide an average.

Figure 3.13 Number of hours doing unpaid overtime per week (%)



Base: All who worked/work any unpaid overtime (1,053), 1 June to 31st July 2011

Frameworks that involved more unpaid overtime work were 'Retail' (5.1 hours), 'Hospitality and Catering' (6.5 hours) and 'Team Leading and Management' (6.6 hours). Male Apprentices (4.8 hours) and those aged 25 years old or over (5.1 hours) spent more time on unpaid overtime work compared with their counterparts.

It was also found that those who do **not** receive on-the-job training were likely to work more unpaid overtime than those that did (5.0 hours and 3.9 hours per week respectively).

Time off in lieu or flexi leave

Among those who did overtime work, paid or unpaid, four in ten (38 per cent) said they were given time off or flexi leave in return. Those in Year 2 of their study were more likely to say so (44 per cent).

Apprentices in clerical or management frameworks were more likely to get time off or flexi leave. These frameworks were 'Business Administration' (64 per cent) and 'Team Leading and Management' (53 per cent).

As for Great Britain as a whole, those who were either sometimes or never paid in England were more likely to receive time off in lieu or work flexi time. Half (50 per cent) of those who never got paid for overtime got time off in lieu or worked flexi-time; this figure was 57

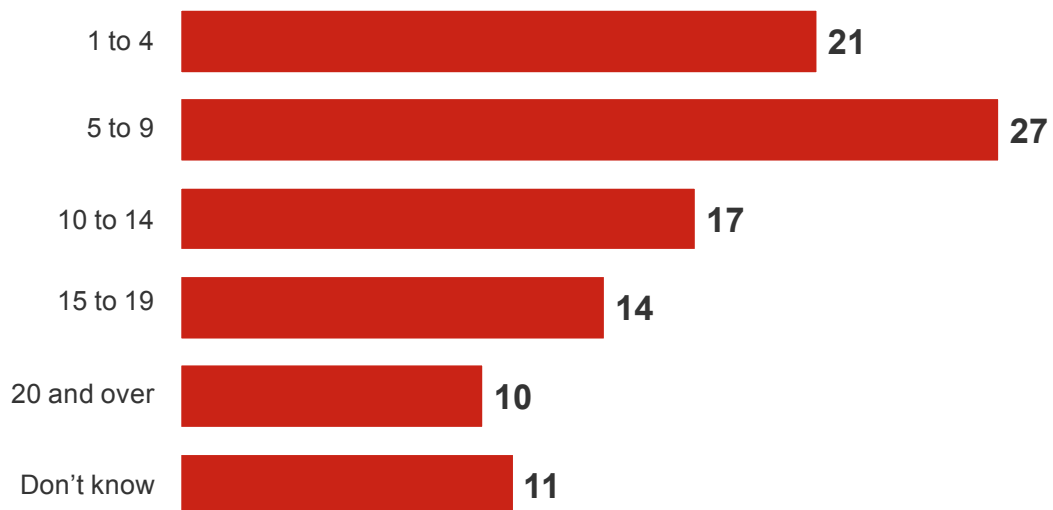
per cent for those who sometimes got paid. In comparison, these benefits were provided to 30 per cent of those who were always paid for their overtime.

Other work

Six per cent of Apprentices said they had other part-time, paid work aside from their work with the employer offering them the Apprenticeship. Those on the 'Children's Care, Learning and Development' framework (12 per cent) were more likely to work part-time. Those earning below minimum wages (9 per cent) were more likely to rely on other work to supplement their income.

Those who did other work spent on average 10.1 hours working on that. Two-thirds (65 per cent) spent under 15 hours while a quarter (24 per cent) spent 15 hours or more. Those who did other work and gave a wage figure earned on average £6.76 an hour.

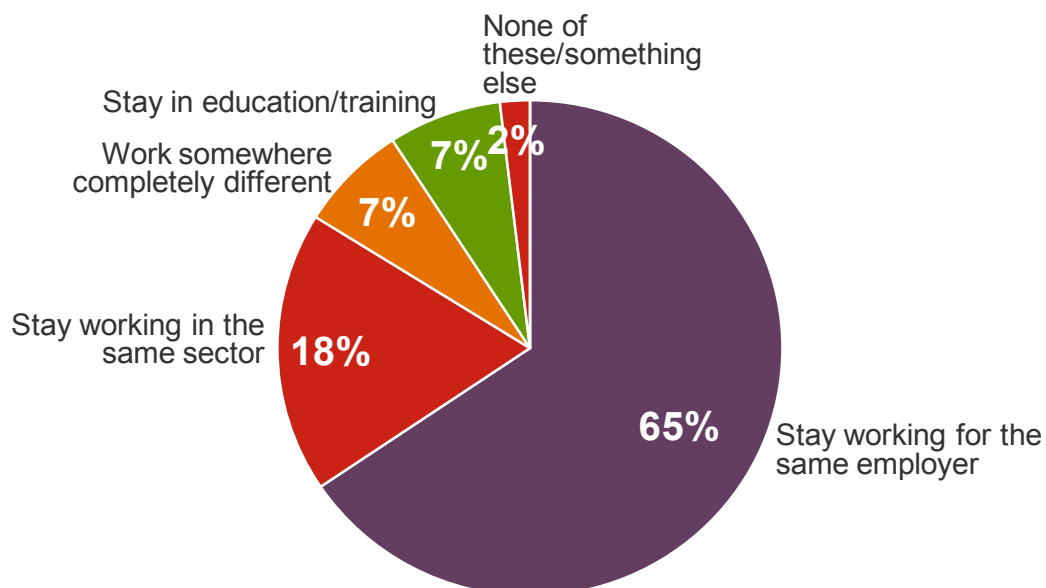
Figure 3.14: Number of hours doing other work per week (%)



Base: All who have any other part-time paid work (379), 1 June to 31st July 2011

After Apprenticeships

Apprentices were asked what they planned to do after they finished their course or in the next few months if they had already completed. Two thirds (65 per cent) planned to stay working for the same employer. Close to one in five (18 per cent) planned to work using what they had learned in their framework but not necessarily with the same employer. Seven per cent wanted to continue with education and the same proportion wanted to work somewhere completely different.

Figure 3.15: Apprentices' plans after finishing Apprenticeship in England

Base: All (6,140) Apprentices in England, 1 June to 31st July 2011
Does not sum to 100% due to rounding

There were some significant differences by framework (Table 3.9 overleaf):

- Apprentices in 'Customer Service' (72 per cent), 'Retail' (70 per cent), 'Engineering' (74 per cent) and 'Team Leading and Management' (78 per cent) were more likely to stay with their employer;
- Apprentices in 'Health and Social Care' (22 per cent), 'Children's Care, Learning and Development' (23 per cent), 'Construction' (25 per cent) and 'Electrotechnical' (24 per cent) were more likely to stay in the same sector but with a different employer;
- Apprentices in 'Customer Service' (9 per cent) and 'Hospitality and Catering' (13 per cent) were more likely to work somewhere completely different.
- Apprentices in 'Children's Care, Learning and Development' (14 per cent) were more likely to stay in education or training than average.

Table 3.9: Future plans of Apprentices in England

| | Base | Stay with same employer (%) | Stay in same sector but different employer (%) | Work somewhere completely different (%) | Stay in education/training (%) |
|---|--------------|-----------------------------|--|---|--------------------------------|
| Team Leadership and Management | 472 | 78 | 10 | 6 | 3 |
| Engineering | 510 | 74 | 14 | 5 | 5 |
| Customer Service | 540 | 72 | 11 | 9 | 5 |
| Retail | 537 | 70 | 14 | 8 | 5 |
| Business Administration | 547 | 66 | 14 | 9 | 8 |
| Health and Social Care | 511 | 65 | 22 | 3 | 8 |
| Electrotechnical | 508 | 65 | 24 | 6 | 3 |
| Total | 6,140 | 65 | 18 | 7 | 7 |
| Hairdressing | 491 | 63 | 17 | 7 | 9 |
| Other | 521 | 63 | 21 | 7 | 8 |
| Construction | 489 | 60 | 25 | 6 | 7 |
| Hospitality and Catering | 496 | 57 | 20 | 13 | 7 |
| Children's Care, Learning and Development | 518 | 54 | 23 | 7 | 14 |

Base: All Apprentices in England (6,140)

Aside from differences by framework, older Apprentices (78 per cent of 25 or older), Level 3 Apprentices (69 per cent), female Apprentices (67 per cent), and white Apprentices (67 per cent) were more likely to say they would stay with the same employer. On the other hand, those with a learning or physical disability or health problem²⁸ were less likely to say they would stay with the same employer (59 per cent compared to 65 per cent overall). BME Apprentices²⁹ (24 per cent), younger Apprentices (21 per cent of 24 or under) and male Apprentices (20 per cent) were more likely to say they would look for work with other employers in the same sector.

The seven per cent of Apprentices who planned to stay in education or training after the current Apprenticeship were asked what type of programme they planned to take part in. Half (52 per cent) planned to take part in a higher level NVQ or Apprenticeship, with those currently at Level 2 (61 per cent) and those aged 18 or below (59 per cent) more likely to say so. This was intuitive and consistent with the trend seen in 2007.

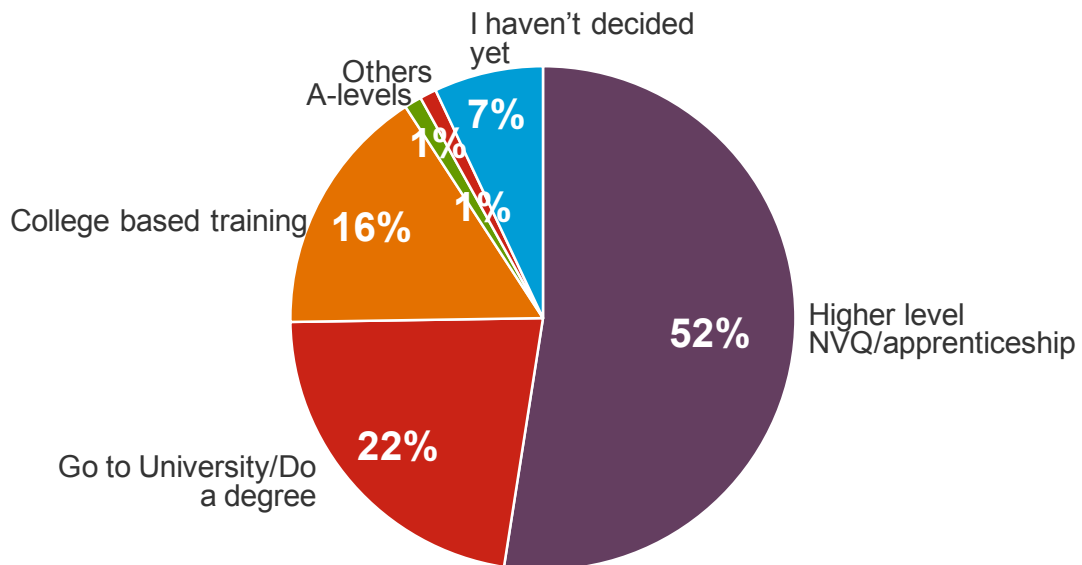
Two in ten (22 per cent) wanted to go to university to do a degree, and this rose to over half (54 per cent) among those currently studying a Level 3 qualification. Again, this was

²⁸ Base of 560 respondents

²⁹ Base of 441 respondents

consistent with the findings in 2007. Sixteen per cent wanted to attend a college-based training course.

Figure 3.16: Type of education or training programmes after current Apprenticeship



Base: All planning to stay in education or training (445) 1 June to 31st July 2011
Does not sum to 100% due to rounding

Chapter 4: Scotland

Key facts in Scotland

- The median rate of gross hourly pay received by Apprentices in Scotland was £5.62 and the mean was £5.91. When analysed as a weekly rate, median gross pay in Scotland was £219 and the mean £235.
- Nine in ten Apprentices (90 per cent) were contracted to work 30 hours or more per week and the mean Apprentice contract was 37 hours per week. Three per cent of Apprentices said their contracted hours were less than 15 hours a week.
- As in the UK as a whole, nearly half of Apprentices in Scotland (49 per cent) said they received off-the-job training. However, far more Apprentices in Scotland said they received training on-the-job (78 per cent). One in seven (14 per cent) of Apprentices in Scotland said they did neither of these forms of training.
- Apprentices who were able to state an average said they completed 9.7 hours off-the-job training per week. On average, Apprentices in Scotland spent just under 17 hours completing on-the-job training (16.7 hours).
- Two thirds (64 per cent) of Apprentices in Scotland worked for their current employer prior to enrolling on an Apprenticeship.
- The key pay data for Scotland is contained in the summary table overleaf. Statistically significant differences in means between different subgroups are highlighted in bold text.
- In Scotland, all apprentices must be employed before commencing their training. Modern Apprenticeship frameworks are developed by Sector Skills Councils and are approved by the Modern Apprenticeship Group (MAG). Apprentices work towards a qualification at S/NVQ levels 2-5, as well as achieving the appropriate level of Core Skills for their job role. Scottish Government funding for apprenticeships, through Skills Development Scotland, represents a contribution towards the cost of training the apprentice with the employer retaining responsibility for the apprentice's wages, as well as any balance of training costs.

Table 4.1: Summary gross hourly pay for Scotland

| Statistic | Median hourly pay (£) | Mean hourly pay (£) | Base³⁰ |
|---|------------------------------|----------------------------|--------------------------|
| Overall | 5.62 | 5.91 | 1,802 |
| Gender | | | |
| Female | 5.80 | 5.81 | 851 |
| Male | 5.56 | 5.95 | 951 |
| Age | | | |
| Under 19 | 3.80 | 4.07 | 630 |
| 19 to 24 | 5.76 | 5.86 | 780 |
| 25+ | 7.69 | 8.56 | 392 |
| Framework | | | |
| Management | 10.71 | 12.51 | 121 |
| Electrotechnical | 7.69 | 7.49 | 155 |
| Customer Service | 7.59 | 7.88 | 146 |
| Health and Social Care | 6.50 | 6.91 | 122 |
| Engineering | 6.24 | 6.39 | 170 |
| Hospitality and Catering | 5.95 | 6.07 | 152 |
| Retail | 5.95 | 6.00 | 161 |
| Construction | 5.21 | 5.72 | 158 |
| Other | 4.59 | 5.18 | 151 |
| Business Administration | 4.83 | 5.02 | 157 |
| Children's Care, Learning and Development | 3.62 | 3.90 | 156 |
| Hairdressing | 2.73 | 3.28 | 153 |
| Year of study | | | |
| Year 1 | 4.90 | 5.22 | 964 |
| Year 2 | 5.85 | 6.13 | 580 |
| Year 3 | 6.88 | 6.68 | 258 |
| Level of study | | | |
| Level 2 | 5.70 | 5.54 | 575 |
| Level 3 | 5.59 | 6.00 | 1227 |

³⁰ Base size is only those who answered questions on pay and hours. It excludes those saying they were not paid.

Summary of the main Scotland findings

As for the UK and GB overall, frameworks play a key role in shaping Apprentice Pay and working conditions in Scotland. Overall, the findings show Apprentices on frameworks teaching technical and/or practical manual skills such as the 'Engineering', 'Construction' and 'Electrotechnical' experienced different working conditions to Apprentices on frameworks focused on the service sector and/or transferable skills such as 'Customer Service', 'Business Administration' and 'Management'.

Furthermore, frameworks in which Apprentices were predominantly female such as 'Hairdressing', 'Health & Social Care' and 'Children's Care, Learning and Development' faced particular challenges in relation to pay and overtime. However, the sample for each framework is limited, so a relationship between sub-groups within framework (i.e. gender, age, etc) cannot be explored.

However, one of the key drivers of difference for Scotland versus other members of the Union was the profile of Apprentices. In Scotland, Apprentices were much more likely to be male and to be studying on technical/manual Apprenticeships. The mid-year snapshot for current Apprentices used as the sample for the survey showed 70 per cent were male which was very different compared to the overall UK proportion of 51 per cent. Similarly, Apprentices in Scotland were younger (27 per cent under 19, versus 20 per cent in the UK) and far less likely to be in the first year of their Apprenticeship (41 per cent compared to 58 per cent in the UK). Furthermore, Apprentices in Scotland were more likely to be studying at NVQ level 3 (78 per cent versus 40 per cent in the UK).

This showed the composition of Apprenticeships in Scotland was markedly different to other countries and this explains why differences were found in the results. Full profile details of Apprentices in Scotland are provided in Appendix B.

Routes into Apprenticeships

Two thirds (64 per cent) of Apprentices in Scotland were working for an employer before enrolling on an Apprenticeship, which indicates that employers were mostly investing in current staff rather than recruiting new workers. However, this figure was below that for the UK as a whole (70 per cent) and this helps explain the relatively young age of Apprentices in Scotland as they were more likely than other countries to be at school or college prior to enrolment. As in other countries, nearly all (96 per cent) Apprentices in Scotland on the 'Management' framework were working for their employer prior to beginning their course, as were Apprentices in other service-focused frameworks such as 'Retail', 'Hospitality & Catering', 'Health & Social Care' and 'Customer Service'. Furthermore, Apprentices aged 25 or more were also more likely to have worked for their current employer prior to enrolment (89 per cent).

Because just a third of Apprentices in Scotland were doing something other than working for their current employer prior to enrolment, framework level analysis of this group was limited as cell sizes were small (below 100).

Apprentice Pay

Although all Apprentices were employed, three per cent of respondents in Scotland said they did not receive any pay. This group is nonetheless of particular concern and were more likely to have a learning difficulty, disability or health problem³¹ (8 per cent) or study on either a 'Business Administration' or 'Management' framework (both nine per cent). Unlike other countries, Apprentices on the 'Children's Care, Learning & Development' frameworks were *not* more likely to be unpaid.

The median rate of hourly pay received by Apprentices in Scotland was £5.62 and the mean was £5.91. As with the overall GB figures, Apprentices on 'Management' frameworks earned the most, averaging £12.51 per hour (a median of £10.71) whilst at the bottom, 'Hairdressing' Apprentices earned just £3.28 per hour (the median figure was £2.73). Furthermore, nearly half (48 per cent) of the 'Hairdressing' group earned below the minimum wage they should have received based on their year of study and/or age.

Overall, three quarters of Apprentices in Scotland (77 per cent) received on or above the minimum amount they should get based on their year and/or age. The 22 per cent that did not were more likely to be aged between 19 and 24 (29 per cent), and in their second or third year of study (27 and 31 per cent respectively). This is a strong indicator that the rules which dictate how much an Apprentice should earn are not understood by all employers in Scotland, particularly that minimum pay in the second year of an Apprenticeship increases from £2.50 per hour.

Twelve per cent of Apprentices said they received tips. As might be expected, 'Hairdressing' and 'Hospitality & Catering' Apprentices were far more likely than those on other frameworks to receive tips (91 per cent and 56 per cent respectively). Given their low levels of pay, there is a potential danger that 'Hairdressing' Apprentices' wages are still being topped up by tips which should not happen after the changes to the National Minimum Wage legislation in 2009. Over a quarter (28 per cent) of the group paid less than £2.50 per hour received tips.

A quarter (25 per cent) received bonuses from employers, and these were particularly common in 'Customer Service' (46 per cent), 'Management' (41 per cent) and 'Engineering' (40 per cent) frameworks.

Apprentices' contracted working hours

In Scotland, all apprentices must be employed. There are no minimum limits set out as to how many hours an apprentice can work in each week, but Apprentices should work a maximum of 40 hours per week. Trainees following a modern apprenticeship route should normally be subject to the same procedures as other employees of the organisation with which they are employed.

Modern Apprenticeship frameworks are developed by Sector Skills Councils and are approved by the Modern Apprenticeship Group (MAG). Apprentices work towards a qualification at S/NVQ levels 2-5, as well as achieving the appropriate level of Core Skills (communication, numeracy, problem solving, working with others and information

³¹ Base of 113 respondents

technology) for their job role. Scottish Government funding for apprenticeships, through Skills Development Scotland, represents a contribution towards the cost of training the apprentice with the employer retaining responsibility for the apprentice's wages, as well as any balance of training costs.

In nine out of ten (91 per cent) survey cases, Apprentices were contracted for 30 hours or more per week, and six per cent of Apprentices worked part-time (16 to 29 hours). Those on the technical/manual frameworks were more likely to work full-time (all at least 96 per cent).

This left three per cent who worked 15 hours or less. When analysed by framework, Apprentices studying 'Retail' (25 per cent) and 'Health & Social Care' (11 per cent) Apprenticeships were found to work less than 16 hours per week. This latter group were also more likely to be women (7 per cent), in their first year of study (5 per cent) and Level 2 (8 per cent).

Overtime

Nearly six in ten (59 per cent) Apprentices in Scotland worked overtime. It was common across all frameworks and more so with:

- Older Apprentices studying at a higher level (62 per cent aged 19 or more and 61 per cent on Level 3); and
- In later years of their training (72 per cent in Year 3+).

The average amount spent on overtime was six and a half hours a week (6.5 hours). There was also a close correlation on framework between those working longer overtime hours and those working for their current employer prior to enrolling on an Apprenticeship. This covers Apprentices on the following frameworks: 'Health and Social Care' (9.8 hours), 'Retail' (8.5 hours) and 'Hospitality & Catering' (7.7 hours).

The figures by framework for those who do and do not get paid for overtime were also revealing. Apprentices on technical/manual and the 'Retail' and 'Health & Social Care' frameworks tend to get paid whereas, more often than not, those on 'Business Administration', 'Management' and 'Hairdressing' were never paid. The situation for 'Hairdressing' in which nearly three in five (58 per cent) were 'never paid' for overtime is concerning given the low wages these Apprentices commanded.

Training received

Apprentices were asked whether they received off- and on-the-job training. Nearly half (49 per cent) said they received off-the job training and nearly four in five (78 per cent) received training on-the-job. Although the proportion receiving neither of these forms of training is the lowest of all UK countries, it is still a concern over that one in seven (14 per cent) of Apprentices in Scotland said they did neither of these forms of training.

Furthermore, there is a close link between the group not recognising off- or on-the-job training and framework. As identified earlier, Apprentices on service-focused frameworks were more likely to have worked for their current employer before enrolling on an Apprenticeship. Apprentices on these frameworks were also the ones more likely to do

neither off- nor on-the-job training. Around a third of Apprentices on 'Retail', 'Customer Service' and 'Management' frameworks fell into this group. In comparison, around five per cent Apprentices on the technical/manual frameworks of 'Engineering' and 'Electrotechnical' said they received neither off- nor on-the-job training.

Those receiving training were asked about the average hours per week they spent doing it. Overall, Apprentices took much longer training on-the-job (just over sixteen and a half hours per week) compared to off-the-job (over nine and a half). The mean amount spent training was the most of all UK countries. Of all the frameworks, those in technical/manual apprenticeships spent the most time training. Indeed, Apprentices on these frameworks spent most of their working week training, as shown in the table below:

Table 4.2: Training mix for technical/manual Apprentices in Scotland

| | Mean time spent training and (% training) | | Mean contracted hours |
|------------------|---|--|-----------------------|
| | Off-the job Hours (% training this way) | On-the-job Hours (% training this way) | |
| Engineering | 11.7 (62) | 21.1 (87) | 38.4 |
| Construction | 18.0 (45) | 23.4 (79) | 38.9 |
| Electrotechnical | 12.7 (65) | 22.2 (90) | 38.1 |

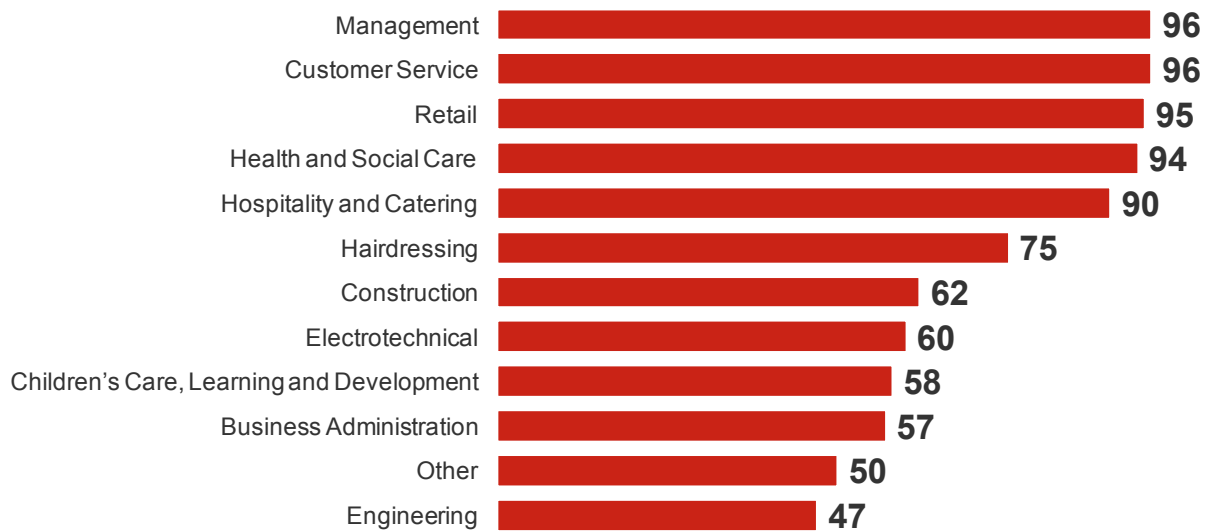
This chapter continues by providing detailed analyses of the findings for Scotland.

Starting on an Apprenticeship and hours worked

Routes into Apprenticeships

Two thirds (64 per cent) of Apprentices in Scotland worked for their employer before starting their Apprenticeship. When reviewed by framework, differences in the proportion of Apprentices working for an employer prior to enrolment were marked. This ranged from nearly all (96 per cent) of 'Management' Apprentices to less than half (47 per cent) of those enrolled on an 'Engineering' framework. As shown in Figure 4.1, and mirroring the GB data, there is a clear step between some of the 'service' frameworks such as 'Retail' and 'Customer Service' and others which shows a different recruitment pattern. This group of Apprentices were much more likely to have worked for their employer prior to starting their Apprenticeship which indicates this group were more likely to be studying for a qualification that directly related to a job they already held.

Figure 4.1: Proportion of Apprentices working for their current employer prior to starting their Apprenticeship (%)



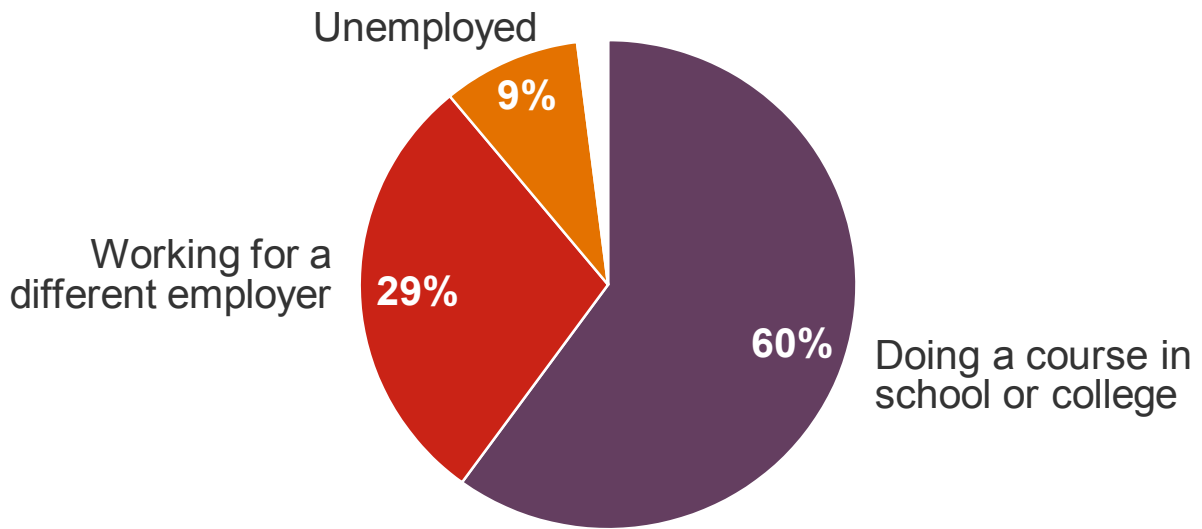
Base: All Scottish Apprentices (2,041), 1 June to 31st July 2011

When analysed by other factors, it was found that women were more likely than men to have worked for their employer prior to enrolment (77 per cent versus 59 per cent of men). As would be expected, age also played a part as those 18 years old or younger were far less likely to have been employed before starting their Apprenticeship. Of this age group, 53 per cent worked for their employer prior to enrolment compared to 59 per cent of 19 to 24 year olds and 89 per cent of those aged 25 or more.

Overall, around a third of Apprentices (36 per cent) were *not* working for their employer before starting the course (Figure 4.2 overleaf). Among this group, three in five (60 per cent) said they were doing a course in school or college; three in ten (29 per cent) were working for a different employer; and nine per cent were unemployed.

As one may expect, education was most common amongst this group for younger Apprentices (80 per cent of 18 or under) and employment with a different employer for older ones (83 per cent for those 25 or above). Small base sizes for framework subgroups preclude further analysis in Scotland for this question.

Figure 4.2: Routes into Apprenticeships (amongst those not already working for their employer)



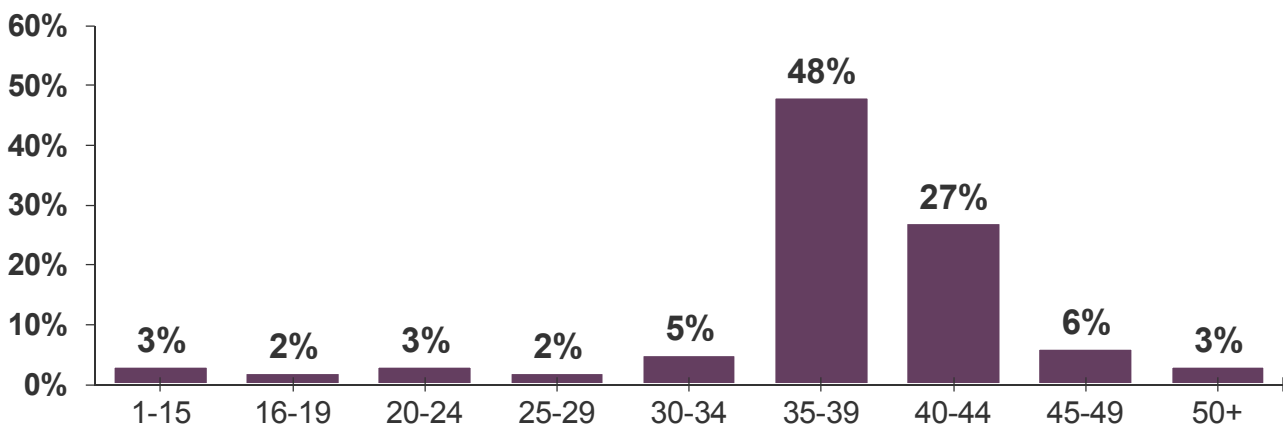
Base: All not working for their current employer prior to enrolment (579) 1 June to 31st July 2011
 2% chose other routes, refused or said don't know

Source: Ipsos MORI

Number of hours contracted to work

Apprentices were asked the number of hours a week they were contracted to work by their employer, excluding meal breaks and any overtime. As shown in Figure 4.3 below, 3 per cent of Apprentices said they worked less than 16 hours.

Figure 4.3: Number of hours contracted to work (%)



Base: All Scottish Apprentices (2,041) 1 June to 31st July 2011

In Scotland, Apprentices working less than 16 hours were statistically more likely to be enrolled on 'Retail' and 'Hospitality & Catering' frameworks (25 and 11 per cent respectively). Alongside Health and Social Care (26 per cent), these two frameworks were also much more likely than others to offer part-time Apprenticeship on contracts lasting 16

to 29 hours a week (42 and 16 per cent respectively compared to 6 per cent overall). Overall, women were more likely than men to have part-time Apprentice contracts of 29 hours or less (22 per cent versus 4 per cent). Moreover, a large proportion of Apprentices also reported working over the maximum hours stipulated in the Apprenticeship guidelines for Scotland. In Scotland, the maximum hours are 40 per week. Most of the '40 to 44 hour' band in Figure 4.3 were Apprentices on 40 hour per week contracts. However, 13 per cent of Apprentices in Scotland worked over the maximum hours and those on 'Hairdressing', 'Hospitality & Catering' and 'Other' frameworks were statistically more likely to work over the hours they should (all on or just above 20 per cent).

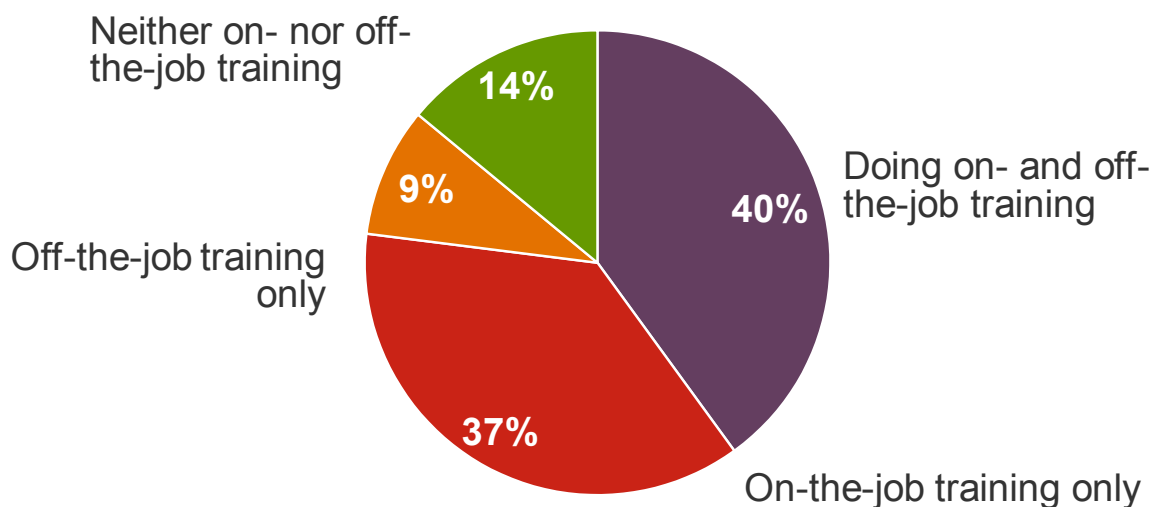
Participation in training

Apprentices in Scotland were asked whether they had taken part in any off-the-job or on-the-job training as part of their course.

- **Off-the-job training** was defined for them as training away from their everyday work and which could include courses, workshops, training sessions, distance learning, workbooks, CD-ROMs, etc. In addition, off-the-job training could still be conducted at the place where they worked, but would be away from their everyday work area.
- **On-the-job training** was defined as training where someone provided advice, showed them how to do something or coached them whilst they were doing their everyday work.

Two in five (40 per cent) took part in both types of training and a similar proportion in on-the-job training only (37 per cent). One in ten (9 per cent) did off-the-job training only. One in seven (14 per cent) received neither of these forms of training.

Figure 4.4: Proportion of Apprentices in Scotland receiving on- and off-the-job training

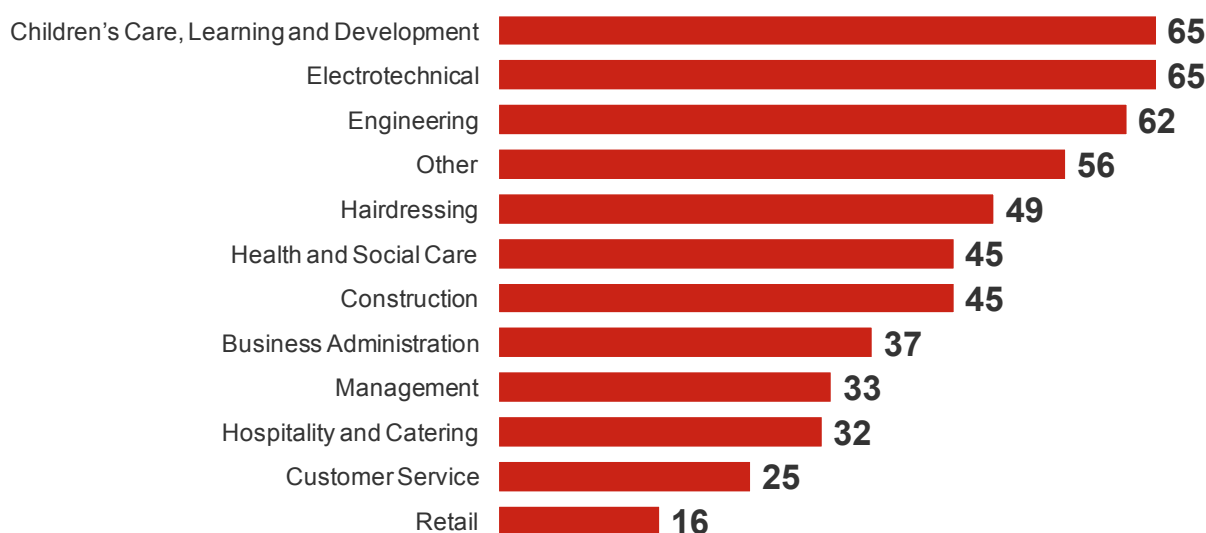


Base: All Scottish Apprentices (2,041) 1 June to 31st July 2011

Off-the-job training

Nearly a half (49 per cent) of Apprentices had undertaken off-the-job training. As outlined in Figure 4.5, frameworks covering technical or specific vocational skills tended to provide more off-the-job training than average. For example, frameworks such as 'Electrotechnical' and 'Engineering' (62 per cent) require Apprentices to learn technical skills and techniques with a large amount of theoretical underpinning. Less specific training is required in frameworks such as 'Retail' (16 per cent doing off-the-job training) and 'Customer Care' (25 per cent).

Figure 4.5: Proportion of Apprentices in Scotland who undertook off-the-job training (%)



Base: All Scottish Apprentices (2,041), 1 June to 31st July 2011

Men were more likely than women to have taken part in off-the-job training (52 per cent compared with 41 per cent respectively). The sample sizes do not allow for further analysis of gender *within* framework for Scotland, however men did comprise the vast majority of the 'Electrotechnical', 'Engineering' and 'Other'³² frameworks.

Significantly more Apprentices aged 19 to 24 took part in off-the-job training than Apprentices aged 25 or more (52 per cent versus 45 per cent). Year 1 Apprentices were less likely to have taken part in off-the-job training compared to those in their third year (44 per cent versus 55 per cent). Also, Level 2 Apprentices (32 per cent) had lower levels of participation in off-the-job training compared with Level 3 Apprentices (54 per cent).

Those Apprentices who did off-the-job training spent an average of 9.7 hours a week doing so. Looking at specific frameworks, those in 'Construction' (17.9 hours), 'Electrotechnical' (12.7 hours) and 'Engineering' (11.7 hours), spent most time on off-the-job training. These

³² 'Other' included 58 frameworks of which Apprentices working in "Vehicle Maintenance and Repair", "MES Plumbing", "Driving Goods Vehicles" and "Food Manufacture" comprised over half.

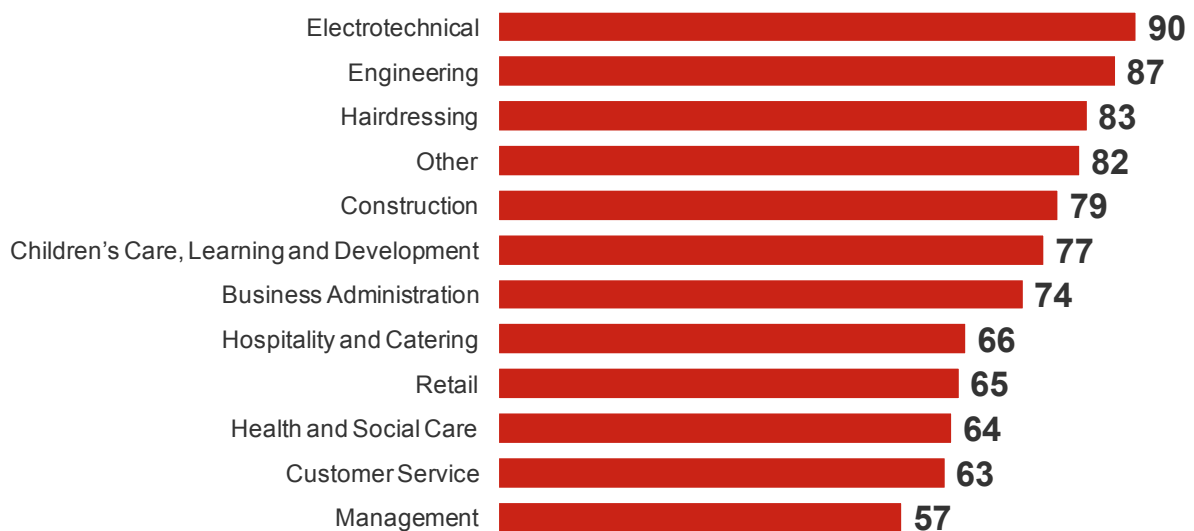
figures, however, should be treated with caution due to small base sizes. Male Apprentices (11.5 hours) spent more time on off-the-job training compared with female Apprentices (4.4 hours), reflecting their tendency to undertake a more technical Apprenticeship.

The number of hours spent on off-the-job training varied by age, from 10.8 hours among those aged 18 or under and increasing to 11.3 hours for those aged 19-24 years and falling to four hours among those aged 25 or above. The number of hours spent on off-the-job training were highest among those in Year 3+ (12.6 hours) compared with 9.8 hours for Year 1 and 7.5 hours for Year 2 Apprentices.

On-the-job training

Four in five (78 per cent) Apprentices said they undertook on-the-job training. Across the board, all frameworks were more likely to offer on-the-job training than off-the-job training. Apart from 'Electrotechnical' (90 per cent) which was the most likely framework to offer both forms of training, the frameworks most likely to offer on-the-job training were not always those most likely to train off-the-job. Frameworks most likely to offer on-the-job training were 'Engineering' (87 per cent), 'Hairdressing' (83 per cent), 'Other' (82 per cent), 'Construction' (79 per cent), and 'Children's Care, Learning and Development' (77 per cent).

Figure 4.6: Proportion of Apprentices in Scotland who undertook on-the-job training (%)



Base: All Scottish Apprentices (2,041), 1 June to 31st July 2011

The demographic differences in the profile of those who had undertaken on-the-job training were similar those who had undertaken off-the-job training. Those more likely than average to have undertaken on-the-job training were:

- Male Apprentices (80 per cent versus 72 per cent female Apprentices);
- Younger Apprentices (79 per cent of 18 years old and 83 per cent of 19-24 year olds, compared with 64 per cent of 25 years old or over), and;

- Those in Year 3+ (84 per cent of Year 3+ versus 77 per cent of Year 1 and 74 per cent Year 2).

The average number of hours spent by those training on-the-job was 16.7 hours per week, which is higher than that spent by those training off-the-job. Apprentices in 'Construction' (23.4 hours), 'Engineering' (21.1 hours), 'Electrotechnical' (22.2 hours) and 'Other' (20.0) frameworks spent more time training on-the-job compared with other frameworks. That male Apprentices (20.0 hours) were more likely to have done on-the-job training was related to the framework analysis noted above. In addition, differences in the amount of time training were noted between those aged 19 to 24 (19.1 hours) and those aged 25 or older (8.2 hours).

The amount of time spent training on-the-job also increased with the year of study – from 14.5 hours for Apprentices in Years 1 and 2 to 22.3 hours for Year 3+ Apprentices. Level 3 Apprentices (18.9 hours) also received significantly more on-the-job training compared with Level 2 Apprentices (7.3 hours).

Pay rates

Basic pay from employer

The UK/GB chapter describes how pay rates were calculated from the collected data. Almost all Apprentices in Scotland (96 per cent) received pay from their employers. Apprentices with a learning/physical disability or health problem³³ (8 per cent) and those in the 'Business Administration' and 'Management' (both 9 per cent) frameworks were more likely than average to say they received no pay.

In Scotland, 88 per cent of Apprentices provided details of pay and hours. The mean gross hourly pay received by these Apprentices in Scotland was £5.91 and their median pay was £5.62. When analysed as a weekly rate, median gross pay in Scotland was £219 and the mean £235. As elsewhere in the UK, 'Management' Apprentices received the highest mean and median hourly wage. The mean gross hourly pay of £3.28 received by those in the 'Hairdressing' framework (median £2.73) made them the worst remunerated group in Scotland as they are in Great Britain.

³³ Base of 113

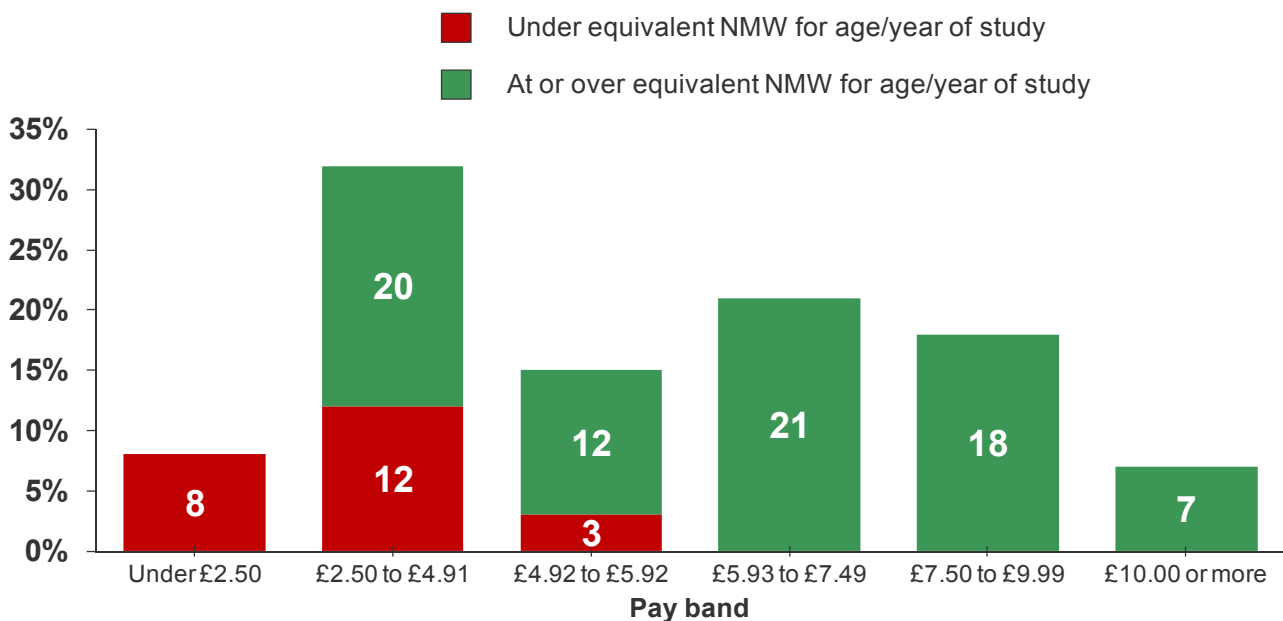
Table 4.3: Median and Mean wage and proportion below minimum wage by framework in Scotland

| | Base size | Median gross hourly pay (£) | Mean gross hourly pay (£) | Proportion earning below their minimum wage entitlement ³⁴ (%) |
|---|--------------|-----------------------------|---------------------------|---|
| Management | 121 | 10.71 | 12.51 | 4 |
| Customer Service | 146 | 7.59 | 7.88 | 2 |
| Electrotechnical | 155 | 7.69 | 7.49 | 13 |
| Health and Social Care | 122 | 6.50 | 6.91 | 14 |
| Engineering | 170 | 6.24 | 6.39 | 18 |
| Total | 1,802 | 5.62 | 5.91 | 19 |
| Hospitality and Catering | 152 | 5.95 | 6.07 | 13 |
| Retail | 161 | 5.95 | 6.00 | 3 |
| Construction | 158 | 5.21 | 5.72 | 19 |
| Other | 151 | 4.59 | 5.18 | 34 |
| Business Administration | 157 | 4.83 | 5.02 | 21 |
| Children's Care, Learning and Development | 156 | 3.62 | 3.90 | 38 |
| Hairdressing | 153 | 2.73 | 3.28 | 48 |

Figure 4.7 shows the pay distribution of Apprentices in Scotland. Seven per cent of Apprentices were paid less than £2.50 per hour based on the data they provided in the survey (a figure excluding those saying they received no pay).

Twenty nine per cent were paid between £2.50 and £4.91 and for 9 per cent; this was below the amount they should have received based on their age and year of study. Around one in seven (15 per cent) were paid between £4.92 and £5.92, which was again less than should have been received for 3 per cent of respondents. Less than half (46 per cent) were paid on or above the adult National Minimum Wage of £5.93 per hour.

³⁴ Figure excludes those receiving no pay

Figure 4.7: Apprentice Pay rates in Scotland (%)

Base: All those giving a wage figure (1,802), 1st June to 31st July 2011

Further analysis was carried out on the amount of pay received compared to what that Apprentice should be getting based on their year of study and age³⁵. Among those who were paid and reported a wage figure, three quarters (77 per cent) were paid at the relevant minimum wage or above and 22 per cent³⁶ were paid below minimum wage. As there may be some error due to recall or rounding, a further calculation was undertaken in which a 10 per cent error margin was applied to the figures. Using this threshold, 17 per cent of Apprentices in Scotland were still recorded as receiving less than the minimum wage they should based on their year of study and/or age.

As shown earlier in Table 4.3, almost half of Apprentices in the 'Hairdressing' framework (48 per cent) were paid below the minimum wage they should have received. Apprentices from the 'Children's Care, Learning and Development' framework (38 per cent) were also more likely to be paid below the minimum wage than the average.

A few subgroups were more likely to be paid below the minimum wage that they should receive based on their year of study and/or age:

- Male Apprentices (24 per cent versus 20 per cent of female Apprentices);

³⁵ As noted in the UK/GB chapter, all Apprentices are eligible for £2.50 per hour in the first year of their studies at the time this research was conducted. From year two onwards, the amount Apprentices should receive depends on their age. Those under 18 should receive the same amount; £2.50 per hour. Those aged 19 and 20 should have received £4.92 and those aged 21 or more the equivalent to the National Minimum Wage which was £5.93 during the fieldwork period.

³⁶ Difference from chart due to rounding

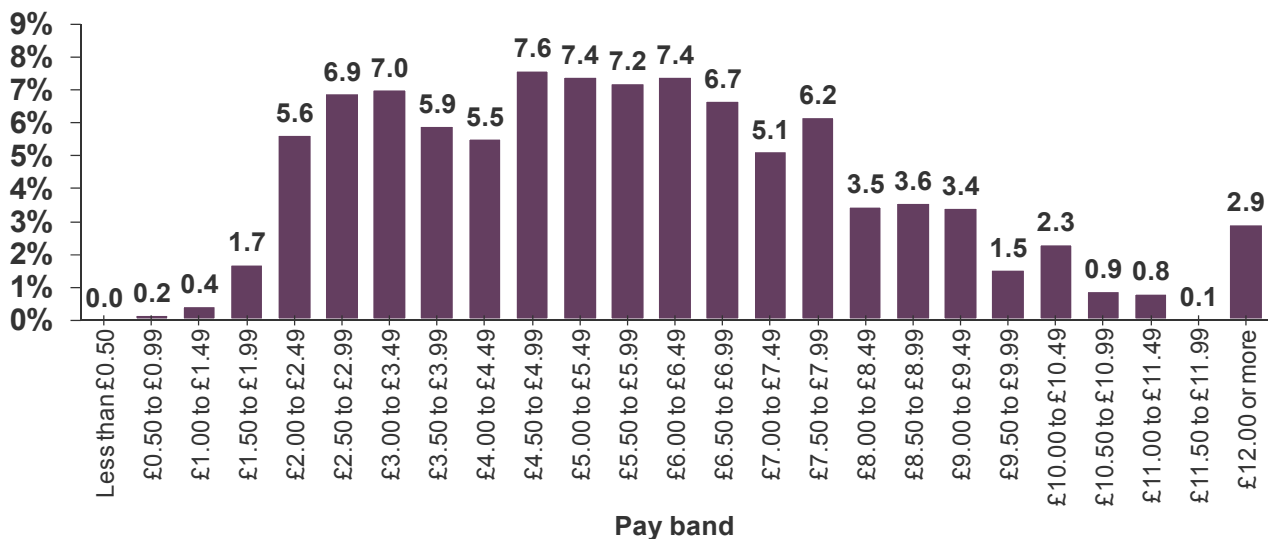
- Those aged 19-25 years (29 per cent versus 12 per cent of those aged 25 or above);
- Those in Year 2 and 3 of their course (27 and 31 per cent respectively compared with 13 per cent in Year 1) This is a strong indicator that employers may not understand that the minimum rate of Apprentice pay changes after their first year.

Employment prior to the course also played a role: a quarter (27 per cent) of those who did not work for their employer before enrolling on their course were paid below minimum wage compared to 20 per cent working for their employer before starting their Apprenticeship.

The amount of training offered also correlated with levels of pay. Those who received off-the-job training (30 per cent) or on-the job training (25 per cent) were more likely to be paid below the minimum wage they should have been receiving.

A more detailed view of pay is provided in Figure 4.8 below. Unlike elsewhere in the UK, there were no distinct peaks in pay. Between £2.50 and £7.99 per hour, the proportion receiving each £0.50 pay band remains relatively similar (between 5 and 7.5 per cent). In terms of the very low paid, it is worth noting that the majority fell into the bracket just under the £2.50 mark: £2.00 to £2.49. Over two-thirds (68 per cent) of Apprentices in Scotland earned between £2.00 and £6.49 per hour.

Figure 4.8: Apprentice Pay rates in Scotland in detail (%)



Base: All those giving a wage figure (1,802), 1st June to 31st July 2011

Tips from customers

Apprentices were asked whether they received any tips from customers in their work with their employer, and around one in eight (12 per cent) said they did. Differences by framework were unsurprising: ‘Hairdressing’ (90 per cent) and ‘Hospitality and Catering’ (64 per cent) Apprentices were more likely to receive tips than average. For the former, the tips helped compensate for the relatively low wages. Following changes to the National

Minimum Wage legislation in 2009, tips should not be used to top up wages for NMW purposes.

The framework differences help explain why female Apprentices (22 per cent) were more likely to receive tips. Younger Apprentices (22 per cent of those 18 or under), those in Year 1 of their course (23 per cent) and those studying a Level 2 qualification (30 per cent) were also more likely than average to receive tips.

Apprentices were asked to provide a figure for the amount of tips they received per day, week, month or year. The mean figures for those able to give an answer are listed in Table 4.4 below, although caution is advised interpreting the figures due to the low base sizes. However, one in five (22 per cent) of those receiving tips said the amount varied too much for them to provide a figure.

Table 4.4: Amount received in tips by Apprentices in Scotland

| | Base size | Mean amount (£) |
|-----------|------------------|------------------------|
| Per day | 53* | 7.26 |
| Per week | 118 | 16.21 |
| Per month | 48** | 53.61 |
| Per year | 15** | 51.76 |

* Low base size (between 100 and 51)

** Very low base size (50 or lower)

Bonuses

Around a quarter (25 per cent) of Apprentices in Scotland received bonuses in their work with their employer. The following groups were more likely to receive bonuses than average: male Apprentices (27 per cent), those aged 19 to 24 years (28 per cent) and those studying a Level 3 qualification (26 per cent).

The payment of bonuses was largely a result of the incentive structure of the framework in which Apprentices were in, with those in 'Customer Service' (46 per cent), 'Management' (41 per cent) and 'Engineering' (40 per cent) most likely to receive a bonus.

The mean figures for the amount received in a bonus are listed in Table 4.5 below. One in six (16 per cent) of those receiving a bonus said the amount varied too much for them to provide a figure.

Table 4.5: Amount received in bonuses by Apprentices in Scotland

| | Base size | Mean amount (£) |
|-----------|------------------|------------------------|
| Per week | 42** | 33.07 |
| Per month | 62* | 90.95 |
| Per year | 245 | 410.29 |

* Low base size (between 100 and 51)

** Very low base size (50 or lower)

Course impact on pay

Apprentices who were working for their employer before starting their training were asked if their pay had increased, decreased or stayed the same as a result of starting the course.

The vast majority – around three-quarters (73 per cent) – said that their pay stayed the same. Two in ten (23 per cent) saw an increase in their pay. However, a small number of Apprentices (3 per cent) saw a decrease in their pay. Those in the ‘Construction’ (11 per cent) framework were more likely than average to see a decrease in their pay which is likely to explain why men were more likely to say their pay had decreased than women (four versus one per cent).

Overtime

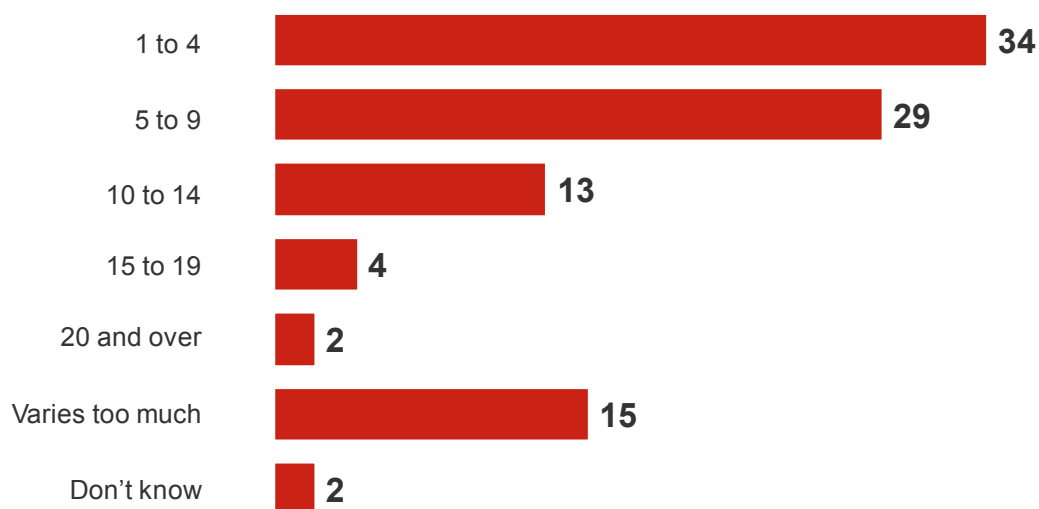
Nearly three in five (59 per cent) worked overtime, paid or unpaid, with their employer at some point. Overtime was common across all frameworks, though it was significantly higher than average in the following: ‘Management’ (77 per cent), ‘Electrotechnical’ (76 per cent) and ‘Retail’ (76 per cent).

Overtime was more common among male Apprentices (62 per cent versus 50 per cent of female Apprentices). The likelihood of overtime also increased with:

- Age (from 48 per cent for those aged 18 or under, compared with 63 per cent for those aged 19-24 years and 62 per cent for those aged 25 years or more);
- Year of study (72 per cent of Year 3+ Apprentices worked overtime, compared with 53 per cent and 56 per cent for Year 1 and 2 respectively), and;
- Level of study (50 per cent of Level 2 Apprentices compared with 61 per cent of Level 3 Apprentices).

Those who participated in off-the-job training (60 per cent) were more likely to work overtime than average. Cell sizes for framework were too small to do any meaningful further analysis by gender (or other variables) within framework.

On average, Apprentices who worked overtime in Scotland did so for 6.5 hours per week. Two-thirds (63 per cent) worked under 10 hours per week. Figure 4.9 shows the proportion of Apprentices in Scotland working overtime within specific hourly bands.

Figure 4.9: Number of hours working overtime per week (%)

Base: All who worked/are working overtime (1,146), 1 June to 31st July 2011

The number of hours spent working overtime was highest among Apprentices working in the 'Health and Social Care' (9.8 hours), 'Retail' (8.5 hours) and 'Hospitality & Catering' (7.7 hours) frameworks.

Paid overtime

Among Apprentices who worked overtime, almost three-quarters (76 per cent) were always paid, 8 per cent were sometimes paid and around one in six were never paid (16 per cent).

Apprentices were typically paid (either always or sometimes) for their overtime. The exceptions were those studying frameworks in 'Hairdressing' (58 per cent of whom were never paid), 'Management' (60 per cent never paid) and 'Business Administration' (47 per cent never paid). Within some frameworks, Apprentices were nearly always paid, especially 'Engineering' (93 per cent always paid) 'Construction' (91 per cent paid), 'Electrotechnical' (90 per cent), 'Health and Social Care' (88 per cent paid) and 'Retail' (84 per cent).

Figure 4.10: Proportion working overtime and getting paid for doing so

Base: All who worked/are working overtime (1,146), 1 June to 31st July 2011

Some groups were more likely to be at least sometimes paid than others, and they were:

- Male Apprentices (88 per cent versus 70 per cent of female Apprentices)
- Those aged between 19 and 24 years (90 per cent);
- Those in Year 3+ of their study (96 per cent); and
- Those earning above minimum wage (86 per cent versus 84 per cent overall).

On average, those who were paid for overtime did on average 6.6 hours of paid overtime a week. A third did between one to four hours (32 per cent), and a similar proportion between five to nine hours (29 per cent), and 20 per cent worked over 10 hours. One in six (16 per cent) said the number of hours varied too much for them to say.

Looking at the findings by frameworks, 'Health and Social Care' (9.8 hours) and 'Retail' (8.8 hours) spent most hours in paid overtime, albeit from data based on low base sizes.

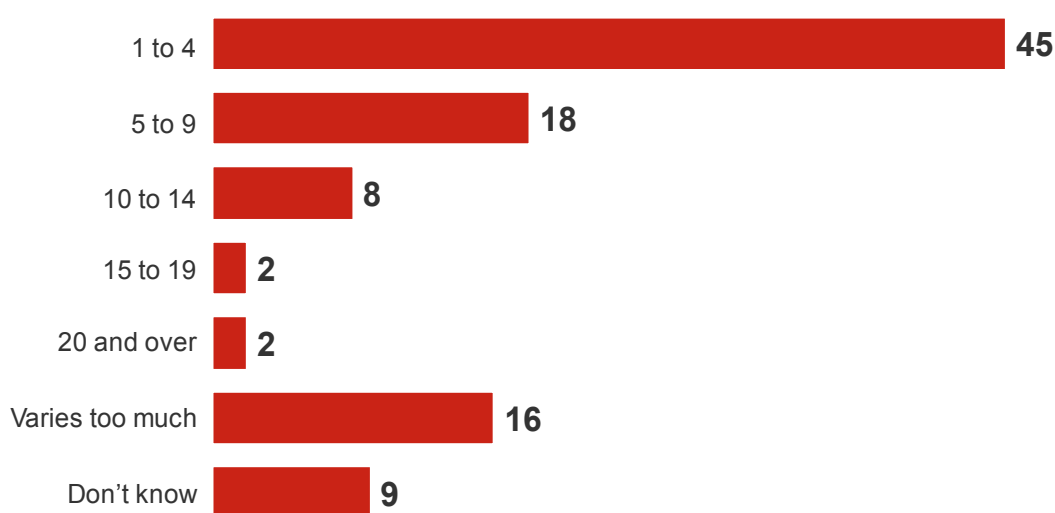
Those who did paid overtime were paid a mean of £8.90 an hour and a median of £7.71. Payment for overtime followed the same pattern as payment for main job – those in the 'Management' (£13.21), 'Electrotechnical' (£12.37) and 'Engineering' (£12.04) frameworks received the highest mean and median pay rates for working overtime.

Male Apprentices (£9.41), those aged 19 to 24 years (£9.33) or 25+ (£10.20), those in Year 3+ of their study (£10.72) and those doing a Level 3 course (£9.32) enjoyed higher mean gross hourly pay for such work compared to Apprentices in Scotland overall.

Unpaid overtime

Overall, the average number of hours Apprentices spent on unpaid work was 4.7 hours a week. Half of those who did any unpaid work (45 per cent) did so for fewer than five hours a week usually. Eighteen per cent did between five to nine hours, while around one in ten (12 per cent) did 10 hours or more a week. Sixteen per cent of Apprentices said the amount of time spent on unpaid overtime varied too much to give an average.

Figure 4.11: Number of hours doing unpaid overtime per week (%)



Base: All who worked/work any unpaid overtime (326), 1 June to 31st July 2011

Time off in lieu or flexi leave

Among those who did overtime work, paid or unpaid, around a third (34 per cent) said they were given time off or flexi leave in return. Apprentices in the following frameworks were more likely than average to be given time off or flexi time: 'Hairdressing' (65 per cent), 'Management' (57 per cent), Children's Care, Learning and Development (60 per cent) and 'Business Administration' (52 per cent). These findings need to be interpreted with some caution due to small base sizes however they help explain why female Apprentices were more likely than male Apprentices to be given time off or flexi leave (46 per cent compared with 30 per cent).

As for Great Britain as a whole, those who were either sometimes or never paid in Scotland were more likely to receive time off in lieu or work flexi time. Fifty eight per cent of those who never got paid for overtime got time off in lieu or worked flexi-time; this figure was 60 per cent for those who sometimes got paid. In comparison, these benefits were provided to 30 per cent of those who were always paid for their overtime.

Other work

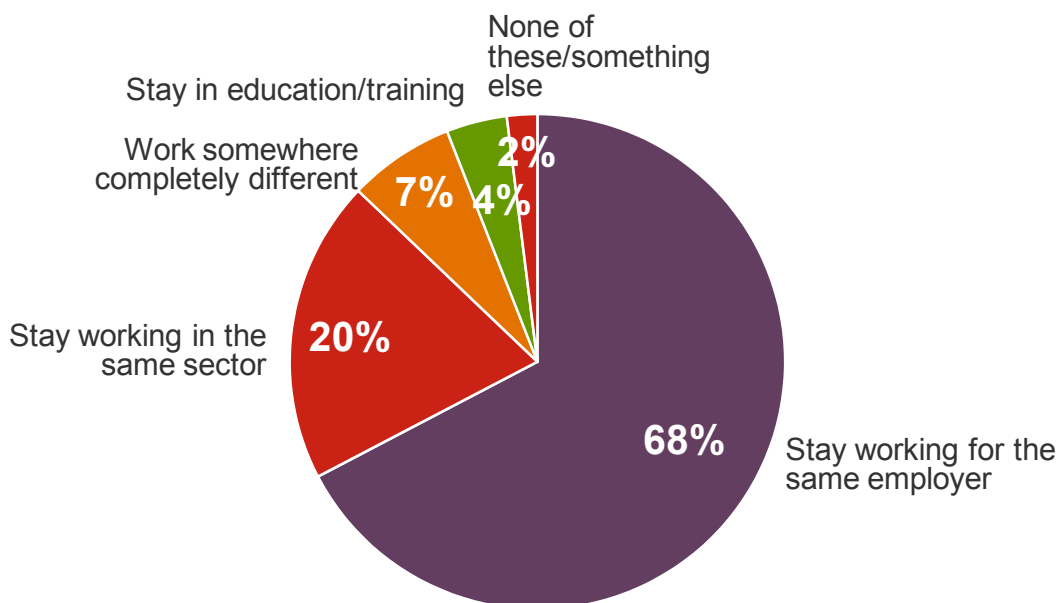
Five per cent of Apprentices said they had other part-time, paid work aside from their work with the employer offering them the Apprenticeship. Those in the 'Children's Care, Learning and Development' and 'Health and Social Care' frameworks (both 12 per cent) were more likely than average to rely on other work to supplement their income.

Those who did other work spent on average 11.2 hours working on that. Over half (56 per cent) spent under 15 hours while around one in three (29 per cent) spent 15 hours or more. Those who did other work and gave a mean wage figure earned of £7.09 an hour.

After Apprenticeships

Apprentices were asked what they planned to do after they finished their course or, if they had already done so, in the next few months. Two-thirds (68 per cent) planned to stay working for the same employer while one in five (20 per cent) planned to work using what they had learned in their framework but with a different employer. Four per cent wanted to continue with education and seven per cent wanted to work somewhere completely different.

Figure 4.12: Apprentices' plans after finishing Apprenticeship



Base: All Scottish Apprentices, (2,041) 1 June to 31st July 2011
Chart does not sum to 100% due to rounding

There were some significant differences by framework:

- Apprentices in 'Management' and 'Customer Service' (both 82 per cent), were more likely than average to say they wanted to stay with the same employer;
- Apprentices in 'Children's Care, Learning and Development' (30 per cent), and 'Electrotechnical' (29 per cent) were more likely than average to want to stay working in the same sector, but with a different employer;

- Apprentices in 'Retail' (17 per cent) and 'Business Administration' (11 per cent) were more likely to want to work somewhere completely different.
- Apprentices in 'Retail' (8 per cent) were also most likely to plan to stay in education or training.

Older Apprentices (78 per cent of those aged 25 or more) were more likely than average to say they would stay with the same employer.

The five per cent of Apprentices who planned to stay in education or training after the current Apprenticeship were asked what type of programme they planned to take part in. One in five (22 per cent) planned to take part in a higher level NVQ or Apprenticeship. Over a third (34 per cent) wanted to go to university to do a degree and a similar proportion (37 per cent) wanted to attend a college-based training course.

Chapter 5: Wales

Key facts in Wales

- The median rate of hourly pay received by Apprentices in Wales was £6.30. The mean was £6.62, which was the highest of all countries. When analysed as a weekly rate, median gross pay in Wales was £229 and the mean £241.
- Over four in five Apprentices in Wales (85 per cent) were contracted to work 30 hours or more and the mean Apprentice contract was over 34 and a half hours per week (34.7). Four per cent of Apprentices said their contracted hours were less than 15 hours a week, which is lower than is allowed under guidelines.
- Half (50 per cent) of Apprentices in Wales said they received off-the job training and nearly two-thirds (63 per cent) said they trained on-the-job. One in five (20 per cent) Apprentices in Wales said they did neither of these forms of training.
- Apprentices who were able to state an average said they completed just over 5 hours (5.1 hours) off-the-job training per week. Roughly double the amount (11.6 hours) was spent on on-the-job training. Apprentices in Wales spent the least time training of all UK countries.
- Three quarters (75 per cent) of Apprentices in Wales worked for their current employer prior to enrolling on an Apprenticeship. This was the highest of all UK countries.
- The key pay data for Wales is contained in the summary table overleaf. Statistically significant differences in means between different subgroups are highlighted in bold text.

Table 5.1: Summary gross hourly pay for Wales

| Statistic | Median hourly pay (£) | Mean hourly pay (£) | Base³⁷ |
|-------------------------|------------------------------|----------------------------|--------------------------|
| Overall | 6.30 | 6.62 | 1,766 |
| Gender | | | |
| Female | 6.53 | 6.89 | 921 |
| Male | 6.02 | 6.38 | 845 |
| Age | | | |
| Under 19 | 2.89 | 3.36 | 255 |
| 19 to 24 | 5.79 | 5.61 | 666 |
| 25+ | 7.37 | 8.04 | 845 |
| Framework | | | |
| Management | 10.92 | 11.31 | 143 |
| Customer Service | 7.28 | 7.64 | 146 |
| Business Administration | 7.35 | 7.57 | 141 |
| Retail | 6.25 | 6.89 | 113 |
| Health and Social Care | 6.63 | 6.88 | 162 |
| Engineering | 6.24 | 6.51 | 164 |
| Other | 6.25 | 6.51 | 163 |
| Hospitality | 6.00 | 6.39 | 144 |
| Electrotechnical | 5.53 | 5.84 | 143 |
| Early Years Care | 5.81 | 5.52 | 136 |
| Construction | 4.00 | 4.43 | 162 |
| Hairdressing | 2.83 | 3.63 | 149 |
| Year of study | | | |
| Year 1 | 6.35 | 6.68 | 1,158 |
| Year 2 | 6.30 | 6.55 | 499 |
| Year 3 | 6.20 | 6.47 | 109 |
| Level of study | | | |
| Level 2 | 6.01 | 6.23 | 933 |
| Level 3 | 6.71 | 7.12 | 833 |

³⁷ Base size is only those who answered questions on pay and hours. It excludes those saying they were not paid.

Summary of the main findings in Wales

As in the other countries of the UK, frameworks play a major role in shaping Apprentice pay and working conditions in Wales. As with other countries, the frameworks of 'Engineering', 'Construction' and 'Electrotechnical' (referred to as the 'technical/manual' group) have different working conditions to those focused on the service sector and/or transferable skills such as 'Customer Service', 'Business Administration' and 'Management'.

Furthermore, Apprentices working on the 'Hairdressing' and 'Early Years Care' frameworks were more likely to receive relatively low wages and work unpaid overtime.

What made Wales different was the profile of its Apprentices, in particular their age. The snapshot data for 2011 used to draw the sample showed over half (54 per cent) of Apprentices in Wales were aged 25 or older. This was a much higher proportion than either England (30 per cent) or Scotland (23 per cent). This is the likely explanation for why wages were higher, training hours fewer and, as explained next, why more Apprentices were working for their current employer before starting their Apprenticeship.

Routes into Apprenticeships

Three quarters (75 per cent) of Apprentices in Wales were working for their employer before enrolling on an Apprenticeship. This was especially the case for the Apprentices on the 'Management' framework where all were working for their employer prior to enrolment. Apprentices on the service-focused frameworks of 'Retail', 'Hospitality', 'Health & Social Care' and 'Customer Service' were also much more likely to have worked for their employer before starting their course.

As in other countries, the technical/manual Apprenticeships of 'Engineering', 'Construction' and 'Electrotechnical' were much more likely than others to contain Apprentices enrolling straight from school or college, as was the 'Hairdressing' framework.

Apprentice Pay

Although all Apprentices were employed, two per cent of respondents said they did not receive any pay. This figure is significantly lower than in other countries. The subgroup analysis showed the only significant difference was by framework as Apprentices studying 'Children's Care, Learning & Development' were more likely than those on other frameworks not to receive pay (6 per cent).

As in other countries, mean pay varied between frameworks and displayed no particular pattern. Apprentices on 'Management' frameworks earned the most, receiving a mean of £11.31 per hour whilst at the bottom, 'Hairdressing' Apprentices earned hourly pay of just £3.63. The same pattern was noted with median pay with 'Management' Apprentices receiving a median pay of £10.92 per hour and 'Hairdressing' Apprentices £2.83.

The pay data also revealed that over four in five (84 per cent) Apprentices received on or above the minimum amount they should get based on their year of study and/or age. Of the remaining 15 per cent, there were significant differences by framework. Half (50 per

cent) of 'Hairdressing' Apprentices earned below the minimum wage they should have received based on their year of study and/or age³⁸. Other frameworks in which Apprentices were significantly more likely to earn less than what they should were 'Electrotechnical' (28 per cent), 'Construction' (26 per cent) and 'Other' (20 per cent).

Other groups more likely to have received less than they should were those aged 24 or under (25 per cent), and in their second or third year of study (27 and 37 per cent respectively). That second year Apprentices received less than they should is a strong indicator that the rules which dictate how much an Apprentice should earn were not understood by all employers, particularly the rule that the £2.50 Apprentice Rate applies only to first years for older age groups.

Less than one in ten Apprentices (9 per cent) said they received tips. As elsewhere, 'Hairdressing' and 'Hospitality' Apprentices were more likely to receive tips (77 per cent and 30 per cent respectively). Given their low levels of pay, there is a potential danger that 'Hairdressing' Apprentices' wages were still being topped up by tips which should not happen after changes to the National Minimum Wage legislation in 2009. Over a quarter (27 per cent) of the group that received a wage less than their legal minimum due to their age and/or year of study received tips.

Just over one in five (22 per cent) received bonuses from employers, and these were particularly common for men (28 per cent) and Apprentices on 'Engineering' (54 per cent), 'Retail' (37 per cent) and 'Customer Service' (34 per cent) frameworks.

Apprentices' contracted working hours

At the time of writing, regulations in Wales recommended that Apprentices are employed for at least 30 hours per week and up to a maximum of 40 hours. Part-time Apprenticeships of between 15 and 29 hours were discretionary to help individuals who would find it difficult to commit full time, such as in the case of childcare or caring duties. In Wales, over four out of five Apprentices (82 per cent) were contracted for 30 hours or more and 19 per cent³⁹ of Apprentices worked part-time.

Two per cent worked less than 15 hours. This latter group were more likely to be women (4 per cent) and to be training on the 'Children's Care, Learning & Development' (12 per cent) frameworks.

Overtime

Over half of Apprentices (53 per cent) worked overtime. It was more common amongst men (58 per cent) and varied across all frameworks. 'Electrotechnical' Apprentices were particularly more likely than others to work overtime (72 per cent).

³⁸ All Apprentices are eligible for £2.50 per hour in the first year of their studies at the time this research was conducted. From year two onwards, the amount Apprentices should receive depends on their age. Those under 18 should receive the same amount; £2.50 per hour. Those aged 19 and 20 should receive £4.92 and those aged 21 or more the equivalent to the National Minimum Wage which was £5.93 during the period in question.

³⁹ Sums to 101 per cent due to rounding

Apprentices who did overtime spent an average of six hours a week doing so. Many of the frameworks on which Apprentices worked longer overtime hours were also those on which an Apprentice was more likely to work for their current employer prior to enrolment. This covers Apprentices on the following frameworks: 'Health and Social Care' (8.3 hours), 'Hospitality' (8.2 hours) and 'Retail' (8.0 hours).

The figures by framework for those who do and do not get paid for overtime were also revealing. Apprentices on technical/manual frameworks tend to get paid whereas more than half of those on 'Business Administration' and 'Hairdressing' said they were 'never paid'. The situation for 'Hairdressing' in which nearly three in five (59 per cent) are 'never paid' for overtime is concerning given the low wages these Apprentices commanded.

Training received

Apprentices were asked whether they received off- and on-the-job training. Half of Apprentices in Wales (50 per cent) said they received off-the job training and just under two thirds (63 per cent) received training on-the-job. The questions on training were specific and fully described, so it is therefore a worry that one in five (21 per cent) Apprentices said they did neither of these forms of training.

Furthermore, there was a close link between the group not recognising off- or on-the-job training and framework. As identified earlier, Apprentices on service-focused frameworks were more likely to have worked for their current employer before enrolling on an Apprenticeship. Apprentices on these frameworks were also the ones more likely to do neither off- nor on-the-job training. Around a third of Apprentices on 'Retail', 'Customer Service' and 'Team Leading & Management' frameworks fell into this group. In comparison, around one in ten Apprentices on technical/manual frameworks said they received neither off- nor on-the-job training.

Those receiving training were asked about the average hours per week they spent doing it. Overall, Apprentices spent twice as long training on-the-job (just over eleven and a half hours per week) compared to off-the-job (just over five hours). As in other countries, the technical/manual Apprentices who received training spent most of their contracted hours doing so:

Table 5.2: Training mix for technical/manual Apprentices

| | Mean time spent training and (% training) | | Mean contracted hours |
|------------------|---|--|-----------------------|
| | Off-the job Hours (% training this way) | On-the-job Hours (% training this way) | |
| Engineering | 8.2 (70) | 20.9 (87) | 37.5 |
| Construction | 8.2 (50) | 20.0 (77) | 37.8 |
| Electrotechnical | 7.4 (52) | 21.2 (80) | 37.7 |

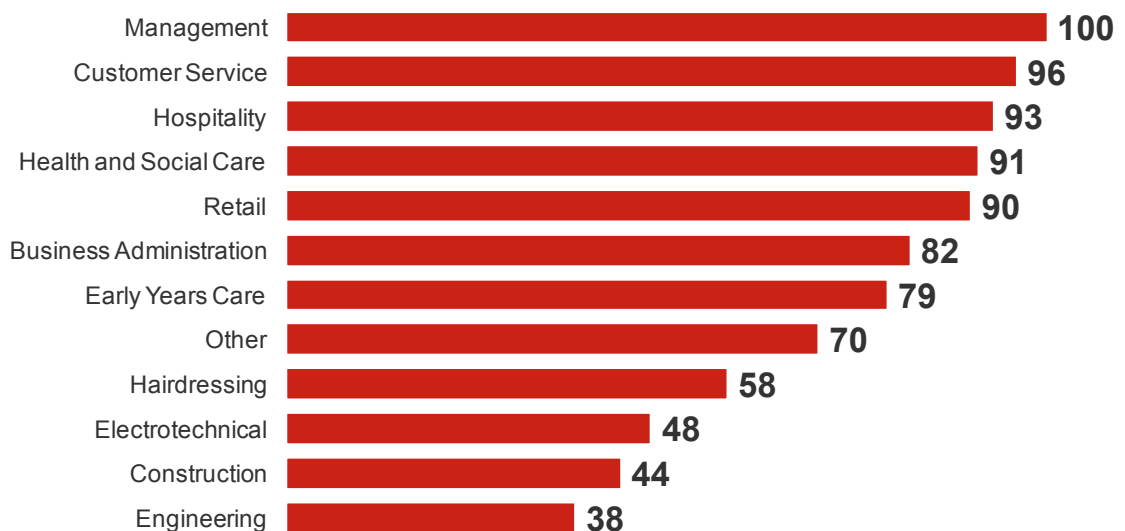
This chapter continues by providing detailed analyses of the findings for Wales.

Starting on an Apprenticeship and hours worked

Routes into Apprenticeships

Three quarters (75 per cent) of Apprentices in Wales worked for their employer before starting their Apprenticeship, and, as in the GB figures, there were significant differences by framework. All 'Team Leading & Management' Apprentices worked for their current employer before starting their Apprenticeship compared to just four in ten (38 per cent) 'Engineering' Apprentices. As shown in Figure 5.1, there is a clear step between some of the 'service' frameworks such as 'Retail' and 'Customer Service' and others which show a different recruitment pattern. This group of Apprentices were much more likely to have worked for their employer prior to starting their Apprenticeship which indicates this group were more likely to be studying for a qualification that directly related to a job they already held.

Figure 5.1: Proportion of Apprentices in Wales working for their current employer prior to starting their Apprenticeship (%)

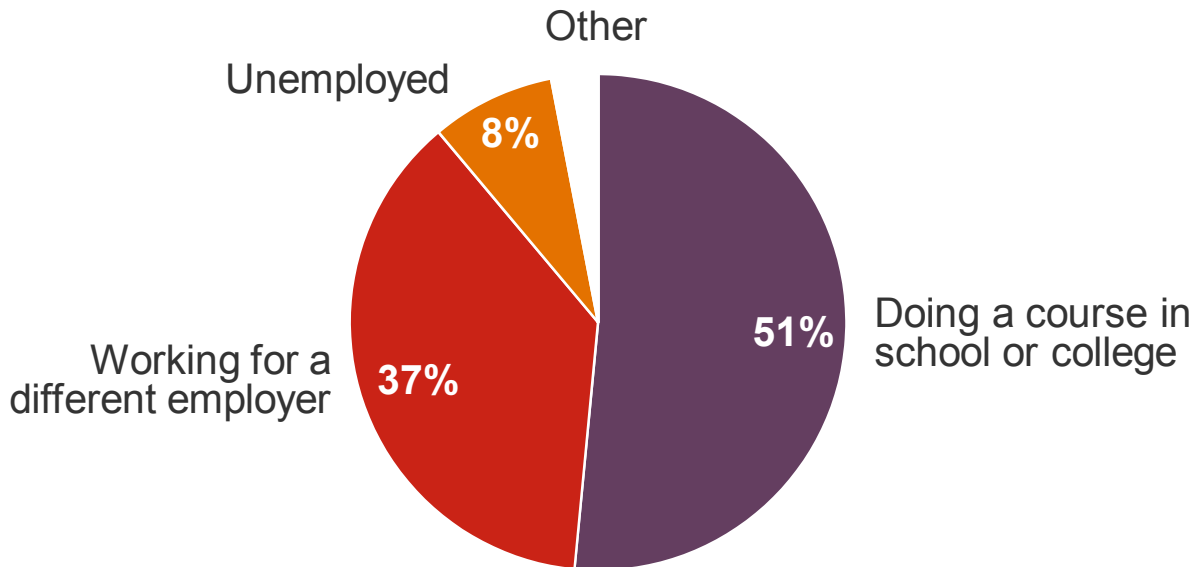


Base: All Welsh Apprentices (1,997), 1 June to 31st July 2011

When analysed by other factors, it was found that women were more likely than men to have worked for their employer prior to enrolment (87 percent versus 63 per cent of men). As would be expected, age also played a part as those aged 18 or younger were far less likely to have been employed before starting their Apprenticeship. Of this age group, 45 per cent worked for their employer prior to enrolment compared to 58 per cent of 19 to 24 year olds and 92 per cent of those aged 25 or more.

A quarter of Apprentices (25 per cent) were *not* working for their employer before starting the course. As shown in Figure 5.2, over half of this group (51 per cent) said they were doing a course in school or college; over a third (37 per cent) were working for a different employer; and 8 per cent were unemployed.

Figure 5.2: Routes into Apprenticeships (amongst those not already working for their employer)



Base: All (528) 1 June to 31st July 2011
4% chose another route, refused or said don't know

As one may expect, 'doing a course at school or college' was most common for younger Apprentices not working with their employer before enrolment (79 per cent of 18 or under) and employment with a different employer for older Apprentices (63 per cent of 25 or above).

Due to generally small base sizes for this question by framework, little analysis is possible as to which routes were more prevalent for which framework. However, Apprentices on 'Engineering' and 'Construction' frameworks did differ in that they were more likely to have enrolled on their Apprenticeship from school or college (71 per cent and 63 per cent respectively).

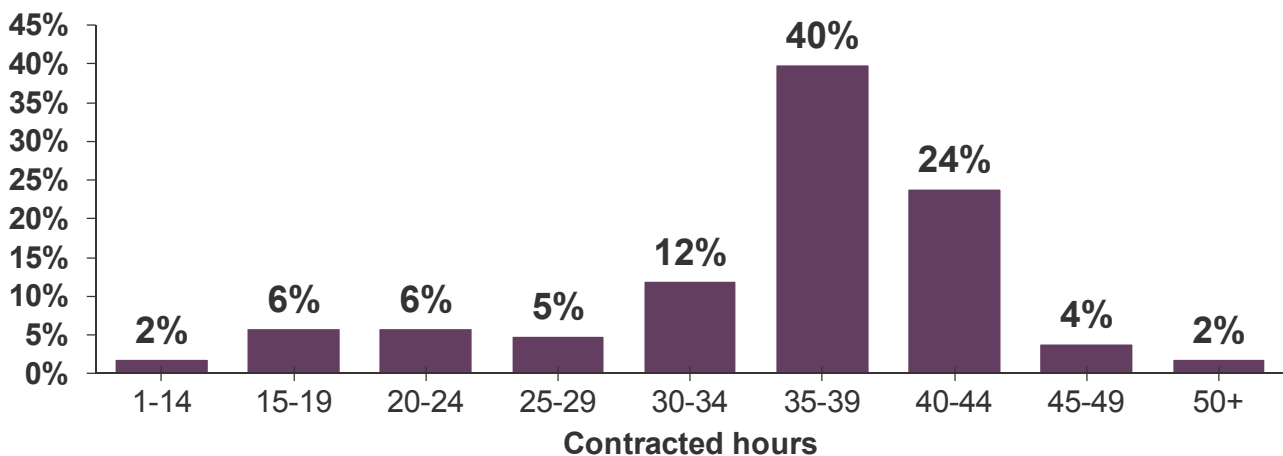
Number of hours contracted to work

Apprentices in Wales were asked the number of hours a week they were contracted to work by their employer, excluding meal breaks and any overtime. As shown in Figure 5.3 overleaf, 3 per cent of Apprentices said they worked fewer hours (15 hours) than is recommended based on the rules governing what constitutes an Apprenticeship⁴⁰. In Wales, these Apprentices were statistically more likely to be enrolled on 'Early Years Care' (12 per cent) frameworks. Alongside those studying 'Retail', 'Early Years Care' Apprentices were also much more likely than others to offer part-time Apprenticeship on contracts lasting between 15 and 29 hours a week (38 and 43 per cent respectively compared to 16 per cent overall) and both enrolled far more women than men (62 per cent for 'Retail' and 97 per cent for 'Early Years Care').

⁴⁰ A summary of the rules regarding working hours is provided by the Apprenticeship service here: <http://www.Apprenticeships.org.uk/Partners/~media/Documents/NAS-DeliveryModels-GuidanceNote-18March2011.ashx>

Overall, women were more likely than men to have part-time (between 16 and 29 hour) Apprentice contracts (24 per cent versus 5 per cent). These figures mirror the gender divide in contracted hours found at the GB level which affected some frameworks more than others and is reflected in the rules governing who can do an Apprenticeship part time⁴¹. It also suggests women in Wales were more likely to be affected by employers incorrectly applying the rules governing the number of contracted hours an Apprentice is required to work, as they form a greater part of the group working less than 16 hours.

Figure 5.3: Number of hours contracted to work



Base: All (1,997) 1 June to 31st July 2011

Participation in training

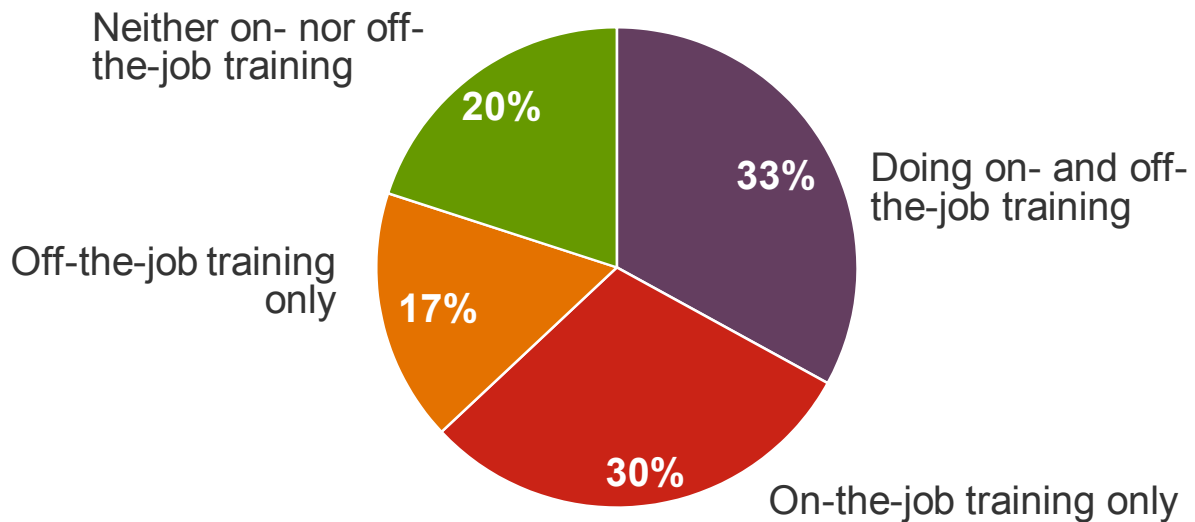
Apprentices in Wales were asked whether they had taken part in any off-the-job or on-the-job training as part of their course.

- **Off-the-job training** was defined for them as training away from their everyday work and which could include courses, workshops, training sessions, distance learning, workbooks, CD-ROMs, etc. In addition, off-the-job training could still be conducted at the place where they worked, but would be away from their everyday work area.
- **On-the-job training** was defined as training where someone provided advice, showed them how to do something or coached them whilst they were doing their everyday work.

⁴¹ "The purpose of allowing some cases where employment can be 16 hours per week is to accommodate provision in sectors/employers where this is usual or common practice, or to accommodate the requirement of an individual who, for example, may have caring duties that prevent longer working hours." Ibid, pp.2-3

A third (33 per cent) took part in both types of training and three in ten took part in on-the-job training only (30 per cent). One in six (17 per cent) partook in off-the-job training only. One in five (20 per cent) received no training at all.

Figure 5.4: Proportion of Apprentices in Wales receiving on- and off-the-job training

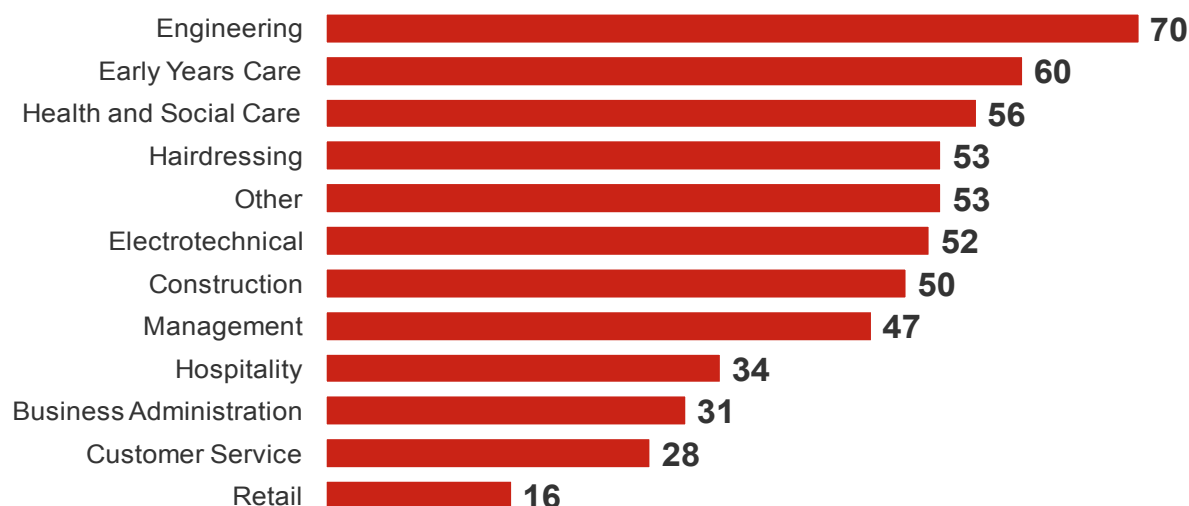


Base: All (1,997) Apprentices in Wales, 1 June to 31st July 2011

Off-the-job training

As outlined in Figure 5.5 (overleaf), frameworks covering technical or specific vocational skills tended to provide more off-the-job training. For example, frameworks such as 'Early Years Care' (60 per cent offering off-the-job training) and 'Health and Social Care' (56 per cent) entail specific training relating to the care of the vulnerable, whereas 'Engineering' (70 per cent), 'Electrotechnical' (52 per cent) and 'Construction' (50 per cent) require Apprentices to learn technical skills and techniques with a large amount of theoretical underpinning. Less specific training is required in frameworks such as 'Customer Care' (28 per cent) and 'Retail' (16 per cent doing off-the-job training).

Figure 5.5: Proportion of Apprentices in Wales who undertook off-the-job training (%)



Base: All Welsh Apprentices (1,997), 1 June to 31st July 2011

Half (50 per cent) of Apprentices in Wales had undertaken off-the-job training with men more likely to do so than women (52 per cent compared to 47 per cent respectively). The use of off-the-job training also decreased with age, from 53 per cent of those aged 19 to 24 years old, to 46 per cent of those aged 25 or above.

Year 1 Apprentices were least likely to have taken part in off-the-job training (46 per cent compared with 54 per cent of Year 2 Apprentices and 67 per cent of Year 3+ Apprentices). Also, Level 2 Apprentices (45 per cent) had less access to off-the-job training compared with Level 3 Apprentices (55 per cent).

The number of responses per framework (the cell size) is too low to allow for each to be further analysed by other variables such as gender and age.

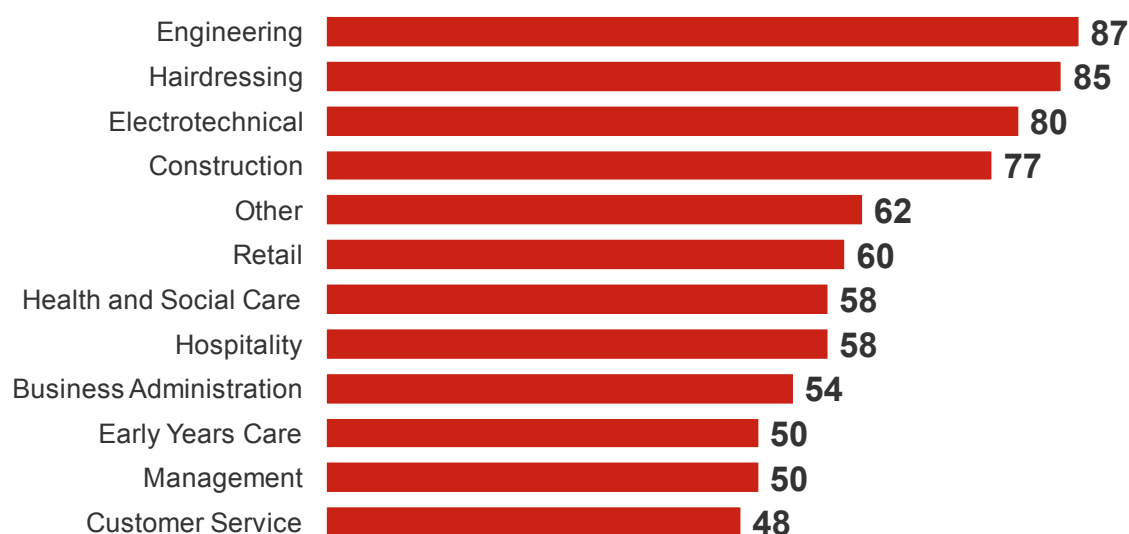
Apprentices who did off-the-job training spent an average of 5.1 hours a week doing so. Looking at specific frameworks, Apprentices in Wales in 'Construction' (8.6 hours), 'Engineering' (8.2 hours), and 'Electrotechnical' (7.4 hours) spent most time on off-the-job training. Male Apprentices (6.3 hours) spent more time training off-the-job than female Apprentices (3.6 hours) which is likely to be a function of differences by framework. The number of hours spent on off-the-job training decreased with age, from 8.1 hours among those aged 18 or under to 3.5 hours among those aged 25 or above. It did, however, increase with the year of study, from 5.0 hours for Year 1 Apprentices to 6.3 years for Year 3+ Apprentices.

On-the-job training

Nearly two thirds (63 per cent) of Apprentices trained on-the-job, meaning this method of training was generally more popular with employers than off-the-job training.

Apart from 'Health and Social Care' and 'Early Years Care', frameworks that offered more off-the-job training were also more likely to offer on-the-job training, as demonstrated by the experience of Apprentices in the 'Engineering' (87 per cent), 'Hairdressing' (85 per cent), 'Electrotechnical' (80 per cent), 'Construction' (77 per cent), and 'Other' (62 per cent) frameworks.

Figure 5.6: Proportion of Apprentices in Wales who undertook on-the-job training (%)



Base: All Welsh Apprentices (1,997), 1 June to 31st July 2011

The demographic differences in the profile of those who had undertaken on-the-job training mirrored those who had undertaken off-the-job training. They were more likely to be male (70 per cent versus 55 per cent of female Apprentices), younger (78 per cent of 18 years old or under versus 54 per cent of 25 years old or over) and in Year 3+ (70 per cent of Year 3+ versus 60 per cent of Year 1). Although the cell size by framework precludes more detailed analysis, the male dominated technical/manual frameworks appear at the top of Figure 5.6 which is likely to explain differences by gender.

The average number of hours spent by those training on-the-job was 11.6 hours per week, which is double that spent by those training off-the-job (5.1 hours). Male Apprentices (15.3 hours) and those aged 18 or under (19.4 hours for those aged 18 or under and 13.6 hours for 19 to 24 year olds) were more likely to spend more time training on-the-job.

The amount of time spent training on-the-job also increased with the year of study – from 9.8 hours for Year 1 Apprentices to 17.3 hours for Year 3+ Apprentices. Apprentices in 'Electrotechnical' (21.2 hours), 'Engineering' (20.9 hours), 'Construction' (20.0 hours), and 'Other' (13.4) frameworks spent more time training on-the-job compared with other frameworks. As in other countries, the technical/manual Apprentices who received training spent most of their contracted hours doing so:

Table 5.3: Training mix for technical/manual Apprentices

| | Mean time spent training and (% training) | | Mean contracted hours |
|------------------|---|--|-----------------------|
| | Off-the job Hours (% training this way) | On-the-job Hours (% training this way) | |
| Engineering | 8.2 (70) | 20.9 (87) | 37.5 |
| Construction | 8.2 (50) | 20.0 (77) | 37.8 |
| Electrotechnical | 7.4 (52) | 21.2 (80) | 37.7 |

Pay rates

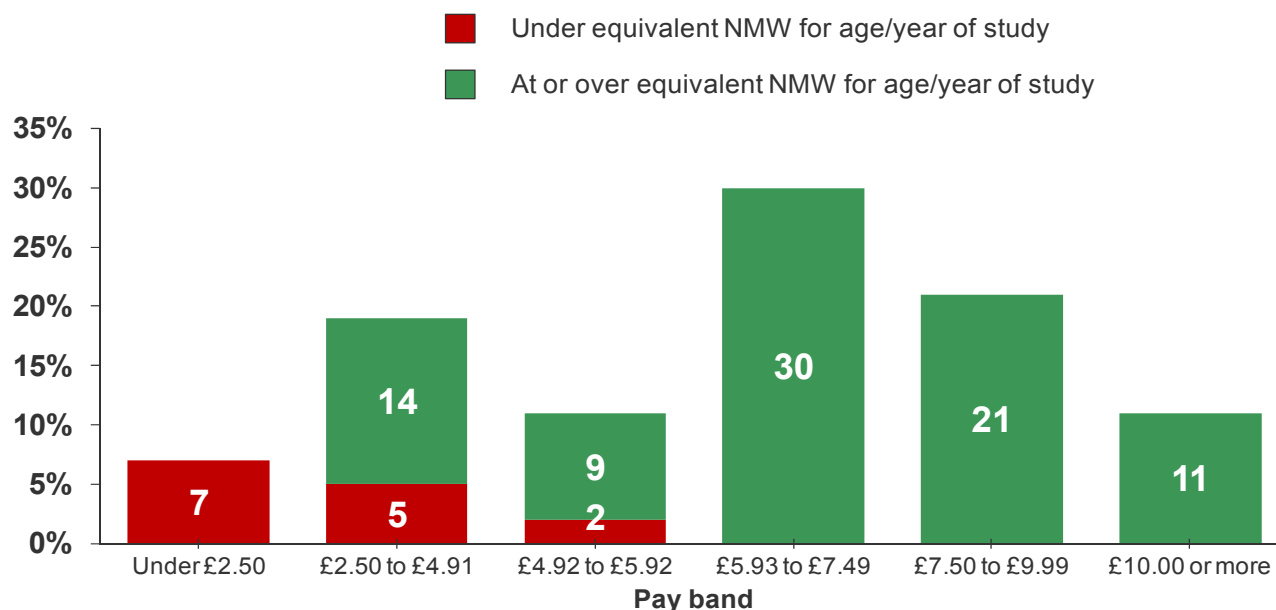
Basic pay from employer

Almost all Apprentices in Wales (97 per cent) received pay from their employers⁴². Those in the 'Early Years Care' (6 per cent) were most likely to say they received no pay.

In Wales, 88 per cent of Apprentices provided details of pay and hours. The mean gross hourly pay reported by these Apprentices in Wales was £6.62 and median pay was £6.30 per hour. When analysed as a weekly rate, median gross pay in Wales was £229 and the mean £241.

Figure 5.7 shows the distribution of Apprentice pay in Wales and illustrates that nearly two-thirds (62 per cent) of Apprentices were paid on or above the 2010/11 adult rate of the National Minimum Wage of £5.93 per hour.

⁴² One per cent refused to answer this question in Wales

Figure 5.7: Apprentice Pay rates in Wales (%)

Base: All those giving a wage figure (1,766), 1st June to 31st July 2011

As elsewhere, Apprentices on the 'Management' framework earned the highest mean per hour, averaging £11.31. Those on 'Electrotechnical' frameworks are worthy of note as their mean pay was much lower than in other countries. However, as elsewhere, Apprentices in the 'Hairdressing' framework received the lowest mean gross hourly pay; £3.63.

Table 5.4: Mean wage and proportion below minimum wage by framework

| | Base size | Median gross hourly pay (£) | Mean gross hourly pay (£) | Proportion earning below minimum wage ⁴³ (%) |
|-------------------------|--------------|-----------------------------|---------------------------|---|
| Management | 143 | 10.92 | 11.31 | 1 |
| Customer Service | 146 | 7.28 | 7.64 | 3 |
| Business Administration | 141 | 7.35 | 7.57 | 8 |
| Retail | 113 | 6.25 | 6.89 | 5 |
| Health and Social Care | 162 | 6.63 | 6.88 | 4 |
| Total | 1,766 | 6.30 | 6.62 | 15 |
| Engineering | 164 | 6.24 | 6.51 | 16 |
| Other | 163 | 6.25 | 6.51 | 20 |
| Hospitality | 144 | 6.00 | 6.39 | 8 |
| Electrotechnical | 143 | 5.53 | 5.84 | 28 |
| Early Years Care | 136 | 5.81 | 5.52 | 16 |
| Construction | 162 | 4.00 | 4.43 | 26 |
| Hairdressing | 149 | 2.83 | 3.63 | 50 |

⁴³ Figure excludes those receiving no pay

Analysis was also carried out on the amount of pay received compared to what that Apprentice should be getting based on their year of study and age. Among those who were paid and reported a wage figure, eight in ten (84 per cent) were paid at the relevant minimum wage or above, leaving the rest (15 per cent) being paid below the minimum wage. As described in the UK/GB findings, this statistic was also calculated within a 10 per cent error margin and this found that 11 per cent of Apprentices in Wales were still outside the revised thresholds.

As shown in Table 5.4 (previous), half (50 per cent) of those in the 'Hairdressing' framework were paid below the minimum wage they should have received. Apprentices from the following three frameworks were also more likely to have been paid below the minimum wage compared with average: 'Electrotechnical' (28 per cent), 'Construction' (26 per cent) and 'Other' (20 per cent).

A few subgroups were more likely to be paid below the minimum wage they should have received for their age and/or year of study:

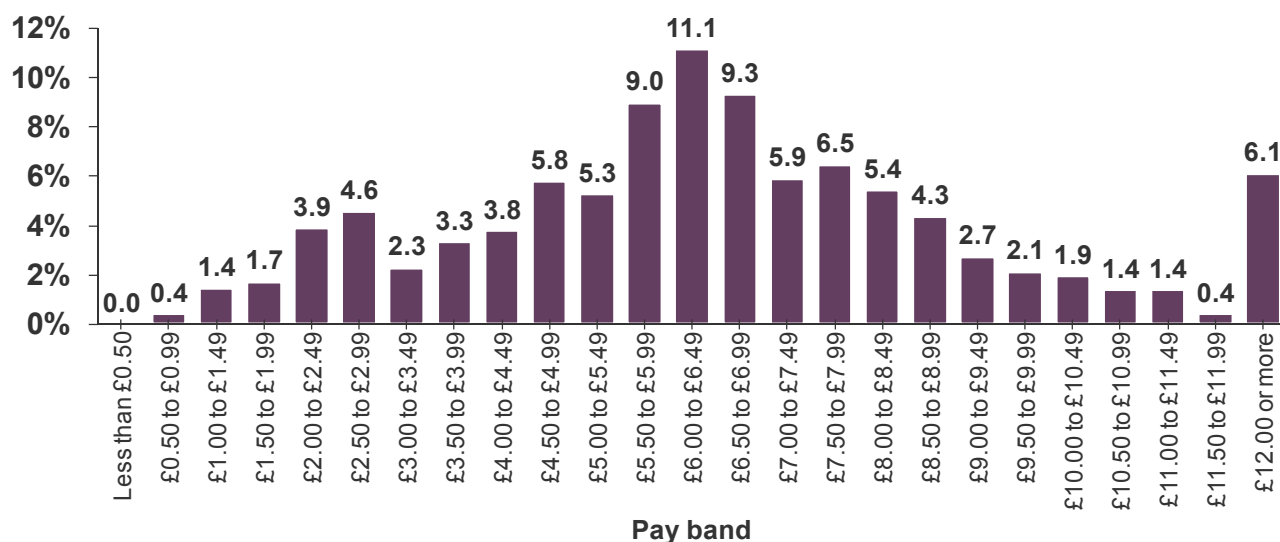
- Male Apprentices (18 per cent versus 11 per cent of female Apprentices);
- Those under 25 years old (25 per cent versus 5 per cent of those aged 25 or above);
- Those in Year 2 or 3 of their course (27 and 37 per cent respectively) compared to Year 1's (7 per cent); and
- Those studying a Level 2 qualification (18 per cent compared to 11 per cent of those on a Level 3 Apprenticeship).

Employment prior to the course also played a role: a third of those who did not work for their employer before the course (29 per cent) were paid below the relevant minimum wage compared to 10 per cent working for their employer before starting their Apprenticeship.

Three in ten (31 per cent) of those who no longer worked for their employer at the time of the interview were paid below minimum wage before they left the company.

The amount of training offered also correlated with pay rate. Those who received off-the-job training (20 per cent) or on-the job training (17 per cent) were more likely to be paid below the minimum wage they should have been receiving.

A more detailed view of pay is provided in Figure 5.8 overleaf. As in the overall UK data, there were two peaks in pay; one at the £2.50 to £2.99 mark and another much larger peak at the £6.00 to £6.49 mark. The importance of the peak around £2.50 is that it corresponds with the minimum pay of first year Apprentices and so illustrates that this rate is used by some employers. Pay falls off with a very long "tail" after the £6.00 to £6.49 mark which is around the adult national minimum wage level of £5.93 per hour at the time of the study. Nearly half (49 per cent) of Apprentices in England earned between £2.00 and £6.49 per hour, so the wage distribution in Wales was much wider than elsewhere in the UK.

Figure 5.8: Apprentice Pay rates in Wales in detail (%)

Base: All those giving a wage figure (1,766), 1st June to 31st July 2011

What was also marked in the Wales data was the relatively high proportion of Apprentices earning £12 or more per hour which is likely to be explained by the relatively older profile of Apprentices. In terms of the very low paid, it is worth noting that, like elsewhere, the majority fell into the bracket just under the £2.50 mark: £2.00 to £2.49.

Tips from customers

Apprentices in Wales were asked whether they received any tips from customers in their work, and one in ten (9 per cent) said they did.

As might be expected due to the nature of the work, those on 'Hairdressing' (77 per cent) and 'Hospitality' (30 per cent) frameworks were more likely to receive tips. For the former, overall wages were the lowest of all Apprentices and, since 2009, tips no longer count towards wages for NMW purposes⁴⁴. This may be one reason for the large number of Apprentices in this framework being paid less than the wage they should receive, especially if employers are unaware of the change. Other groups statistically more likely to receive tips were: Younger Apprentices (21 per cent of 18 or under) and those studying a Level 2 qualification (11 per cent).

Apprentices were asked to provide a figure for the amount of tips they received per day, week, month or year. The mean figures for those able to give an answer are listed in Table 5.5 overleaf, although caution is advised interpreting the figures due to the low base sizes.

⁴⁴ Since 1 October 2009, tips, gratuities, service charges and cover charges no longer count towards NMW pay. This is regardless of whether they are paid through your payroll or are given direct to workers by customers or a tronc master. Business Link:
<http://www.businesslink.gov.uk/bdotg/action/detail?itemId=1096705664&r.l1=1073858787&r.l2=1084822773&r.l3=1081657912&r.l4=1096705577&r.s=sc&type=RESOURCES>

Furthermore, one in five (19 per cent) of those receiving tips said the amount varied too much for them to provide a figure.

Table 5.5: Amount received in tips by Apprentices in Wales

| | Base size | Mean amount (£) |
|-----------|------------------|------------------------|
| Per day | 29* | 5.68 |
| Per week | 104 | 14.00 |
| Per month | 33* | 18.28 |
| Per year | 26* | 57.58 |

* Very low base size (50 or lower)

Bonuses

Over one in five (22 per cent) Apprentices in Wales received bonuses from their employer. The payment of bonuses was largely a result of the incentive structure of the sector which Apprentices were in, with those in 'Engineering' (54 per cent) and 'Retail' (37 per cent) most likely to receive a bonus. Those aged between 19 and 24 (29 per cent) and male Apprentices (28 per cent) were also more likely to receive bonuses.

The mean figures for the amount received in a bonus are listed in Table 5.6 below. One in five (19 per cent) of those receiving a bonus said the amount varied too much for them to provide a figure.

Table 5.6: Amount received in bonuses by Apprentices in Wales

| | Base size | Mean amount (£) |
|-----------|------------------|------------------------|
| Per week | 21** | 36.22 |
| Per month | 54* | 108.10 |
| Per year | 247 | 741.58 |

* Low base size (between 100 and 51)

** Very low base size (50 or lower)

Course impact on pay

Apprentices who were working for their employer before starting their training were asked if their pay had increased, decreased or stayed the same as a result of starting the course.

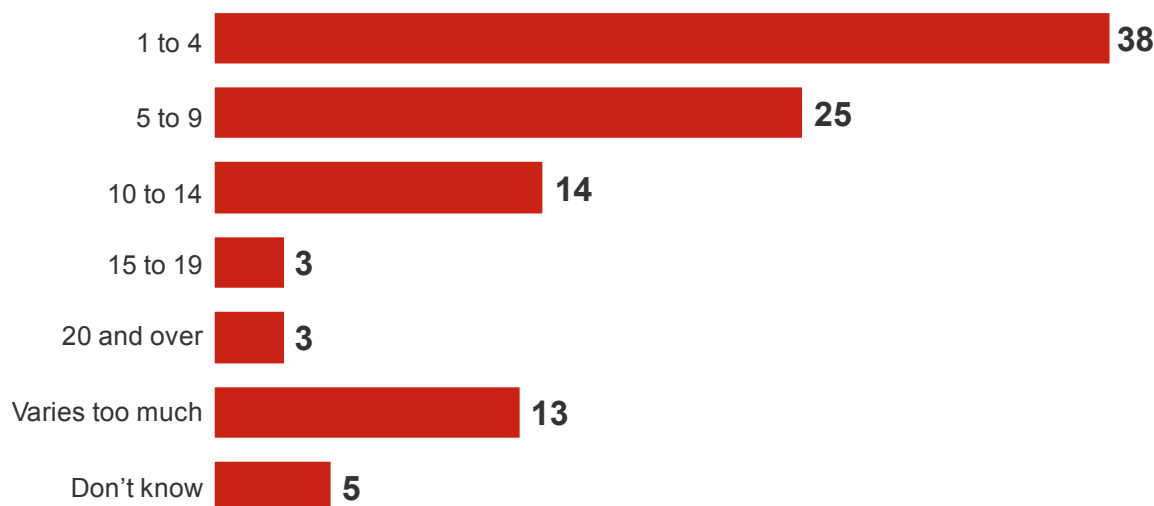
The vast majority - eight in ten (86 per cent) – said that their pay stayed the same. One in ten (11 per cent) saw an increase in their pay. However, a small number of Apprentices (1 per cent) saw a decrease in their pay. Those in 'Construction' (9 per cent) and 'Electrotechnical' (6 per cent) frameworks were more likely than average to see a decrease in their pay, albeit from small bases sizes. Decreases were also more prevalent amongst Apprentices aged 24 or under (3 per cent).

Overtime

Over half (53 per cent) worked overtime, paid or unpaid, with their employer at some point. Overtime was common across all frameworks, though it was more prevalent in the following four: 'Electrotechnical' (72 per cent), 'Retail' (64 per cent), 'Health and Social Care' (64 per cent) and 'Hospitality' (61 per cent). Those who worked for their employer before the course started (56 per cent) were also more likely to have worked overtime and it was also more common among male Apprentices (58 per cent versus 49 per cent of female Apprentices).

On average, Apprentices who worked overtime in Wales did so for six hours per week. Just under two-thirds (63 per cent) worked under 10 hours per week. Those aged 18 or under worked fewer hours overtime – a mean of 4.4 hours per week.

Figure 5.9: Number of hours working overtime per week (%)



Base: All who worked/are working overtime (1,052), 1 June to 31st July 2011

The number of hours spent working overtime was highest among Apprentices working in the 'Health and Social Care' (8.3 hours), 'Hospitality' (8.2 hours) and 'Retail' (8.0 hours) frameworks, although the base sizes for the latter two were low⁴⁵. The first two of these sectors were also found to pay relatively low Apprentice wages.

Paid overtime

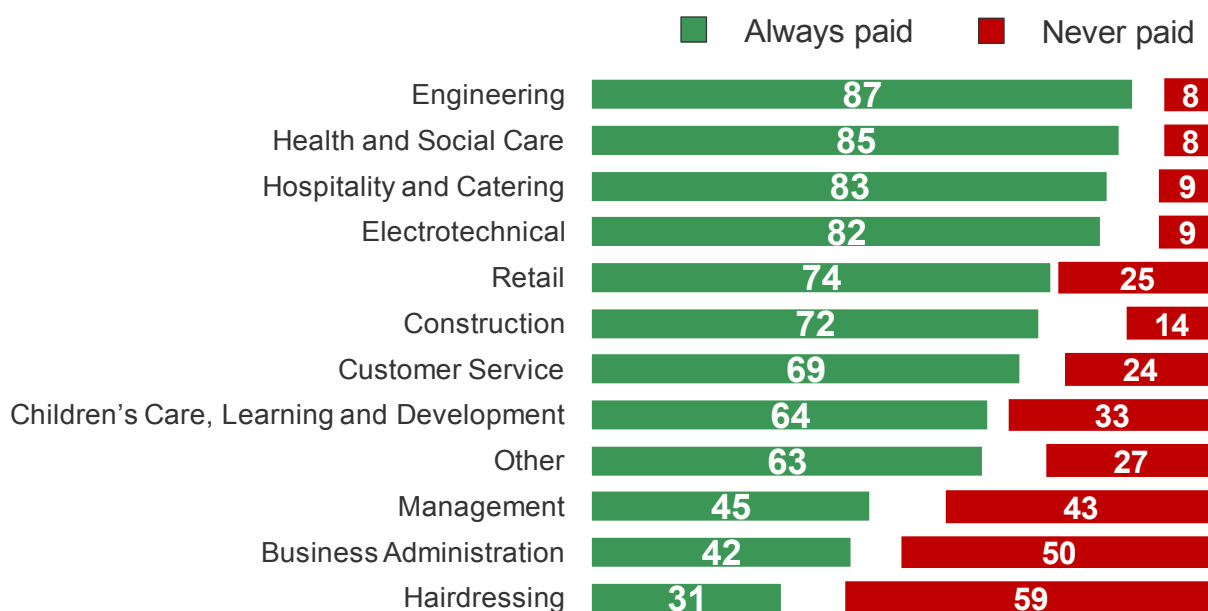
Among Apprentices who worked overtime, two thirds (70 per cent) were always paid, 7 per cent were sometimes paid and over one in five were 'never paid' (22 per cent).

Apprentices were typically paid (either sometimes or always) for their overtime. The exceptions were those studying frameworks in 'Hairdressing' (59 per cent of whom were never paid) and 'Business Administration' (50 per cent never paid), albeit from a small base

⁴⁵ Bases of 92 and 58 respectively

size for the former. Within some frameworks, Apprentices were nearly 'always paid', especially Engineering' (87 per cent), 'Health and Social Care' (85 per cent), 'Hospitality' (83 per cent) and 'Electrotechnical' (82 per cent).

Figure 5.10: Proportion working overtime and getting paid for doing so



Base: All who worked/are working overtime (1,052), 1 June to 31st July 2011

Some groups were more likely to be at least sometimes paid for overtime than others, and they were:

- Those aged between 19 and 24 (79 per cent);
- Those earning above their relevant minimum wage (73 per cent versus 53 per cent of those earning below the minimum wage).

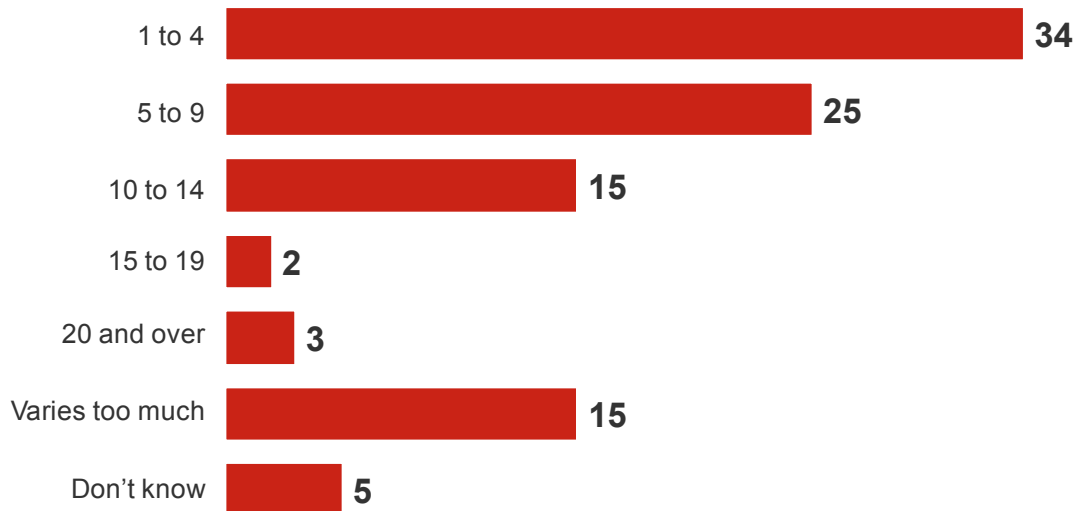
On average, those who were paid for overtime did on average six and a half hours per week. A third did between one to four hours (34 per cent), a quarter between five to nine hours (25 per cent), and 17 per cent worked over 10 hours. The rest (15 per cent) said the number of hours varied too much for them to say.

Looking at the findings by framework, 'Health and Social Care' (8.9 hours), 'Retail' (8.1 hours) and 'Hospitality' (8.0 hours) spent most hours on paid overtime on average. The 'Retail' figure is from a small base of 58. The prominence of these frameworks may help explain why women were more likely than men to work more paid overtime (7.2 hours compared to 6.0 hours).

Those who did paid overtime were paid a mean of £8.17 an hour. By framework, payment for overtime followed the same pattern as payment for main job – those in the 'Management' (£11.68), 'Engineering' (£9.91), and 'Electrotechnical' (£9.41) frameworks received the highest pay rate for working overtime. Although the first two figures are drawn

from low base sizes. Those aged 25 or over (£9.14) and male Apprentices (£8.63) received a higher mean gross hourly pay for overtime compared to all Apprentices.

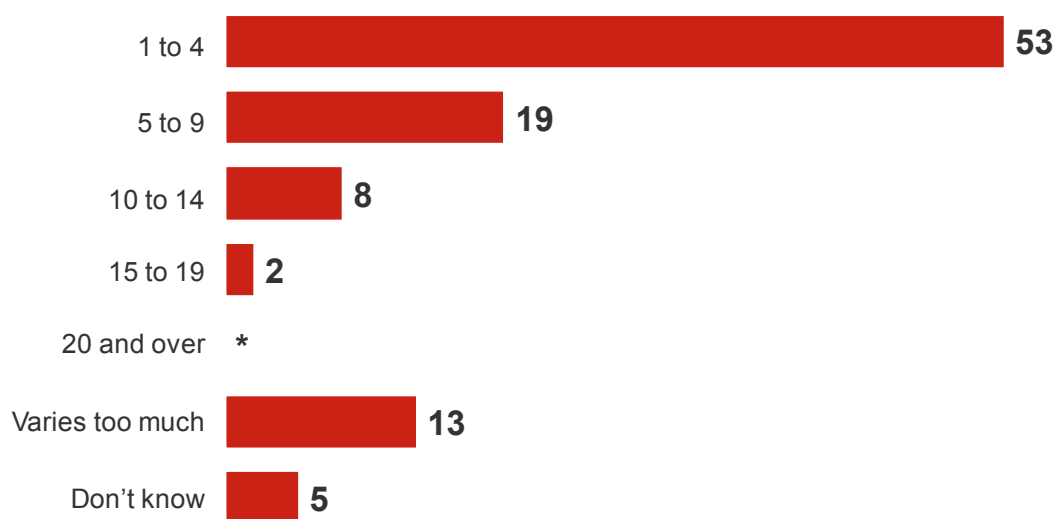
Figure 5.11: Number of hours doing paid overtime per week (%)



Base: All who worked/work any paid overtime (799), 1 June to 31st July 2011

Unpaid overtime

Overall, the average number of hours Apprentices spent on unpaid work was four hours a week. Half of those who did any unpaid work (53 per cent) did so for fewer than five hours a week. Nineteen per cent did between five to nine hours, while one in ten (10 per cent) did 10 hours or more a week. For one in ten Apprentices (13 per cent), the amount of time spent on unpaid work varied too much for them to provide an average.

Figure 5.12: Number of hours doing unpaid overtime per week (%)

Base: All who worked/work any unpaid overtime (327), 1 June to 31st July 2011

Those aged 25 years old or over spent more time on unpaid overtime work (4.6 hours) compared with younger Apprentices. Base sizes by frameworks were too low to provide any meaningful analysis.

Time off in lieu or flexi leave

Among those who did overtime work, paid or unpaid, four in ten (39 per cent) said they were given time off or flexi leave in return. Those in Year 2 of their study were more likely to say so (45 per cent).

Apprentices in clerical or management frameworks were more likely to get time off or flexi leave. These frameworks were 'Business Administration' (66 per cent) and 'Management' (61 per cent).

In Wales, those who were either sometimes or never paid were more likely to receive time off in lieu or work flexi time. Sixty two per cent of those who never got paid for overtime got time off in lieu or worked flexi-time; this figure was 60 per cent for those who sometimes got paid. In comparison, these benefits were provided to 32 per cent of those who were always paid for their overtime.

Other work

Seven per cent of Apprentices said they had other part-time, paid work aside from their work with the employer offering them the Apprenticeship. Those in the 'Early Years Care' framework (20 per cent) were more likely to have other work, which may explain why those aged 18 or under (11 per cent) and women (8 per cent) were also statistically more likely to have other work in Wales.

Those who did other work spent an average of 10.2 hours per week doing so. Four in five (82 per cent) worked under 16 hours in another job whilst 14 per cent worked 16 hours or more. Due to small base sizes, no sub group analysis was conducted.

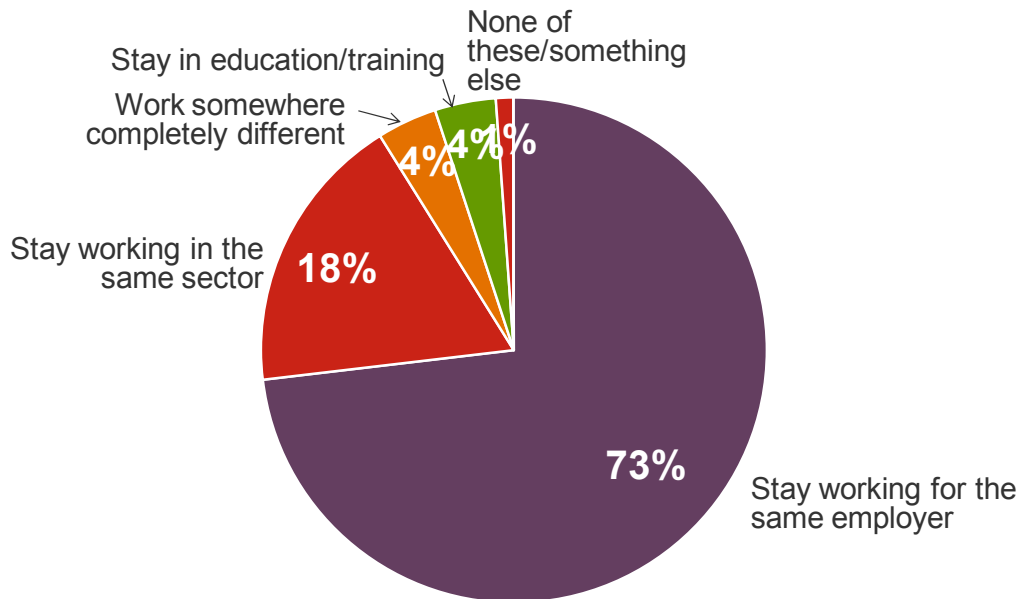
Those who did other work and gave a wage figure earned a mean of £6.72 an hour. Again, subgroup differences are difficult to assess due to small base sizes, although the figures suggest that those aged 25 or more did get a larger hourly wage for second jobs than younger Apprentices (a mean of £7.85 per hour) as did those on Level 3 courses (£7.62 an hour).

After Apprenticeships

Apprentices were asked what they planned to do after they finished their course or, for those who had recently completed, in the next few months. In Wales, three quarters (73 per cent) planned to stay working for the same employer while close to one in five (18 per cent) planned to work using what they had learned in their apprenticeship, but with other employers.

There were some significant differences by framework:

- Apprentices in 'Management' (83 per cent) were more likely to stay with their employer;
- Apprentices in 'Health and Social Care' (28 per cent) and 'Construction' (24 per cent) were more likely to stay in the same sector, but with a different employer;
- Apprentices in 'Customer Service' (8 per cent) were more likely to work somewhere completely different.
- Apprentices in 'Early Years Care' (9 per cent) were more likely to stay in education or training.

Figure 5.13: Apprentices' plans after finishing Apprenticeship

Base: All (1,997) 1 June to 31st July 2011

Older Apprentices (77 per cent of those aged 25 or older) and those being paid above the relevant National Minimum Wage (74%) were more likely to want to stay with the same employer. On the other hand, male Apprentices (20 per cent) were more likely to say they would look for work with other employers, but in the same sector.

Four per cent wanted to continue with education and the same proportion wanted to work somewhere completely different. Ten per cent of those aged 18 or under said they wanted to stay in education.

The four per cent of Apprentices (82 respondents in total) who planned to stay in education or training after the current Apprenticeship were asked what type of programme they planned to take part in.

Thirty-eight per cent planned to take part in a higher level NVQ or Apprenticeship, A third (34 per cent) wanted to go to university to do a degree and twelve per cent wanted to attend a college-based training course.

Chapter 6: Northern Ireland

Key facts in Northern Ireland

- The median rate of gross hourly pay received by Apprentices in Northern Ireland was £5.93 and the mean was £5.70. When analysed as a weekly rate, median gross pay in Northern Ireland was £200 and the mean £215. However, there was a relatively high level of non-response to the question compared to other countries (just 68 per cent provided details of pay and hours) which was partly down to the different survey mode (paper-based self completion).
- Over four in five Apprentices in Northern Ireland (82 per cent) worked 30 hours or more and the mean contracted hours was over 34 and a half hours per week (34.6). Seven per cent of Apprentices said their contracted hours were less than 21 hours a week, which is lower than is allowed under the Northern Ireland guidelines.
- Over half of Apprentices in Northern Ireland (56 per cent) said they received off-the-job training and two thirds (67 per cent) received training on-the-job. Nearly one in five (18 per cent) Apprentices in Northern Ireland said they did neither of these forms of training.
- Apprentices who undertook some off-the-job training and were able to state an average spent 7 hours (7.2 hours) per week doing so. Double the amount (14.5 hours) was spent on on-the-job training.
- Seven in ten (71 per cent) Apprentices in Northern Ireland worked for their current employer prior to enrolling on an Apprenticeship.
- The key pay data for Northern Ireland is contained in the summary table overleaf. Statistically significant differences in means between different subgroups are highlighted in bold text. Note the very low base sizes for many of the frameworks.

Table 6.1: Summary gross hourly pay for Northern Ireland

| Statistic | Median hourly pay (£) | Mean hourly pay (£) | Base⁴⁶ |
|---|------------------------------|----------------------------|--------------------------|
| Overall | 5.93 | 5.70 | 570 |
| Gender | | | |
| Female | 6.10 | 6.55 | 266 |
| Male | 4.49 | 4.82 | 304 |
| Age | | | |
| Under 19 | 3.35 | 3.57 | 71* |
| 19 to 24 | 5.30 | 5.16 | 224 |
| 25+ | 6.43 | 7.25 | 275 |
| Framework | | | |
| Team Leadership and Management | 8.22 | 8.96 | 40** |
| Health and Social Care | 6.10 | 7.06 | 86* |
| Customer Service | 6.73 | 6.94 | 13** |
| Business Administration | 6.54 | 6.53 | 18** |
| Retail | 6.10 | 6.43 | 29** |
| Hospitality and Catering | 6.13 | 6.39 | 48** |
| Children's Care, Learning and Development | 6.05 | 6.11 | 33** |
| Electrotechnical | 4.04 | 4.94 | 49** |
| Other | 4.18 | 4.65 | 160 |
| Engineering | 4.00 | 4.35 | 58* |
| Construction | 3.22 | 3.58** | 20** |
| Hairdressing | 2.50 | 2.40** | 16** |
| Year of study | | | |
| Year 1 | 5.93 | 5.80 | 347 |
| Year 2 | 5.87 | 5.39 | 164 |
| Year 3 | 5.14 | 5.83 | 59* |
| Level of study | | | |
| Level 2 | 5.93 | 5.71 | 274 |
| Level 3 | 5.91 | 5.69 | 296 |

* Low base size (51 to 100)

** Very low base size (50 or under)

⁴⁶ Base size is only those who answered questions on pay and hours. It excludes those saying they were not paid.

Summary of the main Northern Ireland findings

Because of the low base sizes, meaningful analysis by individual framework was usually not possible on the Northern Ireland data. Some limited analysis has been carried out by grouping frameworks. A technical/manual group was created by merging the data for Apprentices on the 'Engineering', 'Construction' and 'Electrotechnical' frameworks together (a base of 157 respondents) and comparing that data versus all the rest.

Routes into Apprenticeships

Seven in ten (71 per cent) Apprentices in Northern Ireland were working for their employer before enrolling on an Apprenticeship. Technical/manual Apprentices were much less likely to have worked for their employer prior to enrolment (31 per cent). Overall, nearly two-thirds of Apprentices (63 per cent) not working for an employer prior to enrolment were doing a course at school or college. This was markedly higher than the figure of 56 per cent for the UK overall.

When analysed by other factors, it was found that women were more likely than men to have worked for their employer prior to enrolment (91 per cent versus 48 per cent of men). As would be expected, age also played a part as those aged 18 or younger were far less likely to have been employed before starting their Apprenticeship. Of this age group, 26 per cent worked for their employer prior to enrolment compared to 58 per cent of 19 to 24 year olds and 96 per cent of those aged 25 or more.

Apprentice Pay

Although all Apprentices were employed, seven per cent of respondents said they did not receive any pay. Again, there was a relatively high level of non-response to this question; 85 per cent did say they received pay and the remaining 8 per cent answered "don't know", refused or left the response blank. Women and those aged 25 or more were more likely not to be paid in Northern Ireland (9 and 10 per cent respectively).

The mean gross hourly pay in Northern Ireland was £5.70 and the median was £5.93, although a third refused to answer this question. Women earned more than men – a mean of £6.55 per hour compared to the male mean of £4.82. The reason for this difference was to do with age as 84 per cent of the under 19 cohort were male and 76 per cent of the 25 plus cohort were female. When analysed as a weekly rate, median gross pay in Northern Ireland was £200 and the mean £215.

As in other countries of the UK, four in five (80 per cent) Apprentices who answered questions on pay and hours received on or above the minimum amount they should get based on their year of study and/or age. Eighteen per cent did not⁴⁷ and these were more likely to be aged 24 or under (25 per cent), and in their second or third year of study (35 and 51 per cent respectively). As with other nations, the finding is a strong indicator that the rules which dictate how much an Apprentice should earn are not understood by all

⁴⁷ Proportion does not sum to 100% as 2% did not state the wages they received.

employers, particularly that the £2.50 Apprentice Rate applies only to the first year of study for older age groups.

One in ten Apprentices (10 per cent) said they received tips and 'Hospitality & Catering' Apprentices were more likely to receive them (24 per cent)⁴⁸. One in five (20 per cent) of the group that received a wage less than their legal minimum due to their age and/or year of study received tips.

Just over one in ten (11 per cent) received bonuses from employers, and these were particularly common for men and those aged 24 or under (both 16 per cent).

Apprentices' contracted working hours

In Northern Ireland, apprentices should be employed for at least 21 hours per week, but seven per cent worked 20 hours or less. Four out of five Apprentices (82 per cent) were contracted for 30 hours or more and 15 per cent of Apprentices worked part-time (i.e. between 16 and 29 hours per week).

Overtime

Over half of Apprentices (52 per cent) worked overtime. It was more common amongst men (66 per cent) and, consequently, for those aged 18 or under (67 per cent). NVQ Level 3 Apprentices were also more likely to work overtime (56 per cent).

The average amount spent on overtime (amongst those who reported some overtime) was eight and a half hours per week (8.5), although over half of those surveyed in Northern Ireland (54 per cent) said overtime 'varied too much' for them to give an average. This proportion is much higher than the equivalent UK figure (16 per cent) and the difference was most likely due to the mode of survey. The 'varied too much to say' option was not read out during the telephone interview but had to be shown in the paper survey administered to Apprentices in Northern Ireland.

Training received

Apprentices were asked whether they received off- and on-the-job training. Half of Apprentices in Northern Ireland (56 per cent) said they received off-the job training and two thirds (67 per cent) received training on-the-job. These figures are of some concern because there are set minimum guided learning hours that form part of the Apprenticeship contract. The questions on training were specific and fully described, so it is therefore a worry that one in five (18 per cent) of Apprentices said they did neither of these forms of training.

Those receiving training were asked about the average hours per week they spent doing it. Overall, Apprentices spent twice as long training on-the-job (fourteen and a half hours per week) compared to off-the-job (over seven hours).

⁴⁸ 88 per cent of Hairdressing Apprentices received tips, but from a base of 22 responses. The proportion is in line with other countries, but for NI the base size is too small to report on at the sub group level.

This chapter provides detailed analysis of the findings of the Northern Ireland postal survey, taking into account features of Apprenticeship schemes that were specific to the country. The mode of the survey is an important consideration when thinking about differences between countries. It has already been noted on a couple of occasions that the variation in findings for Northern Ireland was most likely due to the way the survey was administered.

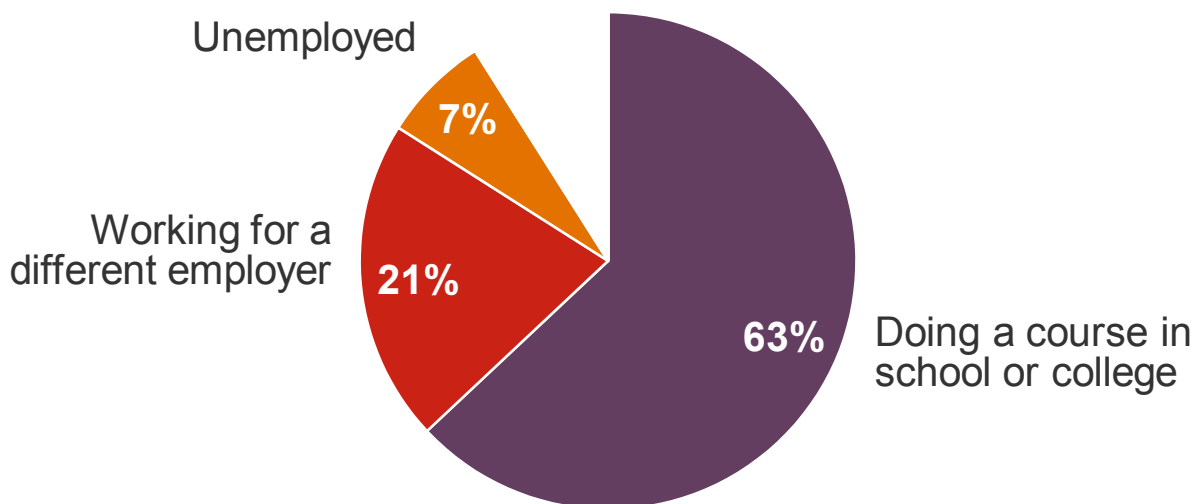
Unlike the other Devolved Administrations, the number of responses by individual framework is usually much too low from which to complete meaningful statistical analysis. Comment has been made where possible, however the only framework in which there is a large enough base to make comment is Health & Social Care (126 responses). Some frameworks ('Hairdressing', 'Construction' and 'Customer Care') contain 25 responses or fewer.

Starting on an Apprenticeship and hours worked

Routes into Apprenticeships

Seven in ten (71 per cent) Apprentices in Northern Ireland worked for their employer before starting their Apprenticeship. Twenty-eight per cent of Apprentices were *not* working for their employer before starting the course. Amongst this group, over three in five (63 per cent) said they were doing a course in school or college; one in five (21 per cent) were working for a different employer; and seven per cent were unemployed.

Figure 6.1: Routes into Apprenticeships (amongst those not already working for their employer)



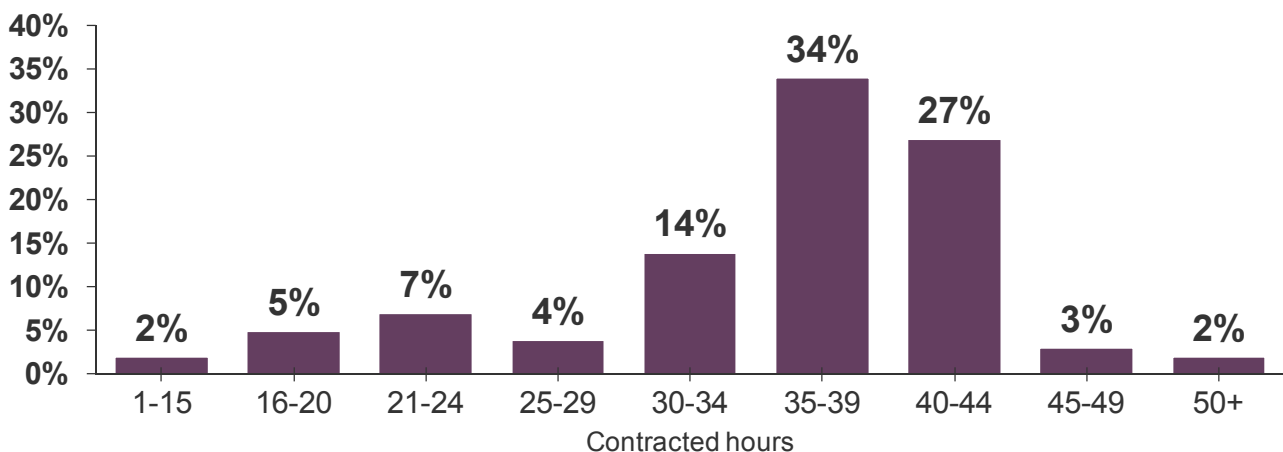
Base: All Apprentices not working for their employer prior to enrolment (241) 1 June to 4th August 2011
9% selected other or refused

As one may expect, education was most common for younger Apprentices (80 per cent of those aged 18 or under) and employment with a different employer for older ones (54 per cent for those 25 or above).

Number of hours contracted to work

Apprentices were asked the number of hours a week they were contracted to work by their employer, excluding meal breaks and any overtime. Apprenticeship regulations in Northern Ireland state that apprentices should be employed for a minimum of 21 hours per week. As shown in Figure 6.2 below, 7 per cent of Apprentices in Northern Ireland were contracted for 20 hours or less.

Figure 6.2: Number of hours contracted to work



Base: All Northern Irish Apprentices (842) 1 June to 4th August 2011

Participation in training

Apprentices in Northern Ireland were asked whether they had taken part in any off-the-job or on-the-job training as part of their course.

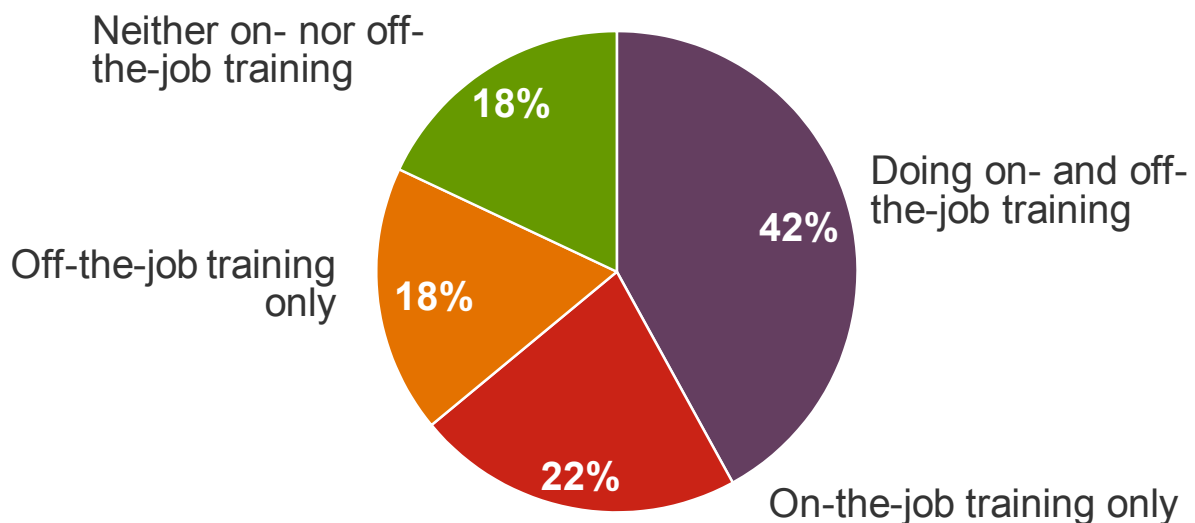
- **Off-the-job training** was defined for them as training away from their everyday work and which could include courses, workshops, training sessions, distance learning, workbooks, CD-ROMs, etc. In addition, off-the-training could still be conducted at the place where they worked, but would be away from their everyday work area.
- **On-the-job training** was defined as training where someone provided advice, showed them how to do something or coached them whilst they were doing their everyday work.

Figure 6.3 overleaf calculates the proportion of Apprentices that said they did both on and off the job training in Northern Ireland. The key difference in this figure to other equivalents in the report is the high level of “don’t know” and non-response in the question from Apprentices in Northern Ireland. Cases in which a respondent said “don’t know” to both questions asking about the type of training undertaken are excluded from Figure 6.3. The answer for those stating “don’t know” to one of the questions was assumed to be “no training” for the purpose of this analysis. This accounts for the differences in the

percentages displayed in Figure 6.3 compared to those presented in the individual discussions concerning off- and on-the-job training.

Two in five Apprentices in Northern Ireland (42 per cent) took part in both types of training; Twenty-two per cent took part in on-the-job training only and 18 per cent in off-the-job training only. Nearly one in five (18 per cent) received no training at all.

Figure 6.3: Proportion of Apprentices in Northern Ireland receiving on- and off-the-job training



Base: Northern Irish Apprentices excluding those saying don't know to both questions on training (837) 1 June to 4th August 2011

"Don't know" was assumed to be "no" in response to the individual question, so the following rules were applied to derive this table:

1. Yes to on-the job + don't know = On-the-job training only.
2. Yes to off-the job + don't know = Off-the-job training only
3. No to either + don't know = Neither on- nor off-the-job training

Off-the-job training

Over a half (56 per cent) of Apprentices had undertaken off-the-job training, with men more likely than women to have done so (64 per cent compared with 48 per cent respectively). This is likely to be explained by the proportion of Apprentices on technical/manual Apprenticeships, two thirds (66 per cent) of who received off-the-job training. The use of off-the-job training also varied by age; Apprentices aged 25 or more were less likely to have taken part in off-the-job training than average (49 per cent compared with 56 per cent respectively).

Level 2 Apprentices (51 per cent) had lower levels of participation in off-the-job training compared with Level 3 Apprentices (64 per cent).

Apprentices who reported undertaking off-the-job training spent an average of 7.2 hours a week doing so. A third (35 per cent) of Apprentices on technical/manual frameworks spent 15 hours or more training off-the-job, which was significantly more than for all Apprentices (10 per cent). Subsequently, male Apprentices (9.2 hours) spent more time on off-the-job

training compared with females (4.7 hours), reflecting their tendency to undertake a more technical Apprenticeship. The number of hours spent on off-the-job training varied by age, from 11.7 hours among those aged 18 or under and falling to 7.9 hours for those aged 19-24 years and 4.6 hours among those aged 25 or above. The number of hours spent on off-the-job training were highest among those in Year 3+ (9.8 hours) compared with 7.1 hours for Year 1 and 6.48 hours for Year 2 Apprentices.

On-the-job training

Two-thirds (67 per cent) of Apprentices undertook on-the-job training. Significantly more technical/manual Apprentices received training in this way (87 per cent) compared to the overall figure. The demographic differences in the profile of those who had undertaken on-the-job training were similar to those who had undertaken off-the-job training. Male Apprentices (78 per cent versus 58 per cent female Apprentices), younger Apprentices (86 per cent of 18 years old and 77 per cent of 19-24 year olds, compared with 55 per cent of 25 years old or over) and those in Year 3+ (84 per cent of Year 3+ versus 65 per cent of Year 1 and 69 per cent Year 2) were more likely than average to have undertaken on-the-job training.

The average number of hours spent by those training on-the-job was 14.5 hours per week, which is double that spent by those training off-the-job. Twenty four per cent of Apprentices spent 20 hours or more training on-the-job and for the technical/manual group, this proportion was much greater (43 per cent). Male Apprentices (21.0 hours) and those aged 24 or under (25.5 hours for those aged 18 or under and 17.4 hours for 19 to 24 year olds) were more likely to spend more time on on-the-job training.

The amount of time spent training on-the-job also increased with the year of study – from 12.5 hours for Year 1 Apprentices to 23.9 hours for Year 3+ Apprentices. Level 3 Apprentices (18.8 hours) also received more on-the-job training compared with Level 2 Apprentices (11.9 hours).

Pay rates

Basic pay from employer

The vast majority of Apprentices in Northern Ireland (85 per cent) received pay from their employers, although this is significantly below the GB average. Seven per cent said they received no pay with remainder saying they either did not know if they were paid or refusing to answer the question.

The response rate to the main question on gross pay in Northern Ireland was low compared to Apprentices in other countries: 68 per cent provided details of pay and hours. The mean rate of pay given by these Apprentices was £5.70 per hour and the median was £5.93. When analysed as a weekly rate, median gross pay in Northern Ireland was £200 and the mean £215.

Table 6.2 overleaf provides the mean and median hourly pay rates by framework, however caution should be applied when reading the data due to the extremely low base sizes in some cases.

Female Apprentices (nine per cent), those aged 25 or more (10 per cent) were more likely than average to say they received no pay.

Table 6.2: Mean wage and proportion below minimum wage by framework

| | Base size | Median gross hourly pay (£) | Mean gross hourly pay (£) | Proportion earning below minimum wage ⁴⁹ (%) |
|---|------------|-----------------------------|---------------------------|---|
| Team Leadership and Management | 40** | 8.22 | 8.96 | 0 |
| Health and Social Care | 86* | 6.10 | 7.06 | 6 |
| Customer Service | 13** | 6.73 | 6.94 | 0 |
| Business Administration | 18** | 6.54 | 6.53 | 4 |
| Retail | 29** | 6.10 | 6.43 | 3 |
| Hospitality and Catering | 48** | 6.13 | 6.39 | 10 |
| Children's care, Learning and Development | 33** | 6.05 | 6.11 | 9 |
| Total | 570 | 5.93 | 5.70 | 18 |
| Electrotechnical | 49** | 4.04 | 4.94 | 39 |
| Other | 160 | 4.18 | 4.65 | 26 |
| Engineering | 58* | 4.00 | 4.35 | 21 |
| Construction | 20** | 3.23 | 3.58 | 5 |
| Hairdressing | 16** | 2.50 | 2.40 | 57 |

* Low base size (51 to 100)

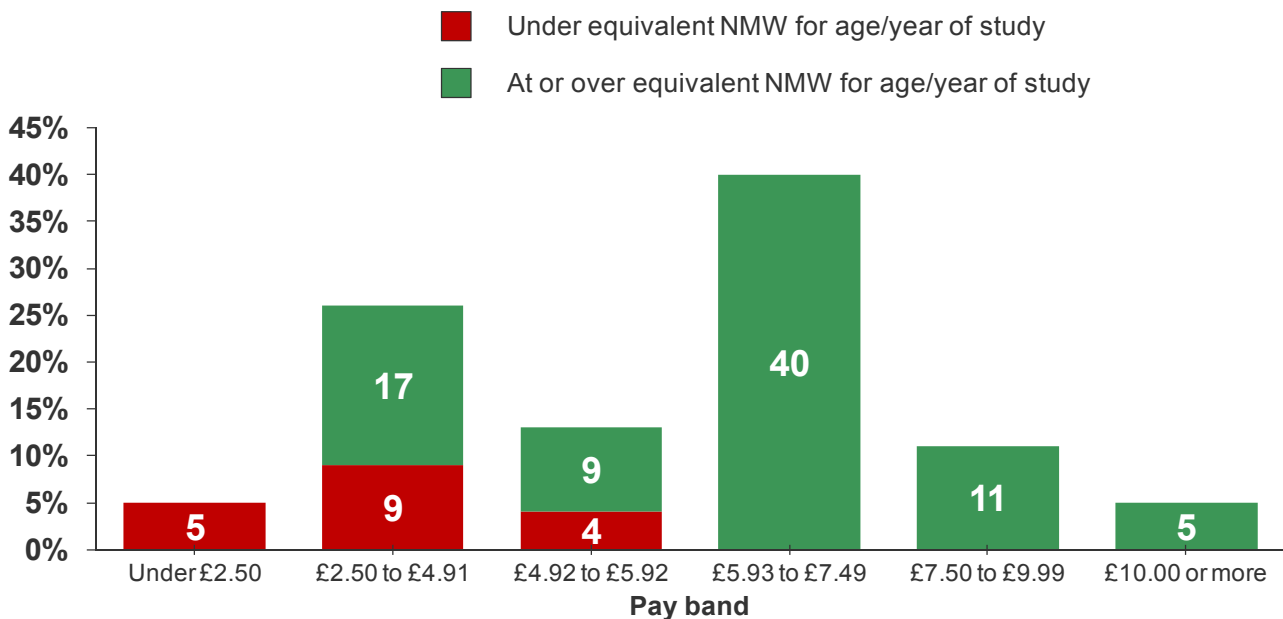
** Very low base size (50 or under)

As with all other countries, analysis was also carried out on the amount of pay received compared to what that Apprentice should be getting based on their year of study and age. Among those who were paid and reported a wage figure, four in five (80 per cent) were paid at the relevant minimum wage or above and one in five (18 per cent) were paid below minimum wage⁵⁰.

As there may be some error due to recall or rounding, a further calculation was undertaken in which a 10 per cent error margin was applied to the figures. Using this threshold, 10 per cent of Apprentices were still recorded as receiving less than the minimum wage they should based on their year of study and/or age.

⁴⁹ Figure excludes those receiving no pay

⁵⁰ The remaining two per cent did not state a wage

Figure 6.4: Apprentice Pay rates in Northern Ireland (%)

Base: All those giving a wage figure (570), 1st June to 31st July 2011

A few subgroups were more likely to be paid below the minimum wage they should receive based on their year of study and/or age:

- Male Apprentices (24 per cent versus 11 per cent of female Apprentices);
- Those aged 19-25 years (29 per cent versus 8 per cent of those aged 25 or above);
- Those in Year 2 and 3 of their course (35 and 51 per cent respectively compared with seven per cent in Year 1); and
- Those studying at Level 3 (24 per cent compared with 13 per cent at Level 2)

Employment prior to the course also played a role: three in ten of those who did not work for their employer before the course (31 per cent) were paid below the relevant minimum wage compared to 10 per cent working for their employer before starting their Apprenticeship.

The amount of training offered also correlated with levels of pay. Those who received off-the-job training were more likely to be paid below the minimum wage they should have received (21 per cent).

Tips from customers

Apprentices were asked whether they received any tips from customers in their work with their employer, and one in ten (10 per cent) said they did. Younger Apprentices were significantly more likely to receive tips (18 per cent of those 18 or under and 14 per cent of those aged 19 to 24).

The 81 Apprentices receiving tips were asked to provide a figure for the amount of tips they received per day, week, month or year. Four in ten of these (39 per cent) said it varied too much to say and over half (53 per cent) replied don't know.

Bonuses

Around one in ten (11 per cent) Apprentices in Northern Ireland received bonuses in their work. The following groups were more likely to receive bonuses than average: male Apprentices (16 per cent) and those aged 19 to 24 years (15 per cent).

As with tips, some (21 per cent) said the amount they received varied too much to provide an average amount and 17 per cent said they did not know. Of the remainder, most gave a 'per year' amount, and the 51 respondents choosing this option gave a mean bonus of around £350 per year.

Course impact on pay

Apprentices who were working for their employer before starting their training were asked if their pay had increased, decreased or stayed the same as a result of starting the course.

The vast majority – around three-quarters (87 per cent) – said that their pay stayed the same whilst seven per cent saw an increase in their pay. Male Apprentices were more likely to say their pay had increased than females (14 per cent compared with three per cent). However, a small number of Apprentices (three per cent) saw a decrease in their pay.

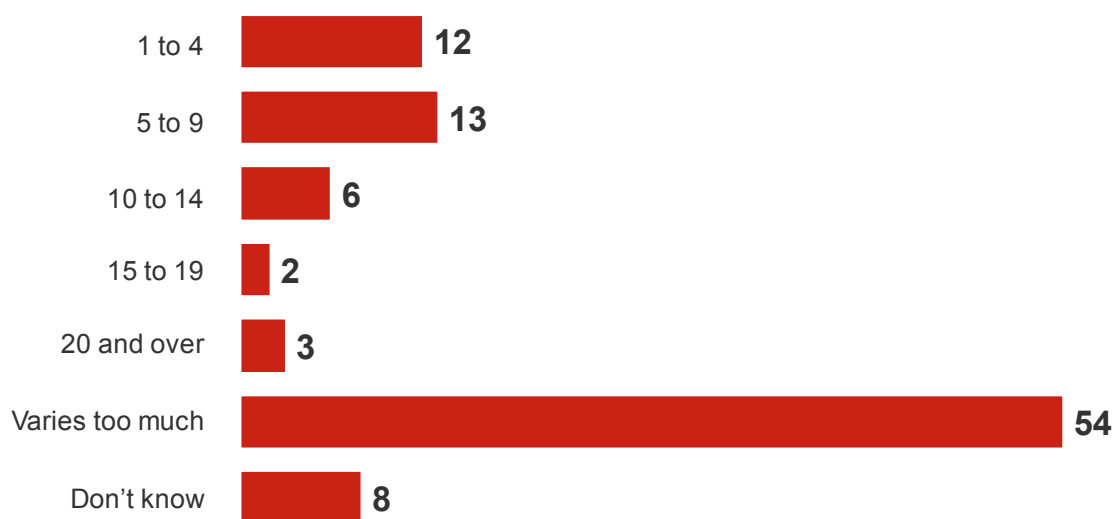
Overtime

Around half (52 per cent) worked overtime, paid or unpaid, with their employer at some point. Overtime was more common among male Apprentices (66 per cent compared to 38 per cent of female Apprentices). The likelihood also increased the younger the Apprentice (from 67 per cent for those aged 18 or under, compared with 62 per cent for those aged 19-24 years and 39 per cent for those aged 25 or more), with year of study (67 per cent of Year 3+ Apprentices worked overtime compared with 50 per cent and 51 per cent for Year 1 and 2 respectively) and level of study (49 per cent of Level 2 Apprentices compared with 56 per cent of Level 3 Apprentices).

Those who did not work for their employer before the course (68 per cent), who participated in off-the-job training (57 per cent) or who participated in on-the-job training (57 per cent) were more likely to work overtime than average.

On average, Apprentices who worked overtime in Northern Ireland did so for 8.5 hours per week. One in four (25 per cent) worked under 10 hours per week.

Figure 6.6 overleaf shows the number of hours of overtime per week that Apprentices in Northern Ireland said they worked. The data is a good example of the possible effects of mode in survey design as the data is statistically very different to that provided in other countries. In particular, the 'varies too much to say' precode is much more heavily used in the self-completion survey and was chosen by over half (54 per cent) of Apprentices in Northern Ireland. In comparison, just 16 per cent of Apprentices spontaneously said this during the telephone survey as the 'varies' option was not a read out precode.

Figure 6.6: Number of hours working overtime per week (%)

Base: All who worked/are working overtime (447), 1 June to 31st July 2011

Paid overtime

Among Apprentices who worked overtime, seven in ten (70 per cent) were 'always paid', 13 per cent were 'sometimes paid' and 15 per cent were 'never paid'. Apprentices in their third or subsequent year were more likely to be paid for overtime than those in earlier years of their Apprenticeship (99 per cent who were always or sometimes paid, compared to 83 per cent overall);

On average, those who worked paid overtime did so for 9.2 hours a week. One in ten did between one to four hours (11 per cent), 15 per cent between five to nine hours, and eight per cent worked over 10 hours. More than half (55 per cent) said the number of hours varied too much for them to say.

Those who did paid overtime received a mean of £6.45 an hour. Median overtime pay was £6.40. Those aged 25 or more (£6.86) enjoyed a higher than average gross hourly pay for such work.

Unpaid overtime

Overall, those Apprentices who did unpaid overtime spent an average of 10.3 hours a week doing so. Just five per cent of those who did any unpaid work did so for fewer than five hours a week. Similar proportions worked between 5-9 hours per week (4 per cent), 10-14 hours per week (4 per cent) and 15+ hours per week (4 per cent). For around two in five Apprentices (42 per cent), the amount of time spent on unpaid overtime varied too much for them to give an average.

Time off in lieu or flexi leave

Among those who did overtime work, paid or unpaid, around three in ten (31 per cent) said they were given time off or flexi leave in return. Albeit from low base sizes, those who

were either sometimes or never paid were more likely to receive time off in lieu or work flexi time. Nearly half (48 per cent) of those who never got paid for overtime got time off in lieu or worked flexi-time; the figure was 40 per cent for those who sometimes got paid. In comparison, 25 per cent of those who were always paid for their overtime received these benefits.

Other work

Ten per cent of Apprentices in Northern Ireland said they had other part-time, paid work outside their Apprenticeship. Males (14 per cent), those aged 19-24 (13 per cent), and those studying at Level 3 (12 per cent) were more likely than average to rely on other work to supplement their income.

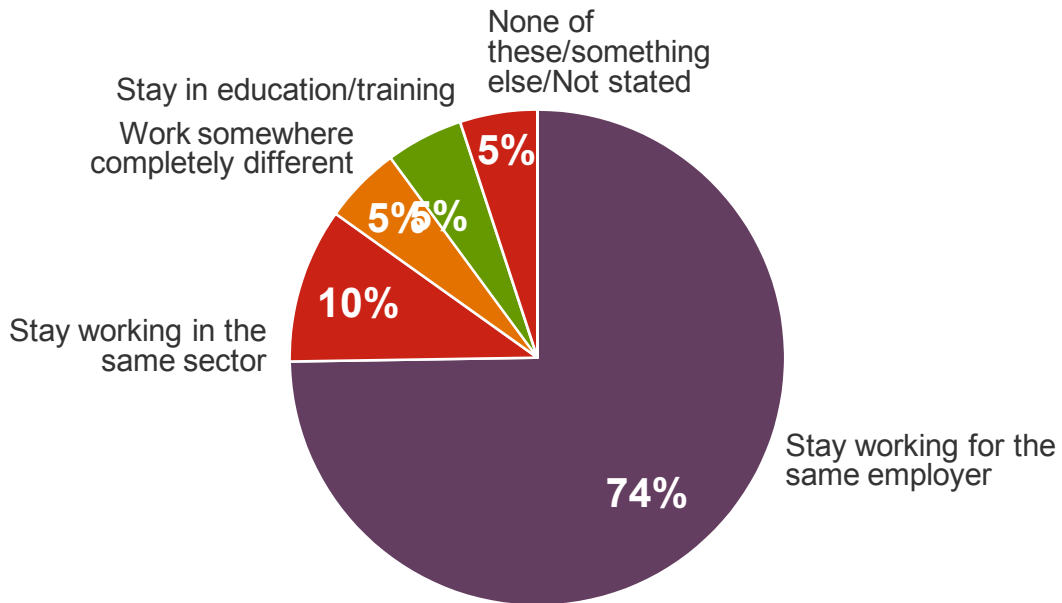
Those who did other work spent on average 12.7 hours in that work. Almost three in five (56 per cent) spent under 16 hours while around three in ten (29 per cent) spent 16 hours or more.

Those who did other work and gave a wage figure earned on average £5.69 an hour, although this is from a base of just 66 Apprentices so this finding should be treated with some caution.

After Apprenticeships

Apprentices were asked what they planned to do after they finished their course or, if they had already completed, in the next few months. Three-quarters (74 per cent) planned to stay working for the same employer while one in ten (10 per cent) planned to work in the same sector but with a different employer. Older Apprentices (79 per cent of those aged 25 or more) and those in Year 1 (77 per cent) were more likely than average to say they would stay with the same employer.

Five per cent wanted to continue with education and five per cent wanted to work somewhere completely different.

Figure 6.7: Apprentices' plans after finishing Apprenticeship

Base: All Apprentices in Northern Ireland (842), 1 June to 31st July 2011
 Chart does not sum to 100% due to rounding

The five per cent of Apprentices who planned to stay in education or training after the current Apprenticeship were asked what type of programme they planned to take part in.

Over half (54 per cent) planned to take part in a higher level NVQ or Apprenticeship. One in five (20 per cent) wanted to go to university to do a degree and six per cent wanted to attend a college-based training course.

Appendix A: Methodology

The survey in brief

The 2011 Survey of Apprentice Pay was administered to a random selection of Apprentices in England, Scotland and Wales (GB), and to all Apprentices in Northern Ireland.

A disproportionate, randomly selected sample was surveyed in GB using a Computer Assisted Telephone Interviewing (CATI) mode. The principle reason for a disproportionate sample was to ensure that enough data was collected on the main 11 frameworks in Great Britain to allow for cross comparison. The GB survey sample was drawn from Apprentice records supplied by the Skills Funding Agency in England, the Department for Children, Education, Lifelong Learning and Skills in Wales and Skills Development Scotland. The audience was Level 2 and 3 Apprentices who were still on their course in April 2011. After an opt-out process, Ipsos MORI attempted to contact 25,014 Apprentices. A total of 10,178 agreed to complete an 8 minute questionnaire about their pay and working hours. These interviews comprised 6,140 in England, 2,041 in Scotland and 1,997 in Wales.

- This represents an unadjusted GB response rate of 40.7%.
- After incorrect phone numbers and ineligible respondents were removed, **the adjusted response rate was 51.9%**.
- A cooperation rate of 78.8% was also calculated, which discounts all of the unknown records and only includes completed interviews and refusals.

The Department of Employment and Learning in Northern Ireland (DEL) is responsible for the data records of Apprentices under their jurisdiction. DEL did not hold specific authorisation to either release Apprentice records to Ipsos MORI in order to draw a sample or supply contact details for the purposes of a telephone survey. Instead, a postal survey was administered by DEL to all current Apprentices listed on their records. A total of 10,723 postal surveys were sent to Apprentices in Northern Ireland, of which 842 were completed, representing a response rate of 7.9%.

The research audience

Learners on Level 2 and Level 3 Apprenticeships in the UK comprised the target research audience. The sample was designed to deliver sufficient numbers of interviews for analysis by key sub-groups (e.g. framework, gender, age, ethnicity, number of years since starting the programme) within each country. Analysis by framework was a special case and it was agreed that enough interviews would be conducted in the top eleven frameworks⁵¹ to allow for cross analysis at the UK/GB level. All other frameworks were sampled to be included in a catch-all "other" category.

⁵¹ based on the total number of UK Apprentices

Sampling approach

Because the findings would be used to inform key areas of government policy, it was necessary to ensure robust data was available for analysis. For this reason, random probability sampling was adopted in England, Scotland and Wales. A different approach was taken in Northern Ireland due to the data protection constraints.

Sampling in Great Britain

Three different national sample frames were used in Great Britain: The Individualised Learner Record (ILR) in England; Scotland's Corporate Training System; and Lifelong Learning Wales Record. Each administration has taken a different approach towards seeking permission to contact Apprentices for survey purposes. In England, a specific field is used to denote whether a learner can be contacted for research purposes. In Wales and Scotland, permission is included in the general terms and conditions to which learners sign-up to on enrolment. BIS sent an advance letter to all Apprentices selected to take part in the survey for England, Wales and Scotland. In all, 30,000 advance letters were sent (18,000 in England and 6,000 in each of Scotland and Wales). These numbers were based on an assumed minimum unadjusted response rate of 33%.

Prior to sample selection, the sample was first cleaned to ensure both contact details (address and telephone number) were present and duplicate records removed. The England and Wales data was provided at a course level and not for individual Apprentices. As one Apprentice can be listed on many courses⁵² or modules, each file needed to be "de-duplicated" to create a file list of unique Apprentices.

In Wales, selecting the right record was more complicated. Originally, the 'lp17 – Type of Learning Programme' was used as this lists the type of Apprenticeship. However, it became apparent that a Foundation Apprenticeship in Wales nearly always equates to a level 2 qualification, and a Modern Apprenticeship can be either a Level 2 or 3 (the ratio is around 70:30 in favour of Level 3). The initial sample was drawn using the lp17 variable and needed to be subsequently corrected using the following method. Instead of lp17, the 'la06 – Learning aim reference' variable was used as this listed all of an Apprentice's courses and modules. A separate look-up file was required to derive the level of the course, which was appended to the learner record. All courses which were not Level 2 or 3 were then removed. Duplicates still remained after this process, so either the higher level remaining was chosen, or in the case of the listed level being the same, one of the listed courses was chosen at random as this did not affect the framework classification.

Further data processing was required on all data to remove learners who had finished their course by April 2011 and to remove individuals with no listed telephone number as they could not be contacted for a CATI survey.

The sample frame was then stratified by: Educational Level (Levels 2 and 3), gender, age, ethnicity, year of study, course name (as opposed to broad framework) and, where held, disability. In deriving the year of study variable, a date was set for the middle of the fieldwork period (1st July, 2011).

⁵² The records drawn for the survey came from both the learner and aims database of the Individualised Learner Records in England because on the learner database holds contact details.

Sampling in Northern Ireland

There are 10,723 Apprentices listed on the DEL learner database (the Client Management System). Given that BIS had a target of c.1,000 returned surveys, it was decided to conduct a census since unadjusted postal response rates without reminders are typically low, at around 10%. Therefore, all 10,723 Apprentices on the database were sent a postal survey. The principle reason that no reminders were issued is because Ipsos MORI did not have access to the sample. The burden on DEL would have been too great to ask them to send reminders.

Mode of data collection

Great Britain

A CATI methodology was adopted for the GB element of the survey. CATI was by far the most cost-effective and efficient way of collecting reliable data given the sample size, the geographical distribution of the sample and the fact that a telephone number was included in the samples. Telephone mode is generally well established for surveys of learners and Apprentices. This was also the approach used in earlier Apprentice Pay surveys. Fieldwork took place from 1 June to 31 July 2011.

In order to maximise response rates, the sample was split into batches and loaded at a ratio of two leads per interview. Response rates were monitored for frameworks within country and additional samples were released only for cells with lower than average response rates.

Northern Ireland

Ipsos MORI designed the NI questionnaire to match the wording of the GB telephone questionnaire as closely as possible. Nonetheless, taking into account that the NI survey used a self-completion methodology, some of the question ordering was changed to simplify the routing for respondents.

The final graphic-designed questionnaire was provided to DEL, which was responsible for printing and mailing the survey to all 10,723 Apprentices on the database. In line with the GB telephone survey, fieldwork took place from 1 June to 31 July 2011.

Although we were not able to send reminder questionnaires we did take the following steps to improve the response rate:

- The Ipsos MORI and DEL logos were included on the cover letter to assure respondents that the survey was bona fide; and
- An Ipsos MORI and DEL contact was listed on the cover letter so that respondents could contact with any questions.

For the data processing and weighting, where it was necessary to match each returned survey back to the profile of the respondent, DEL provided Ipsos MORI with an anonymised dataset linking the serial number of each survey to the respondent's gender, age, year of study, level of study and Apprenticeship framework.

Response rates

The overall unadjusted response rate for the 2011 survey was 40.7% as 10,178 interviews were completed from a loaded sample of 25,014 Apprentices. However, as indicated in the table below, not all of the leads were usable because the listed telephone number was not eligible for a variety of reasons. This included the number being wrong or unobtainable, or the person listed not being known at that number. Removing these ineligible numbers from the overall sample results in an adjusted response rate of 51.9%. A cooperation rate of 78.8% was also calculated, which discounts all of the unknown records and only includes completed interviews, refusals and ineligible responses.

Table A1: Response rates

| | | | |
|------------------------------------|---------------|--------------|--------------|
| Total sample loaded | | | 25,014 |
| <i>Ineligible</i> | | 5,409 | 21.6% |
| Completed and known eligibility | | 19,597 | 78.3% |
| Completed interviews | 10,178 | 51.9% | 40.7% |
| Refused and other known eligible | 2,733 | 13.9% | 10.9% |
| Screened out of survey | 1,111 | 5.7% | 4.4% |
| Unknown eligibility | 5,583 | 28.5% | 22.3% |
| Total refused or known eligibility | 12,911 | | |
| Cooperation rate | 78.8% | | |

Table A2 lists the adjusted response rates for each country and for each framework.

Table A2: Achieved interviews and response rates by framework

| Framework | England | | | Scotland | | | Wales | | |
|-------------------------|-------------------|---------------------|----------------------------|-------------------|---------------------|----------------------------|-------------------|---------------------|----------------------------|
| | Target interviews | Achieved interviews | Adjusted response rate (%) | Target interviews | Achieved interviews | Adjusted response rate (%) | Target interviews | Achieved interviews | Adjusted response rate (%) |
| Customer Service | 500 | 534 | 48.7 | 167 | 176 | 51.5 | 167 | 165 | 47.0 |
| Business Administration | 500 | 547 | 50.1 | 167 | 177 | 65.3 | 167 | 171 | 53.8 |
| Retail | 500 | 538 | 51.7 | 167 | 176 | 56.4 | 119 | 124 | 54.9 |
| Health & Social care | 500 | 513 | 47.8 | 167 | 152 | 39.5 | 211 | 184 | 43.1 |
| Engineering | 500 | 511 | 55.6 | 167 | 178 | 64.3 | 167 | 178 | 63.6 |
| Childcare | 500 | 519 | 54.5 | 167 | 169 | 58.1 | 167 | 163 | 50.6 |
| Hospitality | 500 | 503 | 45.2 | 167 | 171 | 52.6 | 167 | 167 | 49.1 |
| Hairdressing | 500 | 490 | 53.4 | 167 | 168 | 57.5 | 167 | 167 | 56.6 |
| Construction | 500 | 496 | 54.1 | 167 | 171 | 55.9 | 167 | 173 | 57.1 |
| Team Management | 500 | 475 | 45.7 | 167 | 156 | 46.2 | 167 | 173 | 58.6 |
| Electrotechnical | 500 | 508 | 53.5 | 167 | 172 | 66.2 | 167 | 158 | 53.4 |
| Other | 500 | 506 | 47.7 | 167 | 175 | 63.4 | 167 | 174 | 56.1 |
| Total | 6,000 | 6,140 | 50.5 | 2,000 | 2,041 | 55.6 | 2,000 | 1,997 | 53.1 |

Northern Ireland

A total of 842 respondents in Northern Ireland returned a completed survey, out of an initial mailing list of 10,723 addresses. This represents an unadjusted response rate of 7.9%.

The adjusted response rate is calculated by removing void sample (sent to derelict, demolished, business or vacant addresses). In this case, there were 7 void addresses, so the adjusted response rate was also 7.9%.

Non-response and corrective weighting

As the GB CATI survey was designed using disproportionate stratification, corrective weights needed to be applied to the final data to provide representative findings for Great Britain and its constituent countries. This meant that significant design effects were built into the survey design. Whilst the design effect was known to be high from the outset, it was agreed with BIS that this was a price worth paying to allow for a high level of cross-framework analysis and the GB and individual country level.

The survey weighting for CATI responses was automated by the data processing software and took into account several factors. Firstly, the design weights were calculated in order to account for the unequal selection probabilities resulting from the disproportionate stratification in the sample. This weight took into account the chance of selection for each record based on the different sized sub-populations based on framework and level of study in each country.

Secondly, weighting for non-response was completed based on the population profiles outlined in Tables B1 to B5 in Appendix B. In this case, rrim weighting was used, which is an iterative process using an algorithm to apply a weight using one variable at a time. At the end of the process, a weight is derived for each record which satisfies the population distribution in each country based on the variables selected, in this case the proportional distribution for each devolved administration as listed in tables B1 to B5.

Finally, to obtain an overall weight for Great Britain and the UK, a simple population weight was used based on the number of Apprentices in each devolved administration.

Appendix B provides the profile data from which the weights were derived. Post-weighting, the effective base size for the whole GB survey was 3,554. For the individual nations, the effective base sizes were 2,963 in England, 1,125 in Scotland and 1,338 in Wales.

The same level of weighting was not possible for Northern Ireland due to the lack of profile data Ipsos MORI had access to and the mode of survey adopted. Limited profile data was available for some corrective weighting, which resulted in an effective base size of 653 for the Northern Ireland data. Because of the use of a different mode (postal) and different weighting strategies, UK level reporting was only been conducted on the key survey questions. The Northern Ireland data is not comparable with the collected in the GB. Ipsos MORI urge caution when considering any UK statistics derived from this survey.

Appendix B: Apprentice Profile Data

For the purposes of sampling and weighting, profile data of Level 2 and 3 Apprentices who were still on their course in April 2011. The GB survey sample was drawn from Apprentice records supplied by the Skills Funding Agency in England, the Department for Children, Education, Lifelong Learning and Skills in Wales and Skills Development Scotland. The England profile data provided below is for all Apprentices where as the sample was drawn from only those that had agreed to be contacted for research purposes on their enrolment form. In the case of Northern Ireland, all current Apprentices were contacted by post and asked to take part. This profile data for each participating country by framework by level, age, year of study, gender and ethnicity is provided below.

Table B1: Profile data of Apprentices in training by framework, April 2011

| | England | | | Scotland | | | Wales | | | Northern Ireland | | |
|---|--------------|--------------|----------------|--------------|--------------|---------------|--------------|--------------|---------------|------------------|--------------|---------------|
| | Level 2 | Level 3 | Total | Level 2 | Level 3 | Total | Level 2 | Level 3 | Total | Level 2 | Level 3 | Total |
| Customer Service | 6.8% | 2.1% | 43,931 | 2.0% | 1.7% | 1,153 | 5.8% | 2.3% | 1,849 | 3.1% | 0.5% | 383 |
| Business Administration | 5.6% | 2.9% | 41,768 | 1.9% | 2.5% | 1,348 | 3.8% | 3.2% | 1,609 | 4.1% | 1.4% | 584 |
| Retail | 7.5% | .6% | 40,072 | 2.2% | 0.7% | 886 | 1.2% | 0.3% | 350 | 8.6% | 0.9% | 1,009 |
| Health and Social Care | 4.9% | 3.0% | 39,059 | 3.6% | 2.8% | 2,005 | 10.6% | 5.9% | 3,795 | 9.4% | 4.2% | 1,433 |
| Engineering | 2.6% | 4.3% | 34,104 | - | 11.2% | 3,485 | 2.1% | 6.3% | 1,926 | 2.7% | 3.9% | 705 |
| Children's Care, Learning and Development | 3.0% | 3.6% | 32,854 | - | 3.9% | 1,226 | 2.1% | 4.6% | 1,548 | 1.2% | 3.0% | 449 |
| Hospitality and catering | 4.6% | .9% | 26,940 | 4.0% | 3.7% | 2,409 | 4.1% | 1.5% | 1,275 | 10.8% | 1.1% | 1,258 |
| Hairdressing | 4.3% | 1.4% | 28,033 | 3.5% | 1.4% | 1,510 | 3.0% | 1.5% | 1,036 | 1.4% | 1.4% | 298 |
| Construction | 4.0% | 1.0% | 24,801 | 1.7% | 16.0% | 5,521 | 4.7% | 1.9% | 1,503 | 1.9% | 2.6% | 479 |
| Team Leading and Management | 2.2% | 2.1% | 21,260 | - | 2.9% | 906 | 2.0% | 3.7% | 1,311 | 3.0% | 4.8% | 833 |
| Electrotechnical | - | 3.4% | 16,679 | - | 7.3% | 2,278 | 0.5% | 3.2% | 857 | 0.2% | 5.0% | 558 |
| Other | 18.6% | 10.7% | 145,387 | 3.0% | 24.1% | 8,468 | 14.9% | 11.0% | 5,935 | 14.6% | 9.8% | 2,588 |
| Total | 64.2% | 35.8% | 494,888 | 21.8% | 78.2% | 31,195 | 54.6% | 45.4% | 22,994 | 61.1% | 38.9% | 10,577 |

Table B2: Profile data of Apprentices in training by age, April 2011

| | England | | Scotland | | Wales | | Northern Ireland | |
|----------|---------|---------|----------|--------|---------|--------|------------------|--------|
| | Percent | Total | Percent | Total | Percent | Total | Percent | Total |
| Under 19 | 20.7% | 102,531 | 26.7 | 8,311 | 10.0 | 2,291 | 18.5 | 1,957 |
| 19 to 24 | 48.3% | 238,865 | 50.8 | 15,830 | 36.4 | 8,365 | 31.1 | 3,288 |
| 25 + | 31.0% | 153,492 | 22.5 | 7,017 | 53.6 | 12,312 | 50.4 | 5,332 |
| Total | 100.0 | 494,888 | 100.0 | 31,158 | 100.0 | 22,968 | 100.0 | 10,577 |

Table B3: Profile data of Apprentices in training by year of study on July 1st, 2011

| | England | | Scotland | | Wales | | Northern Ireland | |
|--------|---------|---------|----------|--------|---------|--------|------------------|--------|
| | Percent | Total | Percent | Total | Percent | Total | Percent | Total |
| Year 1 | 59.3 | 293,494 | 40.8 | 12,718 | 65.3 | 15,020 | 67.9 | 7,182 |
| Year 2 | 31.4 | 155,348 | 34.2 | 10,682 | 27.5 | 6,313 | 23.5 | 2,490 |
| Year 3 | 9.3 | 46,046 | 25.0 | 7,795 | 7.2 | 1,661 | 8.6 | 905 |
| Total | 100.0 | 494,888 | 100.0 | 31,195 | 100.0 | 22,994 | 100.0 | 10,577 |

Table B4: Profile data of Apprentices in training by gender, April 2011

| | England | | Scotland | | Wales | | Northern Ireland | |
|--------|---------|---------|----------|--------|---------|--------|------------------|--------|
| | Percent | Total | Percent | Total | Percent | Total | Percent | Total |
| Female | 48.8 | 241,403 | 29.6 | 9,219 | 51.3 | 11,790 | 47.1 | 4,982 |
| Male | 51.2 | 253,485 | 70.4 | 21,976 | 48.7 | 11,204 | 52.9 | 5,595 |
| Total | 100.0 | 494,888 | 100.0 | 31,195 | 100.0 | 22,994 | 100.0 | 10,577 |

Table B5: Profile data of Apprentices in training by Ethnicity, April 2011

| | England | | Scotland* | | Wales | | Northern Ireland** | |
|---------------------|---------|---------|-----------|--------|---------|--------|--------------------|--------|
| | Percent | Total | Percent | Total | Percent | Total | Percent | Total |
| White | 90.9 | 449,995 | 96.4 | 30,072 | 96.8 | 125 | 96.8 | 10,239 |
| Mixed | 1.7 | 8,633 | 0.3 | 91 | 0.7 | 229 | - | - |
| Asian/Asian British | 3.4 | 17,029 | 0.4 | 114 | 1.1 | 22,390 | - | - |
| Black/Black British | 2.5 | 12,292 | 0.2 | 50 | 0.6 | 137 | - | - |
| Chinese and other | 0.6 | 2,987 | 0.0 | 7 | 0.3 | 113 | - | - |
| Other | - | | - | - | - | - | 2.6 | 275 |
| Unknown | 0.8 | 3,952 | 2.7 | 849 | 0.5 | 22,994 | 0.6 | 63 |
| Total | 100.0 | 494,888 | 100.0 | 31,183 | 100.0 | 45,988 | 100.0 | 10,577 |

* Scotland totals derives from data sent by SDS as not ethnicity variable included in the data

** Northern Ireland ethnicity data limited to White versus other

Appendix C: Questionnaires

The CATI and paper questionnaires used in the survey are provided in this Appendix. The CATI questionnaire is provided first, followed by the postal version.

Survey of Apprenticeship Pay – FINAL (18 May 2011)**INTRO1**

Good MORNING/AFTERNOON/EVENING. Could I please speak to (NAMED RESPONDENT)?

USE STANDARD OUTCOME CODES. SEE INSTRUCTIONS FOR THOSE WHO ARE UNABLE TO TAKE PART BECAUSE OF LANGUAGE/LEARNING DIFFICULTIES OR DISABILITY.

| | | |
|---------------------------------|---|------------------|
| Yes | 1 | GO TO INTRO2 |
| No - call back later | 2 | MAKE APPOINTMENT |
| No - not available in fieldwork | 3 | THANK & CLOSE |
| No – refused | 4 | THANK & CLOSE |
| Other - cannot continue | 5 | THANK & CLOSE |

INTRO2

Good morning/afternoon/evening my name is (NAME) and I am calling from Ipsos MORI, the independent research agency. We are doing a survey for the Department for Business, Innovation and Skills and <TEXT SUB FROM SAMPLE DEPENDING ON COUNTRY: Welsh Assembly Government><Scottish Government><Northern Ireland Government> about people’s in-work learning and training, including Apprenticeships, and any pay they may get during this time.

You should have received a letter in the post explaining what the survey is about. Would now be a good time to ask you a few questions – the survey is very short and should take around 7 minutes?

INTERVIEWER ADD IF NECESSARY:

Department for Business, Innovation and Skills is the Government department in charge of in-work learning and training in England.

The Skills Funding Agency is the Government agency responsible for funding in-work learning and training in England

The Scottish Government funds in-work learning and training through Skills Development Scotland

The Welsh Assembly Government provides funding for in-work learning and training courses in Wales.

We are not trying to sell you anything. We are simply conducting a survey about your course/training and pay. All your answers are confidential; your responses will be reported back but not with names attached.

ASK IF RESPONDENT IS UNABLE TO TAKE PART DUE TO LANGUAGE DIFFICULTIES

QA. Is there someone who would be able to interpret for you?

1. Yes – arrange to call back to conduct interview when proxy is around
2. Yes – proceed with interview with proxy
3. No – THANK & CLOSE.

ASK IF RESPONDENT IS UNABLE TO TAKE PART DUE TO LEARNING DIFFICULTIES, HEARING OR SPEECH IMPAIRMENT, OR OTHER DISABILITY, READ OUT:

QB. Is there someone who would be able to help you to take part by telephone? IF NO: find out if they would be happy to take part using Type Talk?

1. Yes – arrange to call back when someone is available to help
2. Yes – proceed with interview with proxy
3. Yes – happy to conduct interview using Type Talk

4. No - CLOSE.

| |
|------------------------------------|
| Course and employer details |
|------------------------------------|

CHECK ELIGIBILITY

QCHECK1. We are contacting you because we understand that you are currently involved in, or have recently finished a course or training in <TEXT SUB: INSERT NAME OF COURSE FROM SAMPLE>. Can I check that this is correct?

1. YES, CORRECT AND IS STILL DOING THE COURSE/TRAINING – *PROCEED WITH INTERVIEW*
2. YES, CORRECT BUT COURSE/TRAINING HAS FINISHED – *ASK QCHECK2*
3. NO, DOING A **DIFFERENT** COURSE/TRAINING WHICH IS STILL UNDERWAY – *ASK QCHECK 3*
4. NO, DOING A **DIFFERENT** COURSE/TRAINING WHICH IS NOW FINISHED – *ASK QCHECK2*
5. NO, HAVE NOT DONE ANY COURSE/TRAINING – *CLOSE INTERVIEW*
6. NOT STARTED THE COURSE/TRAINING YET – *CLOSE INTERVIEW*

ASK IF CODES 2 OR 4 AT QCHECK1

QCHECK 2. When did this training/course finish? Was it in 2010 or earlier?

1. No, finished in 2011 - *PROCEED*
2. Yes, finished in 2010 or before - *CLOSE*

ASK IF (CODE 3 AT QCHECK 1) OR (CODE 4 AT QCHECK 1 AND CODE 1 AT QCHECK 2) AND COUNTRY = ENGLAND OR SCOTLAND

QCHECK 3 ENG. What is the subject name and qualification level of this course/training? PROMPT TO CODE

1. Customer Service
2. Business Administration
3. Retail
4. Health and Social Care
5. Engineering
6. Children's Care, Learning and Development
7. Hospitality and catering
8. Hairdressing
9. Construction
10. Team Leading and Management
11. Electrotechnical
12. Other
13. Don't know

ASK IF (CODE 3 AT QCHECK 1) OR (CODE 4 AT QCHECK 1 AND CODE 1 AT QCHECK 2) AND COUNTRY = WALES

QCHECK 3 WAL. What is the subject name and qualification level of this course/training? PROMPT TO CODE

1. Customer Service
2. Business Administration
3. Retail
4. Health and Social Care
5. Engineering
6. Early Years Care & Education in Wales
7. Hospitality
8. Hairdressing
9. Construction
10. Management
11. Electrotechnical
12. Other

13. Don't know

ASK IF CODE 1 AT QCHECK 1 OR (CODE 2 AT Q CHECK 1 AND CODE 1 AT QCHECK 2)

Q1. Can I just confirm that this course/training is an <TEXT SUB: INSERT LEVEL OF COURSE FROM SAMPLE>?

1. Yes, correct
2. No

ASK if no at q1 or if qcheck1 code 3-4 AND COUNTRY = ENGLAND OR WALES

Q2 EAW. What NVQ Level is it? Is it . . . READ OUT? SINGLE CODE ONLY

1. NVQ Level 2
2. NVQ Level 3
3. NVQ Level 4
4. Other (specify)
5. Don't know

ASK IF NO AT Q1 OR IF QCHECK1 CODE 3-4 AND COUNTRY = SCOTLAND

Q2 SCOT. What SVQ Level is it? Is it . . . READ OUT? SINGLE CODE ONLY

1. SVQ Level 2
2. SVQ Level 3
3. SVQ Level 4
4. Other (specify)
5. Don't know

Create dummy variable with correct name and level based for subsequent text substitution:

USE QCHECK3 IF = (CODE 3 AT QCHECK 1) OR (CODE 4 AT QCHECK 1 AND CODE 1 AT QCHECK 2)

USE SAMPLE **AND** Q2 IF = CODE 2 AT Q1

FOR EVERYONE ELSE, USE SAMPLE

ASK IF ENGLAND & SCOTLAND

Q3. According to < TEXT SUB BASED ON COUNTRY: the Skills Funding Agency> Welsh Assembly Government><Scottish Government><Northern Ireland Government>'s records, you undertook this course/training whilst working for <Employer from sample>. Can I check that this is correct?

1. Yes
2. No

ASK IF WALES

Q3a. What was the employer you were working for whilst you undertook this course/training?

WRITE IN

ASK IF "NO" AT Q3

Q4. Did you undertake this course/training whilst employed by a different employer?

1. Yes – ASK FOR FULL NAME OF EMPLOYER AND WRITE IN
2. No, I was not employed whilst doing this training/course – CLOSE
3. Don't know – CLOSE

ASK ALL

Q5. According to <the Skills Funding Agency> Welsh Assembly Government><Scottish Government><Northern Ireland Government>**'s records, you started this course/training around** <insert START DATE (MONTH AND YEAR) from sample>? **Is this correct?**

1. Yes
2. No
3. Can't remember

ASK IF NO AT Q5

Q6. Approximately when did you start this course/training?

1. CODE MONTH AND YEAR
2. Can't remember

For MONTH, Use the following:

1. January
2. February
3. March
4. April
5. May
6. June
7. July
8. August
9. September
10. October
11. November
12. December
13. Can't remember month

For YEAR, Use the following

1. 2011
2. 2010
3. 2009
4. 2008
5. Earlier

ASK ALL

Q7. Are you still working for <NAME OF EMPLOYER FROM SAMPLE OR Q4_1 OR Q3A>?

1. Yes
2. No

ASK ALL

Q8. Did you work for <NAME OF EMPLOYER FROM SAMPLE OR Q4_1 OR Q3A> before you started doing your <INSERT COURSE NAME>?

1. Yes
2. No

ASK IF YES AT Q8

Q9. How long did you work for this employer before you started doing your <INSERT COURSE NAME>? PROMPT TO CODE: Was it . . . ?

1. Less than 1 month
2. 1-3 months
3. 4-6 months
4. 7-9 months
5. 10-12 months
6. 12 months or longer
7. Don't know

ASK IF YES AT Q8

Q10. Did your pay increase, decrease or stay the same as a result of *starting* your <INSERT COURSE NAME>?

1. Increase
2. Decrease
3. Stayed the same
4. Don't Know

ASK IF NO AT Q8

Q11. What were you doing before you started your <INSERT COURSE NAME>? Were you...READ OUT. SINGLE CODE

INTERVIEWER: If respondent was doing more than one activity, we are interested in their MAIN activity – the one they spent the most amount of time doing.

1. Working for a different employer
2. Doing a course in school or college
3. Unemployed
4. Looking after home or family
5. Or something else? (specify)
6. Don't know
7. Refused

ASK ALL

Q12. I am now going to ask you about the hours you spend working and training as part of your <INSERT COURSE NAME>.

How many hours a week are/were you contracted by <NAME OF EMPLOYER FROM SAMPLE OR Q4_1 OR Q3A> to spend working, excluding meal breaks and any overtime?

Numeric Range

IF VARIES, TAKE AVERAGE IF POSSIBLE.

SOFT CHECK: INTERVIEWER TO RECONFIRM HOURS IF LESS THAN 10 OR OVER 50

HARD CHECK: 0 IS NOT PERMISSIBLE. 100 OR MORE HOURS NOT PERMISSIBLE.

Q13. Do/did you take part in off-the-job training as part of your <INSERT COURSE NAME>?

***Off-the-job training* is training away from your everyday work. This can include courses, workshops, training sessions, distance Learning, Workbooks, CD-ROMs etc. Off-the-job training could still be at the place where you work, but would be away from your everyday work area.**

1. Yes
2. No
3. Don't know

ASK IF YES AT Q13

Q14. How many hours a week do/did you usually spend getting off- the-job training as part of your <INSERT COURSE NAME>? PLEASE PROBE FOR BEST ESTIMATE.

1. Numeric Range
2. Don't know

SOFT CHECK: INTERVIEWER TO RECONFIRM HOURS IF OVER 21

HARD CHECK: 0 IS NOT PERMISSIBLE. 40 OR MORE HOURS NOT PERMISSIBLE.

ASK ALL

Q15. Do/did you take part in the on-the-job training as part of your <INSERT COURSE NAME>?

***On-the-job training* is training where someone provides advice, shows you how to do something or coaches you whilst you are doing your everyday work.**

1. Yes
2. No

ASK IF YES AT Q15

Q16. How many hours a week do/did you usually spend getting *on-the job training*? PLEASE PROBE FOR BEST ESTIMATE.

Numeric Range

Don't know

SOFT CHECK: INTERVIEWER TO RECONFIRM HOURS IF LESS THAN 14

HARD CHECK: 0 IS NOT PERMISSIBLE. 45 OR MORE HOURS NOT PERMISSIBLE.

ASK ALL

Q17. Do/did you ever work overtime with <INSERT EMPLOYER OR RESPONSE AT Q4_1>? This could be paid or unpaid overtime.

1. Yes
2. No
3. Don't know

ASK IF YES AT Q17

Q18. How many hours a week overtime would you say you usually do/did?

1. Numeric Range
2. Varies too much
3. Don't know

SOFT CHECK: INTERVIEWER TO RECONFIRM HOURS IF MORE THAN 14

HARD CHECK: 0 IS NOT PERMISSIBLE. 21 OR MORE HOURS NOT PERMISSIBLE.

| |
|------------------------------|
| Pay, Bonuses and Tips |
|------------------------------|

I am now going to ask you some questions about your pay. For these questions, I am asking specifically about any pay you get/got from <INSERT EMPLOYER OR RESPONSE AT Q4_1> <TEXT SUB: IF CODE 2 OR CODE 4 AT QCHECK1 – during the time that you were on your course/training>, and not for any second jobs you may have.

ASK ALL

Q19. Do/did you receive any pay from <INSERT EMPLOYER OR RESPONSE AT Q4_1> <TEXT SUB: IF CODE 2 OR CODE 4 AT QCHECK1 – during the time that you were on your course/training>?

1. Yes
2. No
3. Don't know
4. Refused

ASK IF YES AT Q19. OTHERS GO TO Q22

Q20. Can you tell me what your usual pay is/was BEFORE any deductions for tax or national insurance. Please do not include bonuses, tips or overtime?

ENTER AMOUNT. ALLOW REF AND DK. NULL NOT ALLOWED

PROBE FOR ESTIMATE IF NECESSARY.

INTERVIEWER NOTE: ENTER EXACT AMOUNT AND CODE FREQUENCY (I.E. WHETHER WEEK, MONTH, YEAR). IF INCOME VARIES, GIVE A RECENT EXAMPLE OF AN AMOUNT.

SOFT RANGE CHECK (CHECK IF OUTSIDE THESE RANGES): PLEASE CHECK WITH RESPONDENT THAT THIS FIGURE IS CORRECT.

- | | |
|------------------------|---|
| 1. Amount per hour | £2.50 TO (AGE 16-18) £8; (AGE 19 TO 20) £9 (AGE 21+) £10 |
| 2. Amount per WEEK | £75 TO (AGE 16-19) £300; (AGE 20 -24) £600 (AGE 25+) £1000 |
| 3. 2. Amount per MONTH | £300 TO (AGE 16-19) £1500 (AGE 20-24) £3000 (AGE 25+) £5,000 |
| 4. 3. Amount per YEAR | £4,000 TO (AGE 16-19) £20000 (AGE 20-24) £35000 (AGE 25+) £50,000 |

ASK IF DON'T KNOW AT Q20

Q21. What is/was your usual take home pay whilst studying for your < INSERT COURSE NAME> – that is after all deductions for income tax and National Insurance? Please *exclude* any bonuses, tips or overtime.

ENTER AMOUNT. ALLOW REF AND DK. NULL NOT ALLOWED

PROBE FOR ESTIMATE IF NECESSARY.

INTERVIEWER NOTE: ENTER EXACT AMOUNT AND CODE FREQUENCY (I.E. WHETHER WEEK, MONTH, YEAR). IF INCOME VARIES, GIVE A RECENT EXAMPLE OF AN AMOUNT.

SOFT RANGE CHECK (CHECK IF OUTSIDE THESE RANGES): PLEASE CHECK WITH RESPONDENT THAT THIS FIGURE IS CORRECT.

- | | |
|---------------------|---|
| 1. Amount per hour | £2.50 TO (AGE 16-18) £5; (AGE 19 TO 20) £6 (AGE 21+) £7 |
| 2. Amount per WEEK | £75 TO (AGE 16-19) £300; (AGE 20 -24) £600 (AGE 25+) £1000 |
| 3. Amount per MONTH | £300 TO (AGE 16-19) £1500 (AGE 20-24) £3000 (AGE 25+) £5,000 |
| 4. Amount per YEAR | £4,000 TO (AGE 16-19) £20000 (AGE 20-24) £35000 (AGE 25+) £50,000 |

ASK ENGLAND LEARNERS ONLY

Q22. Some young people receive pay from an Education Maintenance Allowance or training allowance. As far as you know, do/did you receive an allowance whilst studying for your < INSERT COURSE NAME>?

1. Yes
2. No
3. Don't know

ASK ALL

Q23. Do/did you ever receive any tips from customers in your work with <INSERT EMPLOYER OR RESPONSE AT Q4_1>?

IF NOT APPLICABLE, CODE AS 'NO'.

1. Yes
2. No
3. Don't know

ASK IF Q23=YES

Q24. Approximately how much do/did you usually get paid in tips? Would you like to answer per day, per week, per month or per year?

Numeric Range. AND CODE:

1. Per day SOFT CHECK RANGE 1-50
2. Per week SOFT CHECK RANGE 1-250
3. Per month SOFT CHECK RANGE 1-1,000
4. Per year SOFT CHECK RANGE 1-10,000
5. Other (specify)
6. Varies too much to say
7. Don't know

ASK ALL

Q25. Do/did you ever receive any bonuses in your work with <INSERT EMPLOYER OR RESPONSE AT Q4_1>?

IF NOT APPLICABLE, CODE AS 'NO'.

1. Yes
2. No
3. Don't know

ASK IF Q25=YES

Q26. Approximately how much do/did you usually get paid in bonuses? Would you like to answer per day, per week, per month or per year?

Numeric Range. AND CODE:

1. Per week SOFT CHECK RANGE 1-100
2. Per month SOFT CHECK RANGE 1-400
3. Per year SOFT CHECK RANGE 1-4,000
4. Other (specify)
5. Varies too much to say
6. Don't know

ASK IF YES AT Q17

Q27. You mentioned earlier that you do/did overtime as part of your work with <INSERT EMPLOYER OR RESPONSE AT Q4_1 OR Q3a>. Do/did you get paid for doing this overtime? PROMPT IF SAY YES: Is that always or sometimes?

1. Yes – always
2. Yes - sometimes
3. No
4. Don't know

ASK IF CODE 1 OR 2 AT Q27

Q28. How many hours a week of paid overtime would you say you do/did you usually work?

1. Numeric Range
2. Varies too much
3. Don't know

ASK IF CODE 1 OR 2 AT Q27

Q29. And how much do/did you usually get paid per hour for any overtime?

INTERVIEWER PROMPT: If asked to clarify, the figure that should be entered here is the total per hour figure they get for working overtime, not extra amount they get in addition to their normal wage. So, if normal per hour wage is £3.00, and the total for overtime is £4.50 per hour, please type in 4.50 and not 1.50.

1. INTERVIEWER: ENTER IN POUNDS
2. Numeric Range 1.00-50.00 SOFT CHECK IF OVER 10.00
3. Don't know

ASK IF CODE 2 OR 3 Q27

Q30. How many hours a week of unpaid overtime do/did you usually work?

1. Numeric Range
2. Varies too much
3. Don't know

ASK IF CODE 1 AT Q17

Q31. Do/did you ever get given time off or flexi leave in return for working overtime?

1. Yes
2. No
3. Don't know

ASK ALL

Q32. Aside from your work with < INSERT EMPLOYER OR RESPONSE AT Q4_1>, do you have any other part-time, paid work?

1. Yes
2. No
3. Don't know

ASK IF YES AT Q32

Q32a. How many hours a week do/did you usually work with this other job? PLEASE PROBE FOR BEST ESTIMATE.

Numeric Range

Don't know

SOFT CHECK: INTERVIEWER TO RECONFIRM HOURS IF MORE THAN 16

HARD CHECK: 0 IS NOT PERMISSIBLE. 28 OR MORE HOURS NOT PERMISSIBLE.

ASK IF YES AT Q32. OTHERS GO TO Q35

Q33. Can you tell me what your usual pay for these other job(s) is/was BEFORE any deductions for tax or national insurance. Please do not include bonuses, tips or overtime?

ENTER AMOUNT. ALLOW REF AND DK. NULL NOT ALLOWED

PROBE FOR ESTIMATE IF NECESSARY.

INTERVIEWER NOTE: ENTER EXACT AMOUNT AND CODE FREQUENCY (I.E. WHETHER WEEK, MONTH, YEAR). IF INCOME VARIES, GIVE A RECENT EXAMPLE OF AN AMOUNT.

SOFT RANGE CHECK (CHECK IF OUTSIDE THESE RANGES): PLEASE CHECK WITH RESPONDENT THAT THIS FIGURE IS CORRECT.

- | | |
|---------------------|--|
| 1. Amount per hour | £3.50 TO (AGE 16-18) £5; (AGE 19 TO 20) £7 (AGE 21+) £10 |
| 2. Amount per WEEK | £40 TO (AGE 16-19) £100; (AGE 20 -24) £200 (AGE 25+) £300 |
| 3. Amount per MONTH | £150 TO (AGE 16-19) £400 (AGE 20-24) £800 (AGE 25+) £1,200 |
| 4. Amount per YEAR | £2,000 TO (AGE 16-19) £4,000 (AGE 20-24) £8,000 (AGE 25+) |
| | £12,000 |

ASK IF DON'T KNOW AT Q33

Q34. What is/was your usual take home pay for these other job(s)? Again, please give us a figure that is after all deductions for income tax and National Insurance? Please do not include any bonuses, tips or overtime.

ENTER AMOUNT. ALLOW REF AND DK. NULL NOT ALLOWED

PROBE FOR ESTIMATE IF NECESSARY.

INTERVIEWER NOTE: ENTER EXACT AMOUNT AND CODE FREQUENCY (I.E. WHETHER WEEK, MONTH, YEAR). IF INCOME VARIES, GIVE A RECENT EXAMPLE OF AN AMOUNT.

SOFT RANGE CHECK (CHECK IF OUTSIDE THESE RANGES): PLEASE CHECK WITH RESPONDENT THAT THIS FIGURE IS CORRECT.

- | | |
|---------------------|---|
| 1. Amount per hour | £3.50 TO (AGE 16-18) £5; (AGE 19 TO 20) £7 (AGE 21+) £10 |
| 2. Amount per WEEK | £40 TO (AGE 16-19) £100; (AGE 20 -24) £200 (AGE 25+) £300 |
| 3. Amount per MONTH | £150 TO (AGE 16-19) £400 (AGE 20-24) £800 (AGE 25+) £1,200 |
| 4. Amount per YEAR | £2,000 TO (AGE 16-19) £4,000 (AGE 20-24) £8,000 (AGE 25+) £12,000 |

ASK ALL

Q35 Which of the following statements best describes what you plan to do <IF NOT COMPLETED AT QCHECK1 after you finish your <INSERT COURSE NAME><IF COMPLETED AT QCHECK: in the next few months>?

READ OUT AND CODE ONE ONLY

1. Stay working for the same employer
2. Stay working in the same sector
3. Work somewhere completely different
4. Stay in education/ training
5. DON'T READ OUT None of these/ something else

ASK IF Q35=Stay in education/training

Q36 And what type of education or training programme do you plan to take part in?

READ OUT. SINGLECODE

1. Go to University/Do a degree
2. Higher level NVQ/apprenticeship
3. A-levels
4. College based training course
5. Other (Specify)
6. I haven't decided yet

| |
|---------------------|
| Demographics |
|---------------------|

Finally, can I ask some questions about you. This information will be used to analyse the survey findings only.

ASK ALL

Q37. What was your age at your last birthday?

1. Numeric range
2. Don't know
3. Refused

ASK IF Ethnicity flag = 1

Q38. Can you say to which ethnic group do you consider you belong? DO NOT READ OUT. CODE ONE ONLY - PROBE TO PRECODES

1. White - British
2. White - Irish
3. White - any other White background
4. Black or Black British - African
5. Black or Black British - Caribbean
6. Black or Black British - any other Black background
7. Asian or Asian British - Bangladeshi
8. Asian or Asian British - Indian
9. Asian or Asian British - Pakistani
10. Asian or Asian British - any other Asian background
11. Mixed - White and Asian
12. Mixed - White and Black African
13. Mixed - White and Black Caribbean
14. Mixed - any other Mixed background
15. Chinese
16. Any other, please specify
17. Refused

ASK IF Disability/learning flag = 1

Q39. Do you consider yourself to have a disability?

1. Yes
2. No
3. Refused
4. Don't know

ASK IF Disability/learning flag = 1

Q40. Do you consider yourself to have learning difficulties?

1. Yes
2. No...
3. Refused.
4. Don't know

Q41. If the government and its agencies wish to undertake further work on related issues in the future would it be ok for them or their appointed contractors to contact you on these issues?

1. Yes
2. No
3. Don't know

<If Yes at Q38 - ADD STANDARD SCRIPT FOR CHECKING CONTACT DETAILS>

READ OUT FOR ALL

That is the end of the questions.

The information you gave us about your in-work learning and training and pay will be used for research purposes only by Ipsos MORI, Low Pay Commission, Department for Business, Innovation and Skills, <as appropriate, Scottish Government, Welsh Assembly Government>.

THANK AND CLOSE

RECORD GENDER

<TITLE> <FORENAME> <SURNAME>

ADDRESS1
ADDRESS2
ADDRESS3
ADDRESS4
POSTCODE

June 2011

Your views on Apprenticeship pay

Dear <Title> <Surname>,

I am writing to ask for your help with some important research that the Northern Ireland Government is carrying out about Apprenticeship pay. The Northern Ireland Government has asked the independent research organisation Ipsos MORI to carry out a survey of people who are doing Apprenticeship courses.

According to the Northern Ireland Government's records, you are currently involved in an apprenticeship course, or finished one in 2011. However, if your course finished in 2010 or earlier, you can ignore this survey.

The survey looks at what wages people on courses like yours are being paid, what kind of training they are getting and how these things might vary by their age and the industry they are working in. By taking part, you will be helping to shape how courses like yours are delivered in the future.

We would greatly appreciate it if you could take the time (10 minutes or so) to complete this questionnaire and return it in the pre-paid envelope (no stamp required) as soon as possible, or by the closing date of Friday 29 July 2011. Taking part is entirely voluntary, although we hope that you can do so, as your views are very important.

The results of the survey will be published later this year. **The answers you give in the survey will be treated in the strictest confidence** – it will not be possible to identify individual respondents from the survey results, and no one outside of Ipsos MORI will know you have taken part in the survey, or what answers you have given, without your prior consent.

If you have any more questions or concerns about this survey, please do not hesitate to contact Jayesh Shah at Ipsos MORI on 020 7347 3327, or email jayesh.shah@ipsos-mori.com. If you would like to get in touch with the relevant person running the survey in the Northern Ireland Government, please contact Roy Bell on 02890 441 831 or email Roy.Bell@delni.gsi.gov.uk.

I very much hope you are able to take part.

Yours sincerely,

HELPFUL HINTS FOR COMPLETING THIS QUESTIONNAIRE

- This questionnaire should be completed only if you are currently involved in an Apprenticeship course, or finished one in 2011.
- Please read each question carefully and tick a box to indicate your answer.
- Answer the next question unless asked otherwise.
- Once you have finished please take a minute to check you have answered all the questions that you should have answered.
- This questionnaire consists of 12 pages and should take 10 minutes or so to complete. Thank you in advance for your time.
- Once you have completed the questionnaire please tear off this page and return the rest of the booklet in the pre-addressed envelope supplied. **You do not need to add a stamp.**

COURSE AND EMPLOYER DETAILS

- Q1** Please write in the full name of the employer you were working for while you undertook your Apprenticeship.
PLEASE WRITE YOUR ANSWER IN THE BOX BELOW

- Q2** Please write in the month and year you started your Apprenticeship.
PLEASE WRITE YOUR ANSWER IN THE BOXES BELOW, OR TICK ✓ ONE BOX

 MONTH YEAR

Can't remember

- Q3** Are you still working for the employer you were working for when you undertook your Apprenticeship?
PLEASE ONLY TICK ✓ ONE BOX

Yes

No

- Q4** Did you work for this employer before you started doing your Apprenticeship?
PLEASE ONLY TICK ✓ ONE BOX

Yes (GO TO Q5)

No (GO TO Q7)

PLEASE ANSWER THE FOLLOWING QUESTIONS IF YOU WERE WORKING FOR THIS EMPLOYER BEFORE YOU STARTED DOING THIS APPRENTICESHIP. OTHERWISE GO TO Q7.

- Q5** How long did you work for this employer before you started doing your Apprenticeship?
PLEASE ONLY TICK ✓ ONE BOX

Less than 1 month

10-12 months

1-3 months

12 months or longer

4-6 months

Don't know

7-9 months

Q6 Did your pay increase, decrease or stay the same as a result of starting your Apprenticeship?

PLEASE ONLY TICK ✓ ONE BOX

- | | |
|-----------------------------------|--|
| <input type="checkbox"/> Increase | <input type="checkbox"/> Stayed the same |
| <input type="checkbox"/> Decrease | <input type="checkbox"/> Don't know |

PLEASE ANSWER THE FOLLOWING QUESTION IF YOU WERE NOT WORKING FOR THIS EMPLOYER BEFORE YOU STARTED DOING THIS APPRENTICESHIP. OTHERWISE GO TO Q8.

Q7 What was the main activity you were doing before you started your Apprenticeship?

PLEASE ONLY TICK ✓ ONE BOX

- | | |
|--|---|
| <input type="checkbox"/> Working for a different employer | <input type="checkbox"/> Other (TICK ✓ AND WRITE IN BELOW) |
| <input type="checkbox"/> Doing a course in school or college | <div style="border: 2px solid black; height: 20px; width: 100%;"></div> |
| <input type="checkbox"/> Unemployed | <input type="checkbox"/> Don't know |
| <input type="checkbox"/> Looking after home or family | <input type="checkbox"/> Prefer not to say |

EVERYONE PLEASE ANSWER THE NEXT QUESTIONS. THE EMPLOYER WE REFER TO THROUGHOUT THE REST OF THIS QUESTIONNAIRE IS THE ONE YOU MENTIONED IN Q1, UNLESS OTHERWISE STATED.

Q8 Whilst on your Apprenticeship, how many hours a week are/were you contracted by your employer to spend working, excluding meal breaks and any overtime?

PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW

HOURS A WEEK

OFF-THE-JOB TRAINING

Q9 Do/did you take part in off-the-job training as part of your Apprenticeship?

Off-the-job training is training away from your everyday work. This can include courses, workshops, training sessions, distance Learning, Workbooks, CD-ROMs etc. Off-the-job training could still be at the place where you work, but would be away from your everyday work area.

PLEASE ONLY TICK ✓ ONE BOX

- | | |
|--|---|
| <input type="checkbox"/> Yes (GO TO Q10) | <input type="checkbox"/> Don't know (GO TO Q11) |
| <input type="checkbox"/> No (GO TO Q11) | |

PLEASE ANSWER THE FOLLOWING QUESTION IF YOU TAKE/TOOK PART IN OFF-THE-JOB TRAINING AS PART OF YOUR APPRENTICESHIP. OTHERWISE GO TO Q11.

- Q10** How many hours a week do/did you usually spend getting off-the-job training as part of your Apprenticeship?
PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX

HOURS A WEEK

Don't know

ON-THE-JOB TRAINING

EVERYONE PLEASE ANSWER THE NEXT QUESTION.

- Q11** Do/did you take part in on-the-job training as part of your Apprenticeship?
On-the-job training is training where someone provides advice, shows you how to do something or coaches you whilst you are doing your everyday work.
PLEASE ONLY TICK ✓ ONE BOX

Yes (GO TO Q12)

No (GO TO Q13)

PLEASE ANSWER THE FOLLOWING QUESTION IF YOU TAKE/TOOK PART IN ON-THE-JOB TRAINING AS PART OF YOUR APPRENTICESHIP. OTHERWISE GO TO Q13.

- Q12** How many hours a week do/did you usually spend getting on-the-job training as part of your Apprenticeship?
PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX

HOURS A WEEK

Don't know

PAY, TIPS AND BONUSES

We are now going to ask you some questions about your pay. For these questions, we are asking specifically about any pay you get/got from the employer you mentioned at Q1 during the time you were on your Apprenticeship, and not for any second jobs you may have.

EVERYONE PLEASE ANSWER THE NEXT QUESTION.

Q13 Do/did you receive any pay from your employer during the time you were on your Apprenticeship?

PLEASE ONLY TICK ✓ ONE BOX

Yes (GO TO Q14)

Don't know (GO TO Q15)

No (GO TO Q15)

Prefer not to say (GO TO Q15)

PLEASE ANSWER THE FOLLOWING QUESTION IF YOU RECEIVE/RECEIVED ANY PAY FOR THE WORK AND TRAINING YOU DO/DID. OTHERWISE GO TO Q15.

Q14 Can you tell me what your usual pay is/was before any deductions for tax or national insurance? Please do not include bonuses, tips or overtime.

PLEASE WRITE YOUR ANSWER IN FIGURES IN ONLY ONE OF THE BOXES BELOW, OR TICK ✓ ONE BOX

£ PER HOUR

£ PER MONTH

£ PER WEEK

£ PER YEAR

Don't know

Prefer not to say

EVERYONE PLEASE ANSWER THE NEXT QUESTION.

Q15 During your Apprenticeship, do/did you ever receive any tips from customers?

PLEASE ONLY TICK ✓ ONE BOX

Yes (GO TO Q16)

Don't know (GO TO Q17)

No (GO TO Q17)

PLEASE ANSWER THE FOLLOWING QUESTION IF YOU RECEIVE/RECEIVED ANY TIPS FROM CUSTOMERS IN YOUR WORK. OTHERWISE GO TO Q17.

Q16 Approximately how much do/did you usually get paid in tips?
PLEASE WRITE YOUR ANSWER IN FIGURES IN ONLY ONE OF THE BOXES BELOW, OR TICK ✓ ONE BOX

£ PER DAY

£ PER MONTH

£ PER WEEK

£ PER YEAR

Varies too much to say

Don't know

EVERYONE PLEASE ANSWER THE NEXT QUESTION.

Q17 During your Apprenticeship, do/did you ever receive any bonuses in your work?
PLEASE ONLY TICK ✓ ONE BOX

Yes (GO TO Q18)

Don't know (GO TO Q19)

No (GO TO Q19)

PLEASE ANSWER THE FOLLOWING QUESTION IF YOU RECEIVE/RECEIVED ANY BONUSES IN YOUR WORK. OTHERWISE GO TO Q19.

Q18 Approximately how much do/did you usually get paid in bonuses?
PLEASE WRITE YOUR ANSWER IN FIGURES IN ONLY ONE OF THE BOXES BELOW, OR TICK ✓ ONE BOX

£ PER MONTH

£ PER WEEK

£ PER YEAR

Varies too much to say

Don't know

OVERTIME

EVERYONE PLEASE ANSWER THE NEXT QUESTION.

Q19 Do/did you ever work overtime with the employer you work for/were working for while you undertook your Apprenticeship? This could be paid or unpaid overtime.
PLEASE ONLY TICK ✓ ONE BOX

Yes (GO TO Q20)

Don't know (GO TO Q26)

No (GO TO Q26)

PLEASE ANSWER THE FOLLOWING QUESTIONS IF YOU WORK/WORKED OVERTIME WITH YOUR EMPLOYER WHILE YOU UNDERTOOK YOUR APPRENTICESHIP. OTHERWISE GO TO Q26.

Q20 How many hours a week overtime would you say you usually do/did?
PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX

HOURS A WEEK

Varies too much to say

Don't know

Q21 Do/did you ever get given time off or flexi leave in return for working overtime?
PLEASE ONLY TICK ✓ ONE BOX

Yes

Don't know

No

Q22 Do/did you get paid for doing overtime?
PLEASE ONLY TICK ✓ ONE BOX

Yes – always (GO TO Q23)

No (GO TO Q25)

Yes – sometimes (GO TO Q23)

Don't know (GO TO Q25)

PLEASE ANSWER THE FOLLOWING QUESTIONS IF YOU EVER GET/GOT PAID FOR DOING OVERTIME. OTHERWISE GO TO Q25.

Q23 How many hours a week of paid overtime would you say you usually work/worked?
PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX

HOURS A WEEK

Varies too much to say

Don't know

Q24 And how much do/did you usually get paid per hour for any overtime?
PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX

£ PER HOUR

Don't know

PLEASE ANSWER THE FOLLOWING QUESTION IF YOU DO/DID NOT ALWAYS GET PAID FOR DOING OVERTIME. OTHERWISE GO TO Q26.

Q25 How many hours a week of unpaid overtime would you say you usually work/worked? PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX

HOURS A WEEK

Varies too much to say

Don't know

OTHER WORK

EVERYONE PLEASE ANSWER THE NEXT QUESTION.

Q26 Aside from the employer you mentioned at Q1, do/did you have any other part-time, paid work?

PLEASE ONLY TICK ✓ ONE BOX

Yes (GO TO Q27)

Don't know (GO TO Q29)

No (GO TO Q29)

PLEASE ANSWER THE FOLLOWING QUESTIONS IF YOU HAVE/HAD ANY OTHER PART-TIME, PAID WORK. OTHERWISE GO TO Q29.

Q27 How many hours a week do/did you usually work with any other job(s)? PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX

HOURS A WEEK

Don't know

Q28 Can you tell me what your usual pay for any other job(s) is/was before any deductions for tax or national insurance? Please do not include bonuses, tips or overtime.
PLEASE WRITE YOUR ANSWER IN FIGURES IN ONLY ONE OF THE BOXES BELOW, OR TICK ✓ ONE BOX

£ PER HOUR

£ PER MONTH

£ PER WEEK

£ PER YEAR

Don't know

Prefer not to say

WHAT YOU WILL DO NEXT

EVERYONE PLEASE ANSWER THE NEXT QUESTION.

Q29 Which of the following statements best describes what you plan to do in the next few months?

PLEASE ONLY TICK ✓ ONE BOX

- Stay working for the same employer (GO TO Q31)
- Stay working in the same sector (GO TO Q31)
- Work somewhere completely different (GO TO Q31)
- Stay in education/training (GO TO Q30)
- None of these/something else (GO TO Q31)

PLEASE ANSWER THE FOLLOWING QUESTIONS IF YOU PLAN TO STAY IN EDUCATION/TRAINING. OTHERWISE GO TO Q31.

Q30 What type of education or training programme do you plan to take part in?
PLEASE ONLY TICK ✓ ONE BOX

- Go to University/do a degree
- Higher level NVQ/apprenticeship
- A Levels
- College-based training course

Other (TICK ✓ AND WRITE IN BELOW)

I haven't decided yet

ABOUT YOU

EVERYONE PLEASE ANSWER THE NEXT QUESTIONS.

Q31 Are you male or female?
PLEASE ONLY TICK ✓ ONE BOX

Male

Female

Q32 What was your age at your last birthday?
PLEASE WRITE YOUR ANSWER IN FIGURES IN THE BOX BELOW, OR TICK ✓ ONE BOX

YEARS OLD

Don't know

Prefer not to say

Q33 Which, if any, of the following ethnic groups do you consider yourself to belong to?
PLEASE ONLY TICK ✓ ONE BOX

White

British

Irish

Any other White background

Asian or Asian British

Indian

Pakistani

Bangladeshi

Any other Asian background

Chinese and other ethnic groups

Chinese

Black or Black British

African

Caribbean

Any other Black background

Mixed

White and Asian

White and Black African

White and Black Caribbean

Any other Mixed background

Other ethnic group (TICK ✓ AND WRITE
IN BELOW)

Q34 Do you consider yourself to have a disability?
PLEASE ONLY TICK ✓ ONE BOX

Yes

No

Don't know

Prefer not to say

Q35 Do you consider yourself to have learning difficulties?
PLEASE ONLY TICK ✓ ONE BOX

Yes

Don't know

No

Prefer not to say

Q36 If the government and its agencies wish to undertake further work on related issues in the future, would it be okay for them or their appointed contractors to contact you on these issues?

PLEASE ONLY TICK ✓ ONE BOX

Yes, I would be willing to be contacted

No, I would not be willing to be contacted

If you would be willing to be contacted, please write your name in **BLOCK CAPITALS**, your telephone number and, if you have one, an email address we can contact you on in the box below.

NAME:

TELEPHONE NUMBER:

EMAIL:

**Thank you very much for taking the time to complete this questionnaire.
Please return it to us in the freepost envelope provided, or send it back to:**

**FREEPOST PLUS RSHB-CHAR-SCZT
In-work Training and Pay Survey
Ipsos MORI
Research Services House
Elmgrove Road
Harrow, HA1 2QG**

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