

GARETH JOHN

First Intuition Cambridge
Chief Executive



WHY ARE APPRENTICESHIPS SO IMPORTANT FOR YOUNG PEOPLE?

Apprenticeship programmes are so important for young people training as accountants as they get better skills, better support and better structure, which leads to better pass rates, better progression rates and better career prospects.

Apprenticeships are a great way of accelerating a professional career without the debt a University degree often involves.

HOW DO APPRENTICESHIPS BENEFIT EMPLOYERS?

Apprenticeships benefit the employer in a wide range of different ways

- Apprentices develop better skills, especially key employability skills like communication and teamwork.
- Apprenticeships offer a strong recruitment pipeline that appeals to young adults.
- Apprentices tend to be stickier employees, so their employers see improved retention rates
- Cost savings of accessing apprenticeship levy funding, available for both levy payers and non-levy employers.

As one of my regular clients said to me “with apprenticeships we’re not just training accountants, we are developing leaders”

WHAT IS YOUR EXPERIENCE WORKING WITH APPRENTICESHIPS?

My experience of working with apprentices has been extremely positive, they really add energy and fresh ideas to a workplace and a classroom.

Apprentices are often more focused and dedicated than other young adults. They know what they want to achieve and they work hard to achieve it.

Their progress of accountancy apprentices to qualifying as a professional accountant tends to be more reliable and successful.

GARETH JOHN

First Intuition Cambridge
Chief Executive



FROM AN EMPLOYERS POV, HOW EASY IS THE PROCESS OF HIRING AND TRAINING AND APPRENTICE?

From an employers perspective hiring an entry-level trainee is actually easier if it's an apprentice role. There are additional channels for advertising apprenticeship roles such as the National Apprenticeship Website and UCAS's new apprenticeship service, and apprenticeships are what young adults are increasingly looking for when they leave education. I think that employers who don't offer apprenticeships will be missing out on a growing proportion of the potential talent pool.

The process of hiring and training an apprentice does differ from other staff, so it's important to work with a good training provider who can support you through the process and help with paperwork. They will ensure that you meet the requirements successfully without too much pain.

HOW DOES THE APPRENTICESHIP ROUTE DIFFER FROM THE MORE TRADITIONAL UNIVERSITY ROUTE?

Laura's story...

I am often asked how apprenticeships differ from the traditional university route...and I always think of Laura, who recently qualified as a chartered accountant after starting as a school leaver. I asked her why she decided not to go to University? She replied..."Gareth, I am a fully qualified chartered accountant, I have just been promoted, I earn twice as much as my friends who went to University, I own my own house, I don't have a huge graduate loan, and I'm only 23. What would going to University possibly have given me that I don't already have?"

WHO ARE APPRENTICESHIPS FOR?

Whilst there are eligibility requirements for different apprenticeships at different levels, apprenticeships can be for everyone; from school leavers to graduates, from entry-level recruits to existing staff and career changers, from manual factory workers to professional accountants.