

Programme Led Apprenticeships

Are you thinking about taking on an apprentice?

Have you considered a Programme Led Apprenticeships (PLA), which is a complimentary apprenticeship route that links the brightest and best Intermediate Construction Award (ICA) qualified students to good employers like you, wanting to take on an apprentice?

Do you need an extra pair of hands on site 5 days a week?

The ICA provides apprentices with the technical knowledge they need to get on in the industry. PLA candidates must have already passed their H&S test which means from day one they are work ready and can begin full time to get their on-site supervised experience.

Is the length of training putting you off?

With a PLA, training to NVQ Level 2 is normally up to 12 months.

Do you have a problem finding suitably motivated young people?

PLA candidates have already proved that they are interested in joining the industry and are committed to their choice of trade as they have completed two years of full-time study at college to achieve their ICA. By offering an apprenticeship to these candidates you will find it easier to recruit and retain young people.

What do you need to do?

To take on a Programme Led Apprentice through CITB-ConstructionSkills and to get the best from them, you must be able to:

- Provide a full range of on-site experience that the apprentice needs to achieve their NVQ Level 2 (they need this to get their [CSCS card](#)).
- Allocate a member of staff to carry out the role of work based recorder who will authorise and record all on-site evidence on behalf of the company. A short training session can be carried out with the employee that equips them for the role.
- Meet minimum recommended pay rates for all apprentices.
- A financial contribution is available towards the cost of qualifying your apprentice to NVQ Level 2 throughout the apprenticeship which is expected to take up to 12 months.
- Only the brightest and best ICA qualified students will be chosen for PLAs and CITB-ConstructionSkills can help you choose the right one for your business through a selection and interview process. A formal contract will then be drawn up between you, your apprentice and CITB-ConstructionSkills.

For further information, please contact Kay Leech Group Training Officer on 07940 720101