



An
EMPLOYER'S
GUIDE to
Higher Level Apprenticeships
(HLAS)



north west
regional college
Derry-Londonderry • Limavady • Strabane





Employ Clever with a Higher Level Apprenticeship

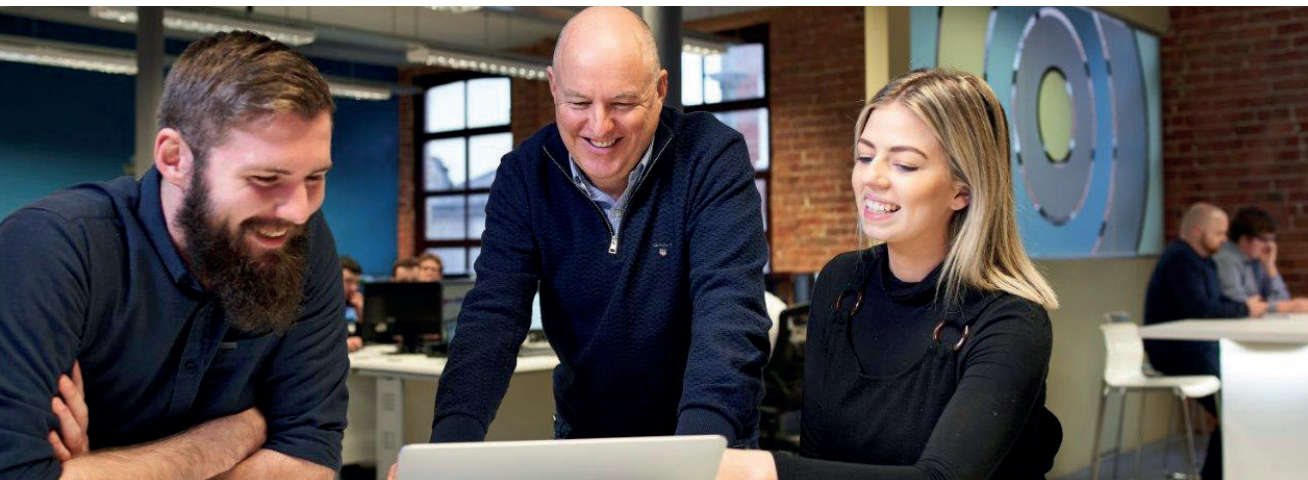
North West Regional College, supported by the Department for the Economy (DfE), Ulster University, Accounting Technicians Ireland, CACHE and many leading employers across the North West region are delighted to announce the further development of a major employment initiative for the North West Region.

The College offers a number of Higher Level Apprenticeship (HLA) programmes tailored to meet industry needs. These programmes will offer employers an opportunity to 'employ clever' aimed at addressing high-level skills shortages which are increasingly evident across the region.

North West Regional College has developed the Higher Level Apprenticeship provision within the region based on strong links with academic partners and business.

The College is now offering programmes in the following areas:

- Accountancy
- Business & Enterprise
- Software Development
- Leadership for Children's care, Learning and Development
- Hospitality and Tourism Management
- Electrical and Electronic Engineering
- Mechanical Engineering
- Advanced Technician in Engineering – General Engineering
- Advanced Technician in Engineering - Electrical & Electronic Engineering



What is a Higher Level Apprenticeship?

A Higher Level Apprenticeship is a unique work-based programme which enables participants to earn while they learn and gain a nationally recognised higher level qualification. Successful candidates will be employed in a company relevant to their chosen profession to gain valuable experience over a 2 or 3 year period.

This experience will include mentoring and academic support provided from both North West Regional College and the employer as the HLA progresses through the relevant higher level qualification. These programmes are widely recognised as the best combination of on the job training and employee higher level study available. They offer employees the opportunity to gain a level 4 / 5 qualification. In addition they aim to improve business practice by developing a progressively skilled workforce essential for today's competitive economic climate.

Who can apply for an apprenticeship?*

NEW JOB POST:

Taking on a Higher Level Apprentice is the same as recruiting for a new position within your organisation. Following an assessment of your needs with the Higher Level Apprenticeships Coordinator at North West Regional College an employers recruitment session can be set up to assist with the recruitment of the apprentice.

Apprentices may be recent school leavers who have undertaken A-Levels or other relevant Level 3 qualifications**. All applicants must meet the minimum school leavers age as at 1st July prior to the start date of the programme (HLA in Accountancy applicants must be aged 18 years on or before 1st July 2022) and meet the minimum entry criteria set by the awarding body (Ulster University / ATI / CACHE).

Existing employees who are taking on a new role within the business and who wish to up-skill or re-skill may also be eligible. *

*Employers must be based in Northern Ireland. Employers can enhance the entry requirements set by the awarding body. Only those potential participants who are assessed as capable and committed to achieving the full requirements of a HLA should be recruited to the provision.

**As an alternative to the standard entry requirements, applicants may be able to apply to enter the programme through the Accreditation of Prior Experiential Learning (APEL) process. This process involves assessing learning achieved outside education or training, as appropriate and recognised for academic purposes.

For further information see contact details relating to the course/programme. Normally APEL applications need to be made well in advance of the course start date in September.



The benefits for Employers

Higher Level Apprenticeships can deliver in many ways for business:

1. Meet the unique needs of your business

With Higher Level Apprentices learning at work, they are able to develop the knowledge and occupational competencies demanded by specific job roles and meet the unique needs of your business.

The aim of each programme is to develop the skills relevant to employers from day one.

2. Recruit from a larger talent pool

Higher Level Apprenticeships enable businesses to attract and retain employees with potential, expanding workplace diversity and benefiting the local community and wider economy.

3. Increase your productivity

Higher Level Apprentices can keep your business up-to-date with the latest techniques and technology, increasing your productivity for the future.

4. Fill your higher level skills gaps

Higher level skills are vital to business performance and economic growth – through Higher Level Apprenticeships; you can fill your higher level skills gaps efficiently and effectively by tailoring the learning to your workplace.

5. Develop existing staff

You can develop existing staff through participation in the Higher Level Apprenticeship programme or as they work with your Higher Level Apprentice through mentoring opportunities and other opportunities.

How is the course delivered?

The Higher Level Apprenticeship is delivered part-time each week, normally on a day release basis.

Teaching methods include lectures, seminars, tutorials, live projects and blended learning as appropriate.

How much will it cost?

Apprentices must be in employment for a minimum of 21 hours per week (including lunch breaks and day release element). Employers must adhere to the current Northern Ireland National Minimum Wage and National Living Wage Regulations.

There is currently no cost to the apprentice nor to the employer for tuition, registration or exam fees. What involvement is required by the employers?

Employers need to support Higher Level Apprentices in terms of study time and provide a work based mentor.

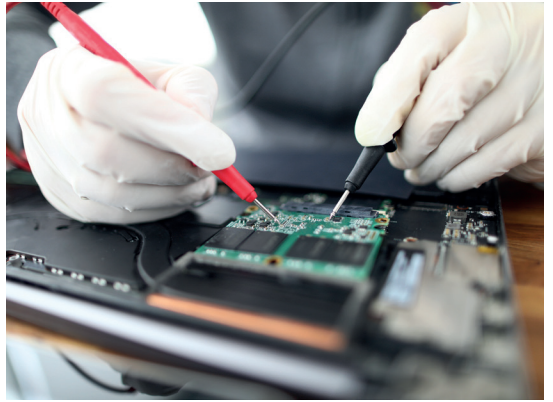
What happens when the apprentice is in work?

The apprentice will be employed at least 21 hours per week.

The Higher Level Apprentice will attend NWRC one day per week on day release.

A college mentor will visit HLA and work based mentor periodically and complete Personal Training plans and reviews to ensure progression of HLA.





How do I get involved in the Higher Level Apprenticeship programme?

Contact

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