

EXAMPLES

The following are just illustrative, you can decide how many hours you employ an apprentice for (minimum 30) and how much you pay them (minimum £3.25 per hour)

Pub A is local to Stockport and takes on an 18 year old Licensed Hospitality Apprentice for 30 hours a week at the minimum wage for apprentices (£3.30 per hour).

Employment costs	$£3.30 \times 30 \times 52 = £5,148$
Total cost of wages, deductions over 12 months	£5,148
Grant income	£1,500
Travel expenses	Negligible
Net cost	£3,648

(NB, if an apprentice is over 17 and has already completed a year of their Apprenticeship, they must be paid the NMW for the age group they are in – i.e. £6.50 for an 18 year old)

Pub B is 5 miles away and takes on a 21 year old Professional Chef Apprentice for 35 hours per week at full national minimum wage of £6.50 per hour

Employment costs	$£6.50 \times 35 \times 52 = £11,830$ (including 4 days at the brewery)
Grant income	£1500
Travel expenses	£5 per week = £260
Net cost (before National Insurance)	£10,590

ANY OTHER BENEFITS?

Via the apprenticeship, your staff would receive the necessary training & certification for legal compliance areas such as:

- FOOD SAFETY
- HEALTH & SAFETY
- MANUAL HANDLING
- RESPONSIBLE RETAILING
- FIRE SAFETY

All your staff must have this training anyway - it is all now available as standalone, on-line modules via mypubhub's e-training web site.

WHAT ARE WE LOOKING FOR?

Basically, for businesses that want to give their customers the best standards of service and recognise that they need a well-trained and motivated workforce to do this. This could be for existing or new staff, and you must be willing to support them throughout the apprenticeship.

Together we can provide worthwhile training and support for your team, and raise the bar for service standards, food quality and ultimately sales!

FAQs

- 1 How often will the trainer visit?
On average every 4-6 weeks, but will liaise with you to agree a suitable time/day so as not to disrupt your business
- 2 Can any benefits in kind e.g tips, meals, accommodation count towards the statutory minimum wage I pay my Apprentice?
No



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HOSPITALITY APPRENTICESHIPS



APPRENTICESHIPS

As you may be aware, during our 175th year we opened a new Brewhouse and state of the art Visitor and Training Centre.

Shortly after that, we conducted research with some licensees to ask them “what sort of training courses could we put together to best support your businesses?” The answers were pretty consistent: “chefs, good service staff and we need to develop potential managers/assistant managers.”

Therefore we embarked on a programme to find a training partner who could help us develop pub apprentices but do it in the “Robinsons Way”. The outcome was 4 initial apprenticeships which are:

1. PROFESSIONAL CHEFS
2. LICENSED HOSPITALITY (BAR AND SERVICE STAFF) FOLLOWING THE BII FRAMEWORK
3. HOSPITALITY SUPERVISION
4. HOUSEKEEPING

All of these courses are delivered for you in your pub or bar. There are some on-line modules but this is genuinely a training specialist who will visit once a month and spend time with your apprentices taking them through a structured programme.

After an extensive selection process Charnwood were the clear winners with their key point of difference: to tailor off-the-shelf apprenticeships to be right for your pub.

THESE MAY BE TAUGHT TO LEVEL 2, 3 OR 4 AND ONCE YOU ARE INSIDE THE WORLD OF APPRENTICESHIPS YOU WILL SEE DOZENS OF OTHER QUALIFICATIONS.

WE DO ALL THE WORK FOR YOU AND WILL COME AND EXPLAIN FACE TO FACE HOW THIS ALL WORKS WITH NO OBLIGATIONS- ALL YOU HAVE TO DO IS LET YOUR BUSINESS DEVELOPMENT MANAGER KNOW.

In addition, the launch of our mystery shopper programme “Perfect Pubs” has shown that some of our biggest trading weaknesses are around food provision and service/retail standards. Developing and training new and existing staff should help address them.

Because of this we have added some additional modules to the standard requirements in Customer Service and Wine Training to create the Robinsons Apprenticeship PLUS.

WHAT IS AN APPRENTICESHIP?

- It is a 12-18 month workplace-based training with occasional on-line modules.
- Formally, it is the governments preferred method of raising skill levels in the workforce and they are committed to delivering 3 million apprentices per year.
- For us it is a formal qualification which can be the first step of a series of career qualifications.

It consists of 4 elements:

- A technical certificate (through training) for underpinning knowledge.
- A competence based qualification (through using training in the workplace) to develop skills.
- Key skills qualifications in English and Maths (compulsory basics, measure by separate assessment).
- Employment Rights and Responsibilities (ERR).

WHAT IS EXPECTED OF YOU WITH REGARDS TO TRAINING?

Whilst delivery and assessing is down to us, we will rely on you for significant support, much of which you are already giving. You will be provided with support materials which map against the component qualifications and encouraged to mentor the apprentices through the programme. They may well be young and inexperienced and so will need support from you, especially in the early days.

WHY APPRENTICES?

Employers, training organisations and government are supporting a big expansion in the number of apprentices in British Industry. A recent survey by the Skills Funding Agency found that amongst employers:

81%

said that employing apprentices generated higher overall productivity for their company

66%

said their apprenticeship programme made them more competitive

92%

said that their apprenticeship programme better motivated staff and increased job satisfaction

74%

said that apprentices tend to be more loyal, remaining at their company longer than non-apprentices

WHO IS IT AIMED AT?

New and existing staff are eligible.

Apprentices are ideally between 16 and 24 when they start. Government funding for training and assessing is restricted to within these ages. There may be funding for people who are outside this age range, but we will sort that on a case by case basis.

WHAT DOES IT COST / HOW MUCH FUNDING IS AVAILABLE?

The minimum wage for an apprentice is £3.30 per hour although the vast majority of employers pay the going rate for staff.

Existing staff would remain on their current terms as a rule. Apprentices need to be employed for a minimum of 30 hours per week (including training).

You also need to factor in the cost of supervision, support and mentoring which is more of a time investment than a financial commitment.

If you take on a new employee however, you may be eligible for a £1,500 grant after 13 weeks which we will help you access – assuming you’ve never recruited one, or at least not in the last 12 months. A business can access up to 10 grants although not in consecutive years.

If you increase the hours of an existing part-time employee (less than 20 hours per week) to up to at least 30 hours per week, you may also qualify for the same £1,500 grant for that person too.

