

Apprenticeships: Not Just for Students and Recent Graduates

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With thousands of people still searching for new jobs since COVID-19 hit back in 2020, many are reassessing their options and looking for a potential career change.

Now could be the right time to retrain, especially for those in industries that have been hit the hardest by the pandemic. A great way to retrain is through an apprenticeship, a job where aspiring contractors can train and study for a formal qualification at the same time.

There is a common misconception that apprenticeships are reserved for school-leavers only, but this isn't the case - a person can retrain through an apprenticeship at any age.

Here we discuss how apprenticeships work, and how they could be a great option for many in 2022.

Anyone can be an apprentice

Apprenticeships are often stereotyped as an option for graduates but, in reality, there is no upper age limit. Apprentices can be someone who is aiming for a promotion, starting a new career that requires learning new skills, or someone who prefers to learn and work at the same time rather than taking the typical degree route.

Anyone who is not enrolled in full-time education can apply for an apprenticeship, and it's a fantastic option for practical



learners, learning on the job rather than through textbooks and lectures.

It can be more difficult for adults

Many employers opt for younger apprentices, and it is mainly due to the cost of hiring. Many companies will have their own wage levels, so candidates should look for those who are willing to pay extra for an adult apprentice. Although sometimes harder, the pros of an apprenticeship outweigh the potential trickiness of applying for one - and age and previous experience could work in their favor, too.

How do apprenticeships work?

An apprenticeship is a great way to gain specific skills in the construction industry. Combining practical training with study days apprentices benefit from learning on the job and gaining qualifications along the way.

The benefits include being hired as an employee and earning a wage, while also getting normal holiday leave and sick pay. Apprentices gain a variety of skills that they perhaps wouldn't learn through traditional learning.

Essentially, apprentices are part of the team right from the beginning, helping to build confidence in a new sector, working closely and learning from experienced professionals, getting involved in charity events, building new skills, and gaining valuable experience while getting paid a salary.

An apprenticeship takes one to five years, depending on the level of the qualification and afterward they'll have everything they need to excel in a new career along with new contacts and relationships in the industry.

Apprenticeships are fantastic options for those who like to learn on the job. Many employers offer detailed training plans, regular progress reviews, and mentoring programs throughout their experience to ensure they get everything they want out of their apprenticeship.

Fast track courses can be more suited to older applicants

Of course, gaining an apprenticeship can be difficult, but there are other options to help the process, including applying for a fast-track course.

A fast-track course gives you the chance to gain all the qualifications needed to start a new career, therefore gaining the training in a smaller chunk of time, rather than over one to five years. This is a great option for adults as they can start earning a higher wage quicker, having the qualifications needed to go for higher positions.


Apprenticeships and Covid-19

The pandemic made many people feel uneasy, but those partaking in an apprenticeship have security during this strange time.

Apprentices are still entitled to the same support as an employee. If asked to take unpaid leave, they can take a break in learning and resume their apprenticeship at a later date.

Final thoughts

It is never too late to reassess options as an aspiring contractor and enter an entirely new career. An apprenticeship is one of the best ways to learn new skills and earn money at the same time, all while earning a qualification and getting a foot in the door.

Though it can be harder to get an apprenticeship as an older adult due to wages and availability, it is still an excellent option for those wanting to train in a new industry and well worth applying for. With security during COVID-19, employment benefits, and a qualification at the end, apprenticeships are becoming ever more popular for every age. 



About the Author

Sophie Bishop is an independent digital journalist, passionate about reporting on the issues around sustainability in the construction section and looking to connect with an engaged audience.

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