



# APPLY FOR THE SCOTTISH APPRENTICESHIP EMPLOYER GRANT WORTH £5,000

As organisations emerge and realign themselves to refocus and drive new business plans in 2021, one of the long-term challenges you may find yourself revisiting is how to find the technical talent you need in order to fill your digital skills gaps.

Skills Development Scotland, on behalf of the Scottish Government, has launched a Grant Scheme for Modern Apprenticeship training providers to help get employers in Scotland back on their feet in the wake of the coronavirus pandemic.

## APPRENTICESHIP EMPLOYER GRANT (AEG)

### What is it?

The aim of the scheme is to aid employers to address their digital skills shortage through the introduction of The Apprenticeship Employer Grant (AEG). The grant is available to all employers (via their SDS contracted training provider) to support the recruitment of new apprentices or to upskill existing employees through an apprenticeship in the following circumstances:

- New recruits within 4 months of their start date with the employer.
- Existing employees already in the workplace who have moved into a new role within 4 months from the date of registration of the apprenticeship and where the apprenticeship provides the means of upskilling for this new role.

## HOW MUCH IS INCLUDED IN THE GRANT?

The AEG offers a contribution of:

- £5,000 for each eligible apprentice who is in the 16-24 age group
- £5,000 for each eligible apprentice who is aged 25-29 and from any of the following minority groups; people living with disabilities, carers or care experienced as well as people from ethnic minority groups.
- £3,500 per each eligible apprentice who is aged 25 and over.



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## WHO IS ELIGIBLE TO RECEIVE THE GRANT?

The AEG is available to all employers in Scotland who meet the following requirements which are confirmed during the application process:

- The employer must provide the apprentice with a written contract of employment.
- Employees who are employed on non-permanent or flexible contracts are ineligible for example, zero-hour contracts will not be eligible.
- It is a condition of AEG that the Apprentice continues with their employment and their designated apprenticeship under the employer for a minimum period of 12 consecutive months or until the apprentice successfully completes their designated apprenticeship.
- The employer must ensure that the apprentice receives formal training as part of their job and as part of their investment in workforce development.

In addition, evidence of the following would be desirable:

- Payment of the real Living Wage.
- Action to ensure a safe and healthy working environment.
- Appropriate channels for effective voice and employee engagement, such as trade union recognition are in place for employers with more than 250 employees.

## WE ARE SCOTLAND'S LARGEST TECH SKILLS LEARNING PROVIDER

We're technologists in the skills sector, providing a comprehensive suite of talent and training services helping individuals and companies to be winners in the digital revolution.

**World-class  
virtual  
training**

**293,000  
learners in  
2020**

**5,000  
employers  
trust us**

**30,000+  
apprentices  
trained**





Part of the talent services we deliver to our customers are our Modern Apprenticeship programmes. We partner with Scottish employers within both private and public sectors, helping them to recruit apprentices or upskill their existing employees across all geographical areas of Scotland, including the Highlands & Islands.

Our Modern Apprenticeships are delivered as immersive role-based projects so learners develop skills relevant to their role and are able to directly apply them to projects adding immediate value. Our programmes have been developed with employer groups and in partnership with Skills Development Scotland. Furthermore, we continuously work to ensure the programme content is kept relevant to current trends across the IT and Tech sector and keeps learners current by delivering the required skills and knowledge, maximising their contribution to their employer's success.

**"It was no surprise that QA were already on the ball with remote learning, this allowed our apprentices to continue with their learning whether they were on furlough or working from home. Additionally, QA had put in place arrangements to enable them to deliver classroom training virtually which was absolutely fantastic and ensured that our apprentices were able to 'attend'.**

**I am delighted to say that with all the hard work that QA put in place 8 of our apprentices were able to complete their MA qualification despite being in the middle of a pandemic."**

**Elaine Gilmartin,  
Support Services Manager, Harper McLeod**

## QA MODERN APPRENTICESHIP PROGRAMMES INCLUDE:

### Level 6

IT Professional SCQFL6  
Software and Web Development SCQFL6  
Digital Applications SCQFL6  
Digital Marketing SCQFL6  
Business and Administration SCQFL6

### Level 8

IT Professional SCQFL8  
Software and Web Development SCQFL8  
Information Security (Cyber) SCQFL8  
Data Analytics SCQFL8  
Project Management SCQFL8



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## APPRENTICESHIP ACCREDITATIONS

**Microsoft**  Microsoft

QA is a Microsoft Gold Learning Partner, we deliver 70% of the UK's cloud training, and we're an accredited training provider of all other major tech qualifications.

**Scottish Qualifications Authority** 

All our apprenticeships are SQA accredited and are globally recognised qualifications.

**"At DXC Technology we have welcomed nearly 50 apprentices at our Erskine site, directly sourced from QA Scotland.**

**Our assessment centre focuses on making sure it's enjoyable and fun, this allows us to see 'the real you'. Our apprentices achieve either a business admin or infrastructure technician qualification at the end of the 2 year programme. We have a dedicated team who look after our apprentices and the support they receive from both in-house and also from QA is first class.**

**We continue to go back and work closely with QA Scotland each year due to the outstanding work and dedication that the apprentices have shown."**

**Sharon McCue  
Senior Recruiter for Early Careers,  
Talent Acquisition - DXC Technology**

## HOW WE CAN HELP

We are reaching out to employers who are in need of technical talent to consider hiring an apprentice or upskilling existing employees through apprenticeships.

All applications for the AEG must be made via your training provider and in conjunction with the employer.

Having partnered and delivered apprenticeship programmes with Skills Development Scotland for over 10 years, we welcome the opportunity to discuss apprenticeships with Scottish employers.

If you are a levy paying employer and would like to discuss how you can apply for the Apprenticeship Employer Grant and receive up to £5,000 in funding, please visit: [qa.com/EmployerEnquiries](https://qa.com/EmployerEnquiries)



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