



APPRENTICE SALARIES – DO THEY MATTER?

Hiring a Modern Apprentice in today's economic climate is a sound business decision. As an employer you bring fresh talent into your workforce, pass on existing skills, and working with QA, provide that young person with training, leading to a nationally recognised qualification.

A good salary pays more in a year than the average post-degree student debt

With the average post-degree student debt in Scotland running at **£15,000**, an apprenticeship paying **£15,000** pa is an extremely attractive proposition for young people considering their future careers.

Apprenticeships.Scot vacancy page for **June 2023** showed an average salary **£15,751.59 per year**. We believe if your salary is **£15k+**, we will be able to fulfil your role in a timely manner with a talented young person.



Seven good reasons why you should pay apprentices a competitive starting salary

1

There is only so much good talent out there

The talent pool for apprenticeships in Scotland is compact. SDS (Skills Development Scotland) reports show the number of 16–19-year-olds in Scotland looking for employment is static around the 5,000 mark. There are many employers fishing in this pool. It is so important to be one of the outstanding employers in the eyes of potential candidates.

2

It creates a favourable impression, and an expectation of a good level of output

The truth is, that higher salaries tend to incentivise a culture of high output. When your apprentices perceive they are getting paid more than apprentices at other companies, it often compels them to expend extra effort. They will work harder to demonstrate they deserve that money.

3**Your company reputation wins, and word-of-mouth recommendations may improve**

Like any other role, attracting the right person means paying a salary attractive to the candidate and affordable for the employer. News gets around. The top apprenticeship employers pay good starting salaries and ensure their training is exciting and interesting. In turn, apprentices spread the word, and can bring in equally committed candidates for your business.

4**Employees will not want to leave**

A good starting salary and an engaging training programme makes apprentices more likely to stay with you for the long term. And the longer someone is at your company, the better they understand your business. You will not have to spend money on new hires and repeat advertising, or waste time onboarding new employees. 96% of QA apprentices go on to full time employment.

5**Employees can focus more attention on their work**

When money is less of a concern, your apprentices can more fully focus on their projects. They will have fewer worries about staying financially afloat or about being unfairly compensated. That can make them more present, leading to higher levels of productivity and better quality of work.

6**You will get better quality candidates, quickly, beating the competition**

It is a fact that roles paying lower salaries take longer to fill – sometimes up to 3 months – do not in general attract large numbers of applicants, and offer you, the employer, less choice. Marketplace competition is strong. Large retail outlets like Tesco currently pay £11-£12 per hour. According to Glassdoor, crew members in McDonald's in Glasgow earn £18,900 per year.

7**You will be fairly rewarding people**

According to a recent report, in-work poverty in Scotland is gradually increasing. One in five people of working-age in Scotland are living in poverty. Paying people more is just the right thing to do. Amongst the early careers workforce this is perceived as moral and helps push a culture of equality and social responsibility. Something most employers care about.

The benefits outweigh the costs

Increasing apprentice salaries can feel painful at first. It may mean less profit for your business in the short term. Over time, though, it may not only improve company culture and happiness but also save you money. Increased retention will lead to less money spent on recruiting and a knowledgeable apprentice moving up the career ladder with you is an asset to your business.

Offering apprentices a good starting salary is not just a move to make them happier, but an investment towards a more productive and high-quality business.

