

# Healthcare

## Apprenticeships

Mentoring and support

Any benefits the organisation offers eg childcare voucher schemes

19+ (once completed first year of the apprenticeship) at least the national minimum wage or national living wage appropriate to their age

Under 19s or in the first year of training - at least the apprenticeship minimum wage of £4.30 an hour

Pension

Sick pay

### What rights do apprentices have?

#### Employment status

A real job

Maternity leave and statutory maternity pay

Redundancy

Protected learning time of 20% off-the-job

An apprenticeship agreement with their employer

At least 20 days paid holiday a year

Pay for both their working hours and the time they spend in training

**Apprentices in England are employed. As part of their apprenticeship they learn and earn whilst working in a real job. They spend at least 20% of their time off the job developing new skills and studying for their apprenticeship.**

What rights do apprentices have?