

# 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

Pension

Under 19s or in the first year of training - at least the apprenticeship minimum wage of £4.81 an hour

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?