

WILTSHIRE POLICE APPRENTICESHIPS YOUR QUESTIONS ANSWERED

What is an apprenticeship?

An apprentice is employed as an employee by an organisation.

Apprenticeships are work-based training programmes which combine on-the-job training from experienced staff in the workplace. The apprentice will also undertake off-the-job training with a Training Provider, leading to nationally recognised qualifications. This gives apprentices the unique opportunity to earn while they learn, and gain practical work experience relevant to their desired career path.

It also means employers are able to play a key role in the development of their staff, and build a workforce directly tailored to their business priorities and organisational values.

Who can apply to be an apprentice?

Any member of Police staff can participate at any age and any Police Officer up to the age of 55 can be an apprentice. There are no upper age limits.

How long does an apprenticeship take?

Each apprenticeship is different and there is no set time to complete the apprenticeship. In general they can take between one to six years to complete.

How do I get on to an apprenticeship?

Police staff: We are introducing police staff vacancies and assessing which vacancies align with the new [Apprenticeship Standards](#). All apprenticeship vacancies will be advertised on the [Wiltshire Police](#) website.

Police Officers: From 2020, Police Officer recruitment will be through the [Police Officer Degree Apprenticeship \(PCDA\)](#). Entry requirements vary from force to force. Typically a police officer will be 18 or older, and is highly likely to have achieved a Level 3 qualification (or equivalent) and Level 2 in English and Mathematics (or equivalents) prior to entry. The apprenticeship will take three years and at the end of the course a degree will be awarded in **Professional Policing Practice**.

Police Community Support Officers: The standard for [Police Community Support Officers \(PCSO\)](#) has been approved and is ready for delivery. A decision is currently being taken regarding a delivery start date. Entry requirements vary from force to force. Typically a PCSO will be 18 or older,

and is highly likely to have achieved a Level 3 qualification (or equivalent) and Level 2 in English and Mathematics (or equivalents) prior to entry. The apprenticeship will take one year and at the end of the course a Level 4 PCSO qualification will be awarded.

How much does it cost to become an apprentice?

It won't cost anything. The apprenticeship is funded by the Government and will cover all the costs of your training.

Will I get paid during my apprenticeship?

Yes. All apprentices will be paid and there is a job waiting for you at the end of your apprenticeship.

What does the employer do for an apprentice?

Your employer is fundamental to your apprenticeship. They give you on-the-job training and experience to support your career whilst paying your wage. Your employer will also ensure you have a manager there to guide you throughout your apprenticeship. All our apprentices are also assigned a one-to-one mentor, who will be available to offer advice when you need it. Apprentices are cost-effective and lead to increased productivity, improved competitiveness and a committed and competent workforce.

Do apprentices get holidays?

You will receive the same holiday entitlement as most paid employment – on average 22 days paid holiday per year, plus Bank Holidays.

Will there be a job interview?

Yes, as the selection process is the same as applying for a job. You will be asked to attend several interviews and in some cases you will need to sit tests, but these are just to make sure you're right for the position.

How many apprentices are there?

The government has set a target of three million new places by 2020, including specific targets for public sector bodies. In 2016, some 491,300 new apprenticeships started in England.

Could I go on to university from an apprenticeship?

Yes.

So is doing an apprenticeship better than going to university?

Neither route is better than the other. Should you choose not to go to university, work-based learning is seen as a serious alternative. Some individuals find apprenticeships offer the chance to train, learn and earn at the same time.