



# EMPLOYER GUIDE

How to retain staff and grow your business,  
with all-age, fully-funded apprenticeships.

# Table of contents

Boost your business with apprenticeships	03
Why choose apprenticeships?	04
Build talent. Boost Performance. Bank the benefits	05
How apprenticeships benefit you and your employees	06 - 07
Recruitment	08
Retention	09
Why businesses are saying yes to apprenticeships	10 - 11
Real stories of business success	12 - 13
How apprenticeships can help with staff development	14
Frequently asked questions	15 - 17
What courses are available	18 - 20
How to get started	21
About Educ8 Training	22
Sources	23



# Boost your business with apprenticeships

If you're looking to upskill your staff and energise your business without a cost to your bottom line, there has never been a better time to consider apprenticeship training.

As a business in Wales, you can benefit from a variety of free training opportunities for your employees.

Our apprenticeships are available across a wide range of sectors. From specialist training in areas such as hairdressing and energy management to essential business skills like leadership and project management, there's something to support every kind of industry.

By taking advantage of this training, your business can reap the rewards in productivity, staff morale and retention, and much more.

So, read on to find how you can make apprenticeships work for you.



# Why choose apprenticeships?



## Training that pays for itself

When you choose one of our qualifications, you'll also benefit from Welsh Government's commitment to fully-funded apprenticeships.

This means your training budget can stay untouched. So, you can reinvest the savings into other areas of your business that matter most to you.

Put simply, if your business employs people, you can use apprenticeship training to upskill any member of your team - regardless of their age, role, or experience level.

Whether you're self-employed, run a small business, or manage a large company, apprenticeships are a flexible, cost-effective and practical option.

On completing an apprenticeship, your staff will gain a nationally recognised qualification - building their confidence, expanding their skill set, and strengthening your business.

# Build talent. Boost performance. Bank the benefits.

Apprenticeships allow you to shape and develop your team with training tailored to your company's specific needs.

And by building the right skills from within, your staff and your business are better equipped for long-term success.

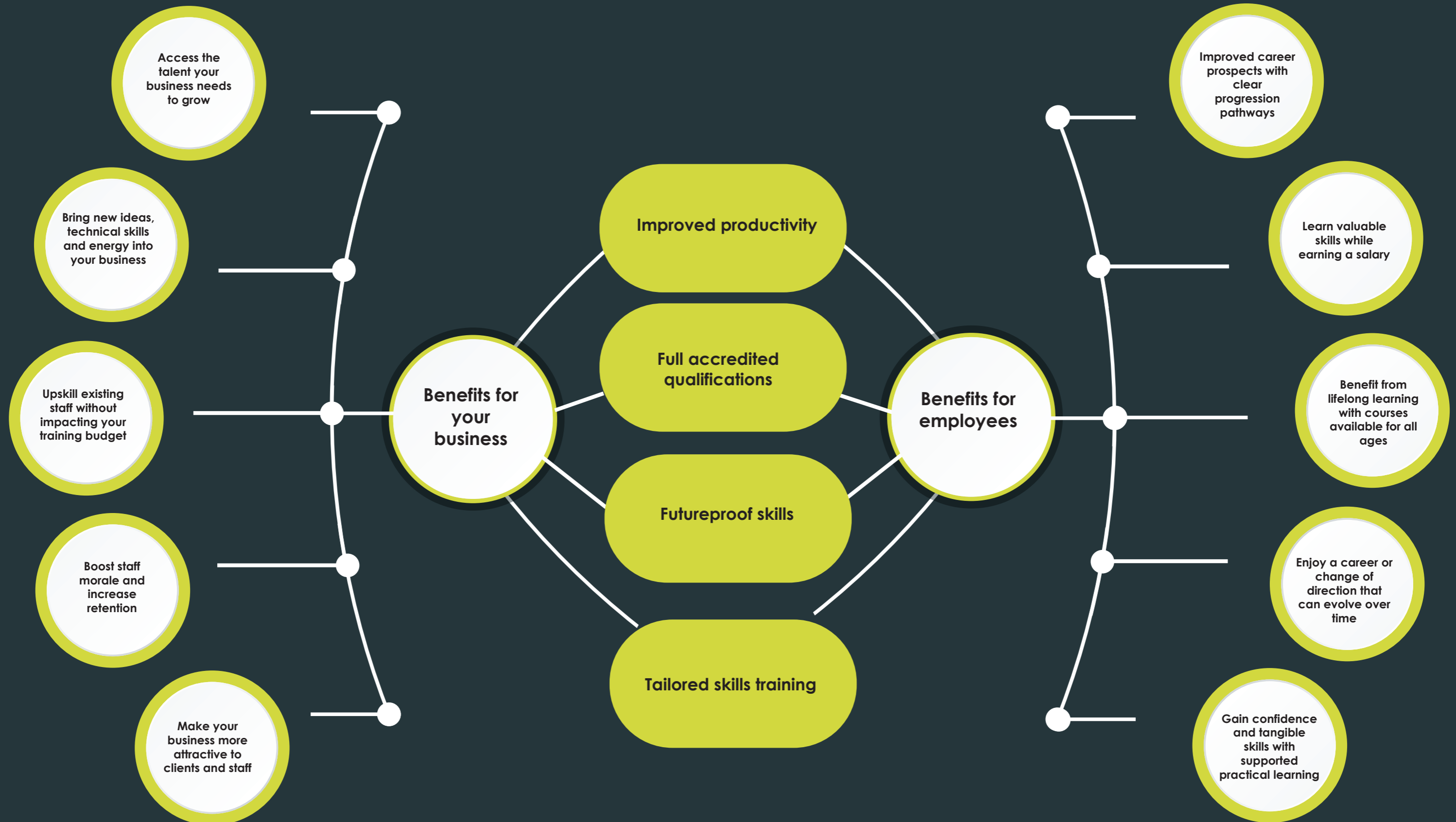
You'll see real advantages including:

- increased productivity
- lower staff turnover
- a thriving culture of continuous learning

Your apprentices will also bring fresh perspectives and new ideas, helping to spark innovation across your workplace.

In short, adopting apprenticeship training into your business is a smart, meaningful commitment to your team's growth and a powerful way to drive your business forward.

# How apprenticeships benefit you and your employees



# Recruitment: Apprenticeships open your doors to new talent

As well as upskilling your existing staff, apprenticeships are also a great way for you to attract new talent.

One of the major advantages of recruiting for apprentices is that you'll attract motivated learners. You'll benefit from new starters who are eager to learn and develop.

And by training staff from the very beginning, you can grow your talent from the ground up - allowing you to shape the skills and work habits to fit your company's specific needs and culture.

What's more, as recruitment can be costly and time-sapping for many businesses, we offer free recruitment support to help you find the right people.



**Many vacancies are best served by apprenticeships. After all, they're an ideal way for businesses to discover and develop the right talent. Apprenticeships provide a fantastic opportunity to fill important skills gaps and build a loyal, skilled workforce. And we're happy to help companies with finding the right people to fill these roles.**

Jude Holloway, Managing Director, Educ8 Training



# Retention: The secret to happier, longer-lasting employees

Did you know that offering apprenticeships can help you to keep top staff?

Recent UK government research shows that 76%<sup>1</sup> of companies using apprenticeship training have seen a significant increase in employee retention. And figures from IfATE highlight that 92%<sup>2</sup> of companies that have employed apprentices believe this leads to a more motivated and satisfied workforce.

So, whether you plan to use the training for entry-level staff, managerial roles, or beyond, apprenticeships are a smart way to invest in your staff's personal development.

Apprenticeships provide your employees with hands-on learning and the opportunity for further development without putting a strain on your training budget. They can help fill skills gaps in your business, boost motivation, and improve retention by showing staff that they're valued and invested in.

Supporting your team in this way, you can enhance their personal abilities and confidence, providing them with an accredited qualification. In doing so, you offer a supportive and encouraging workplace - one where people want to stay and thrive.

76%

of companies using apprenticeship training have seen a significant increase in employee retention.

92%

of companies that have employed apprentices believe this leads to a more motivated and satisfied workforce.

# Why businesses in Wales and beyond are saying 'yes' to apprenticeships

Recent data from Wales and the wider UK clearly shows how apprenticeships can deliver measurable value for your business<sup>3-9</sup>.

**96%**

of employers with apprentices have experienced at least one benefit from staff taking apprenticeship training, and most can count at least 8 benefits

**£1**

For every £1 invested in an apprentice, £18 is returned to the Welsh economy

**86%**

of employers are likely to continue using apprenticeship training in the future, with 64% planning to increase their apprenticeship numbers.

**95%**

of employers would recommend Educ8 apprenticeship programmes to others

**70%**

of employers in the UK say that apprentices improve staff retention

**67%**

of apprenticeships started in Wales were by female learners and older learners (over 25s) make up between a third and a half of all apprenticeships

**78%**

of employers have benefitted from increased productivity as a result of training apprentices

“

Apprenticeships are a major catalyst for business growth. By developing talent locally, companies can expand their skill base and achieve their business ambitions. As such, apprenticeships also play a vital role in driving the Welsh economy as a whole.

”

Grant Santos, Chief Executive, Educ8 Group

# Powered by apprenticeships - real stories of business success

Our fully-funded apprenticeship training has supported businesses across Wales, with courses tailored to match the skills each company needs to achieve their goals.

Here are just a few examples of how Educ8 apprenticeships have contributed to business growth and success.



## Greenfields Day Nursery

Greenfields Day Nursery in Rogerstone, Newport, has been using apprenticeships provided by Educ8 Training Group to enhance staff development and retention.

"Apprenticeships have tremendously benefitted all staff across Greenfields Day Nursery. Staff have been given the opportunity to begin qualifications at the age of 17, where their skill set is minimal, and they go on to become fantastic childcare specialists. The apprenticeship programmes enable us to mould staff to support our business needs and develop them to become confident, skilled practitioners."

**Jill King, Office Manager at Greenfields Day Nursery**



## Sky

The broadcaster and telecommunications company, Sky, uses customer service apprenticeship training to upskill their team of Customer Sales Advisors, based in Cardiff.

"We were trained on the job and got to study our qualification throughout the Level 2 Customer Service apprenticeship. What we learned from the theory directly benefitted our job role and what we learned on the job benefitted our qualification. The two went hand in hand. I have completed my apprenticeship, and I am staying on with Sky."

**Sean Singh, Customer Sales Advisory, Sky**



## Protectorcomms

Neil Thompson, Engineering Manager at Protectorcomms in Caerphilly, has more than three decades of experience in the fire and security sector. Neil chose to pursue an Institute of Leadership and Management (ILM) apprenticeship to formalise his leadership skills and better understand his team's dynamics.

"At 52, I've proven that it's never too late to invest in yourself through lifelong learning. Completing the ILM apprenticeship has transformed the way I manage my team - I've gained valuable insights into different personality types and how to lead more effectively. The qualification isn't just a certificate; it's recognition of my commitment to growing as a manager and adapting to the demands of a changing industry."

**Neil Thompson, Engineering Manager at Protectorcomms**



## Transport for Wales

Employing more than 3,800 staff, Transport for Wales (TfW) has been using apprenticeships to support its staff and develop a diverse talent pool to support its mission of transforming public transport in Wales.

"Through the ILM apprenticeship, I've developed a deeper understanding of how to lead, how to inspire others, and how to build a strong, motivated team. Since completing the qualification, I've noticed real, tangible improvements in how I communicate and manage, and it's helped me foster a more supportive and high-performing work environment. It's not just about getting a certificate - it's about becoming a better leader, and that's exactly what this apprenticeship helped me achieve."

**Nathan Doe, Senior Timetable Production Manager at Transport for Wales**



# How can apprenticeships help with staff development?

Apprenticeships are designed so that they can be more than just a one-off qualification.

They encourage personal growth and a continued drive for learning and achievement. As such, they're a great way for your company to nurture talent from within.

Whether someone is just starting out or looking to move up in their career, apprenticeships offer a clear path for progression. Staff can begin with a Level 2 qualification and move all the way up to higher levels like Level 4 or 5, depending on their goals.

There's always the chance to keep learning, developing, and aiming for the next step.

That's why apprenticeships are a brilliant way to support staff development. They help your employees grow in their roles while building confidence and practical skills that make a real difference to their day-to-day work.

And the best part? The programmes are fully funded, making it an accessible and cost-effective way to grow your team's skills and build a stronger, more capable business.



# Frequently asked questions

## Who can apply for apprenticeships?

Businesses of all sizes can access our fully-funded apprenticeship programmes. Generally, for your company to benefit from our apprenticeship training, the following need to apply:

- Your business needs to be based in Wales
- The learner needs to be an employee - whether as a new starter or part of existing staff

Anyone over the age of 16 can apply for and complete an apprenticeship relevant to their role. And apprenticeships are open to people of all ages, backgrounds and career levels.

With flexible options available across a wide range of sectors, apprenticeships truly offer lifelong learning for anyone ready to develop and succeed.

The flexibility of apprenticeships means they're a great way for your business to develop a diverse talent set and a future-ready workforce.



# Frequently asked questions

## How much will apprenticeships cost my business?

Our apprenticeship qualifications are fully-funded by Welsh government, so there's no cost to your business or for the employee.

This applies whether your employee is starting out with a Level 2 qualification or is undertaking a Level 5 apprenticeship, which is the equivalent of a Level 5 BTEC or foundation-level degree.

You'll simply continue to pay your employee's usual salary as they work and learn simultaneously - developing the latest industry skills and fresh ideas that boost your company's productivity.

In fact, by employing an apprentice, you really only stand to gain.

## What does my business need to do to support apprentices?

Supporting an apprentice is simpler than many businesses expect. Your main role is to encourage, motivate and provide a supportive environment for learning. This includes allowing time within working hours for elements of the apprenticeship and in some cases assignment completion.

You'll also have regular contact with an industry-experienced trainer coach who delivers the apprenticeship. They'll provide updates on progress and work with you to ensure the learning aligns with your business goals.

## How long do apprenticeship training courses last?

Our courses usually last between 12 and 24 months, depending on the level of apprenticeship and the subject area.

As a general guide, you can expect the following:

**Level 2** (Foundation Apprenticeship):  
Around 12–18 months

**Level 3** (Advanced Apprenticeship):  
Around 15–24 months

**Level 4** (Higher Apprenticeship):  
Around 18–24 months or longer

**Level 5** (Higher Apprenticeship):  
Around 18–24 months or longer

The exact length can vary based on the apprentice's prior experience, working hours, and the specific qualification being delivered. Our apprenticeships are designed to be flexible and fit around the needs of both the learner and you, as the employer.

## Help boost revenue

**£20,900<sup>10</sup>**

Recent analysis for National Apprenticeship Week found that management apprentices help boost their firm's revenue by an average of £20,900 per apprentice, per year.

<https://www.managers.org.uk/about-cmi/media-centre/press-releases/uk-businesses-unlock-106-million-in-revenue-by-investing-in-management-apprenticeships-according-to-a-new-economic-analysis/>



# What courses are available?



Digital Marketing



Social Media for Business



Business Admin



Customer Service



Leadership & Management



Project Management



Hairdressing



Barbering



Nails & Beauty



Energy & Carbon Management



Digital Skills for Business



Childcare



Health & Social Care



Children & Young People



Clinical Healthcare Support

---

# How to get started with apprenticeships

If you want to learn more and find out how your business can start to benefit from fully-funded, all-age apprenticeships, just click on the link below:

[educ8training.co.uk/employers/](https://educ8training.co.uk/employers/)

Alternatively, to get in touch with one of our friendly team, email:

[boostmybusiness@educ8training.co.uk](mailto:boostmybusiness@educ8training.co.uk)



**Advice & Guidance**



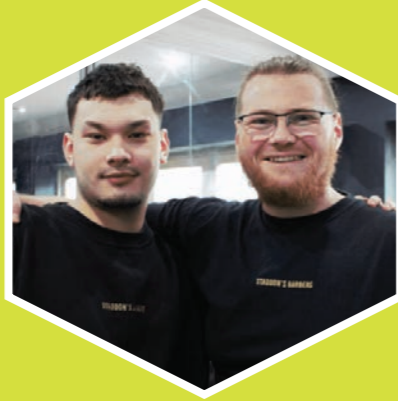
**Digital Learning Practitioner**



**Leadership & management for Educators**



**Support for Teaching & Learning**



**Jobs Growth Wales+**



# About Educ8 Training

Educ8 Training is part of Educ8 Group, which also incorporates ISA Training, Aspire 2Be and Haddon Training. For us, apprenticeships aren't just about ticking a box - they're about meaningful learning that drives real impact for individuals and the businesses they work for.

As one of **only ten approved providers**, and the largest independent organisation contracted to deliver Welsh Government-funded apprenticeships, we're proud to be recognised for quality: **100%** of employers who have used our apprenticeship training rate us as '**Good to Excellent**' and would recommend Educ8 to others.

We care about your business and work with you, taking time to understand your needs and challenges. By carrying out a detailed skills analysis, we identify the gaps in your workforce and tailor the training to help you build capability and achieve your business ambitions.

We are Investors in People accredited and **rank in the top 10 'Best Large Companies To Work For in the UK'**. We're trusted by businesses and learners alike for high-quality teaching, personalised support, and outstanding results.

With Educ8, your business and your people are in safe and expert hands.



#### Sources:

- [1] [9] Department for Education, 'Apprenticeships achievements - an update for the sector', published March 2024
- [2] Institute for Apprenticeships and Technical Education annual report and accounts, 2023
- [3] National Apprenticeship Service, 'Achieving the benefits of apprenticeships', published 2018
- [4] Chartered Institute of Business (CBI), 'Businesses should co-design apprenticeships to create a workforce to tackle growth opportunities', published February 2025
- [5] [6] Department for Education, 'Apprenticeship Evaluation 2023: Employer survey', published September 2024
- [7] Educ8 data based on regular employer feedback surveys
- [8] Medr, 'Apprenticeships learning programmes started: February to April 2024', published November 2024
- [10] The Chartered Management Institute, 'UK businesses unlock £106 million in revenue by investing in management apprenticeships, according to new economic analysis', published February 2025





Educ<sup>8</sup>  
GROUP



# LET'S WORK TOGETHER



## EMAIL & WEBSITE

[boostmybusiness@educ8training.co.uk](mailto:boostmybusiness@educ8training.co.uk)

[www.educ8training.co.uk](http://www.educ8training.co.uk)

## OFFICE LOCATION

Tredomen Gateway,

Ystrad Mynach, Hengoed CF82 7EH