



Building Future Talent Together

An Employer's guide to Apprenticeships

**UNIVERSITY
OF WARWICK**

Why Choose Warwick?

For over 60 years, Warwick has worked alongside employers to develop skilled professionals who make an immediate and lasting impact.

We combine academic excellence with real-world application, helping organisations develop talent, close skills gaps and prepare for future growth.



60+

60+ years of industry collaboration

TOP 10

Consistently ranked within the UK's Top 10 universities (QS World University Rankings 2027)



Flexible delivery models to suit your organisation



Top University in the West Midlands 2027 (Complete University Guide 2027)



Apprenticeships designed with employers, for employers



TEF Gold for teaching excellence

Retention with Real Impact

When organisations invest in people, the results last far beyond the apprenticeship itself.

100% Apprentice Pass Rate

Our apprentices consistently deliver outstanding outcomes, applying new skills directly within their workplaces and contributing to organisational success.

This achievement reflects not only the commitment of our apprentices, but also the invaluable support of our employer partners who work closely with us throughout the journey.



Office for Students

OfS

What Ofsted and the OfS say about the quality and impact of our apprenticeships

“Apprentices develop substantial new knowledge and skills over time. They use their new learning well in their places of work, and employers value this greatly. Many apprentices achieve promotion during their apprenticeship.” (Ofsted Report, 2024)

“Employers reported that tripartite meetings are useful and purposeful and have been an important opportunity for apprentices to identify areas for support, both from the employer and the University.” (Office for Students final report February 2025)

Why Apprenticeships?

Apprenticeships are a proven way to build the skills your organisation needs, both now and for the future. Combining workplace experience with university level learning, they help you, our employer partners attract new talent, upskill existing staff and close critical skills gaps.

By partnering with Warwick, you can equip your employees with the knowledge, skills and behaviours needed to improve performance, support business growth and future-proof your organisation.



Why Employers Invest in Apprenticeships



Close Critical Skills Gaps



Upskill Existing Employees



Increase Productivity



Develop talent with the precise skills your organisation needs



Support progression while increasing employee engagement



Apply learning directly to workplace challenges



Strengthen Your Talent Pipeline



Maximise Levy Funding



Improve Retention



Create a sustainable flow of future professionals and leaders



Make the most of available apprenticeship funding



Investing in people creates more loyal and committed teams

“Our partnership with the University of Warwick has enabled us to access and utilise new apprenticeships in key skill areas such as Electro-Mechanical Engineering. The apprentices from Warwick bring fresh perspectives, innovative ideas, and a strong work ethic that have significantly enhanced our productivity and creativity. Their contributions are not only driving our business forward but also fostering a culture of continuous learning and improvement.”

Apprentice Development Manager, AtkinsRéalis

Employer Focused Programmes

We offer apprenticeship programmes across a range of professional disciplines, combining academic excellence with workplace application.



Careers



Digital



Engineering



Social Work



Teaching



You can explore our full list of programmes at:
warwick.ac.uk/study/apprenticeships/courses

If the apprenticeship you are interested in is not listed, please get in touch to find out more about our latest developments at apprenticeships@warwick.ac.uk.

Key Terms

Apprenticeship:

An apprenticeship is a job with training, developed to meet the requirements set out in the appropriate Apprenticeship Standard. It combines work-based learning with structured off-the-job training to ensure apprentices develop the knowledge, skills and behaviours needed for competent performance in their role.

Apprenticeship Standard:

The standard sets out what apprentices will learn, the required outcomes in terms of knowledge, skills and behaviours, baseline entry requirements, the assessment plan for the Apprenticeship Assessment (see below), the typical duration, and the maximum amount of funding available from the levy for the programme. Standards for each apprenticeship are developed by employers, supported by University of Warwick subject specialists, and overseen by the Skills England.

Apprenticeship Assessment:

All apprentices must complete an Apprenticeship Assessment to complete their apprenticeship. The Apprenticeship Assessment assesses whether the apprentice has developed the required knowledge, skills and behaviours outlined in the Apprenticeship Standard and can demonstrate occupational competency.

Mode of Delivery:

Delivery models vary depending on the apprenticeship programme chosen. Some programmes are delivered through day release, while others follow a block release format. All programmes combine face-to-face teaching with online learning to provide a flexible and engaging learning experience.

Off-the-job (OTJ) Training:

Off-the-job training is defined as learning undertaken outside of the apprentice's normal working duties and contributes directly to achieving the apprenticeship. It may be delivered at the apprentice's workplace but must be separate from their day-to-day role. OTJ Training is a statutory requirement of an English apprenticeship and the minimum volume of OTJ training to be achieved for all apprentices

is published on the front of each apprenticeship Standard on the Skills England website.

Growth and Skills Levy:

The Growth and Skills Levy is a UK tax which was introduced to fund apprenticeship training. Employers with an annual pay bill of over £3 million must pay the levy. The levy works by requiring employers to pay 0.5% of their total annual pay bill, minus a £15,000 allowance.

If an organisation has an annual pay bill of under £3 million, they do not have to pay the Growth and Skills Levy. Instead, there is a co-investment model which allows the government to fund most of the training costs.

From August 2026, the government will fully fund apprenticeship costs for all apprentices under 25 employed by non-levy paying employers.

For apprentices who are 25 or over, the UK government will pay 95% of the training cost with the employer paying the remaining 5%.

Progress Review Meetings:

Face-to-face Progress Review Meetings must take place at least every 12 weeks between the employer, the University and the apprentice. These meetings allow us to monitor progress, review learning, and ensure the apprentice is receiving the appropriate support from both the University and the employer.

"The flexibility of the block release programme offered by University of Warwick has given our company the ability to offer opportunities for professional training and development which would otherwise be unavailable. The quality of the education system and the standards taught are high and exactly what we need for aspiring professional engineers."

*Professional Development Manager,
Tony Gee*

Supporting You Every Step of the Way



Experienced Apprenticeships Team
Provide dedicated support from recruitment through to completion



Employer Engagement Officers
Identify opportunities, explain funding and support onboarding



Programme Managers
Provide ongoing guidance throughout the programme



Apprenticeship Tutors
Monitor progress and deliver targeted support for successful completion. Bridge the gap between academic theory and practical work.



Regular Progress Reviews
To keep apprentices, employers and the University aligned every step of the way

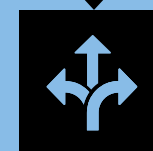


Your Apprenticeship Journey: The Key Milestones



1. Identify Opportunities

Discover where apprenticeships can add value and address skills gaps



2. Explore your options

Explore programmes, funding opportunities and delivery models



3. Recruit or Upskill Talent

Develop new and existing employees through apprenticeship programmes



4. Launch Your Programme

Partner with Warwick to deliver high-quality learning and apprentice development



5. Support Success

Work together to monitor progress, support development and achieve successful completion



Together, we'll develop the skilled workforce your organisation needs to thrive.

Ready to Build Future Talent?

Whether you're recruiting new apprentices or developing existing employees, we're ready to help.



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Learn more
[warwick.ac.uk/study/
apprenticeships](https://warwick.ac.uk/study/apprenticeships)



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