

## Support for Youth Employment and Study (UK only) – Principles and Practices



Heriot-Watt University in the UK supports a range of youth employment and study options mainly through apprentices and interns.

This document sets out the principles and practices for establishing and managing youth employment in support of current and future workforce needs to deliver Strategy 2025. For Managers and Hiring Managers, further information is available [here](#).

### Aims and Benefits of Supporting Youth Employment and Study

Apprenticeships and interns are an important part of our workforce strategy contributing to the recruitment and development of colleagues in order to enable effective service delivery. They support young people by providing access and progress in learning, equipping them with the skills for learning, life and work - to participate and progress, where possible, to employment. For the University, they can contribute to increased productivity, greater staff retention and a more highly skilled and motivated workforce for the future.



The University already supports the Scottish Business Pledge, one of the pledges being to 'Invest in Youth'. It does this by providing a high quality career guidance service for students and by employing a range of apprentices.



Additionally, the University is part of The **Edinburgh Guarantee**, a vision that all sectors in the city will work together to ensure that every young person in Edinburgh will leave school with the choice of a job, training or further education opportunity available to them.

### What is available within Heriot-Watt University (UK)

- 1. Graduate Apprentices – externally recruited**  
Offering a four-year course of study and development leading to a First Degree from HWU
- 2. Graduate Apprentices – existing employees**  
Offering internal development for existing HWU employees wishing to study via the Graduate Apprentice route leading to a First Degree from HWU whilst continuing to be employed
- 3. Modern Apprentices**  
A one+ year of study and on-job development available through selected providers, often leading to employment at the end of the study period
- 4. Trades Apprentices**  
A four-year structured course of study and on-job development leading to a trade-related indenture from a recognised trades body

## 5. **Career Ready Interns**

Preparing young people for the world of work, short periods of paid employment can be offered providing much sought after work experience and on-job development, often connecting disadvantaged young people with the world of work, unlocking their potential and levelling the playing field

### **For Managers and Hiring Managers**

Further information is available [here](#) on each of the roles and study routes above, setting out HWU terms and conditions, length of study and how to recruit a young person or offer opportunities to existing employees.

*Developed by HR October 2019*