

Appendix 3

Apprenticeship type / entry level *	Qualification level equivalent	Duration* *	Recommended post level (KR grade)	How it works and the details	Pay structure***	Total annual salary****
1. Work experience	N/A	1-2 weeks	KR2-3	<ul style="list-style-type: none"> KCC gives school pupils an opportunity to gain valuable work-experience (working in partnership with BSS work experience team) 	N/A	N/A
2. Intermediate Level Apprenticeship only; moving into a permanent post when complete	Level 2	12 months	KR 2-4	<ul style="list-style-type: none"> Apprentice is employed in a supernumery position for the duration of the Apprenticeship (held against a substantive KR2-4 post) Upon successful completion of apprenticeship they are flexibly deployed into the substantive post (unless there is mutual agreement that they will move into an Advanced Level Apprenticeship) 	<ul style="list-style-type: none"> 0-4 months: £115 p/w 5-8 months £130 p/w 9 months-completion: £150 p/w 	£6856 <i>(Based on 17.3 weeks per stage)</i>
					<ul style="list-style-type: none"> Post-completion: KR2-4 salary 	£13,162 - £16,306
3. Intermediate Level Apprenticeship continuing into an Advanced Level Apprenticeship; moving into a permanent post when complete	Level 2 > Level 3	24 months (12+12)	KR 3 transitioning to KR4- depending on type of apprenticeship completed	<ul style="list-style-type: none"> Apprentice is employed in a supernumery position for the duration of the Apprenticeship (held against a substantive KR5-6 post). Upon successful completion of the Intermediate Level Apprenticeship, they move into an Advanced Level Apprenticeship and are paid the equivalent of a KR3 grade for the duration of the qualification Upon successful completion of the Advanced Level Apprenticeship they are flexibly deployed into the substantive post KR 5-6 post 	Intermediate Level Apprenticeship: as above	£6856
					Advanced Level Apprenticeship: KR3 equivalent	£14,383
					When qualified: KR5-6 salary	£17,132 - £18,844
4. Advanced Level Apprenticeship only; moving into a permanent post when complete	Level 3	12 months		<ul style="list-style-type: none"> Apprentice is employed in a supernumery position for the duration of the Apprenticeship (held against a substantive KR5-6 post) Upon successful completion of apprenticeship they are flexibly deployed into the substantive post (unless there is mutual agreement that they will move into an Advanced Level Apprenticeship) 	<ul style="list-style-type: none"> 0-4 months: £150 p/w 5-8 months £175 p/w 9 months-completion: £200 p/w 	£9,083
					<ul style="list-style-type: none"> Post-completion: KR 5-6 salary 	17,132 – 18,844
5. Advanced Level Apprenticeship continuing into a Higher Apprenticeship; moving into a permanent post when complete	Level 3 > Level 4	24 months (12+12)		<ul style="list-style-type: none"> Apprentice is employed in a supernumery position for the duration of the Apprenticeship (held against a substantive KR57-8 post) Upon successful completion of the Intermediate Level Apprenticeship, they move into a Higher Apprenticeship and are paid the equivalent of a KR4 grade for the duration of the qualification Upon successful completion of the Advanced Level Apprenticeship they are flexibly deployed into the substantive post KR7-8 post 	Advanced Level Apprenticeship: as above	£9,083 <i>(Based on 17.3 weeks per stage)</i>
					Higher Apprenticeship: KR4 equivalent	£16,306
					When qualified: KR7-8 salary	£20,671 – £23,518
6. Higher Apprenticeship only; moving into a permanent post when complete	Level 4	12-24 months		<ul style="list-style-type: none"> Apprentice is employed in a supernumery position for the duration of the Apprenticeship (held against a substantive KR7-8 post) Upon successful completion of apprenticeship they are flexibly deployed into the substantive post 	<ul style="list-style-type: none"> 0-4 months: £200 p/w 5-8 months £225 p/w 9 months – completion: £250 p/w 	£11,678 <i>(Based on 17.3 weeks per stage)</i>
					<ul style="list-style-type: none"> Post-completion: KR7-8 salary 	£20,671 – £23,518