

# ROYAL AIR FORCE APPRENTICESHIPS

## Apprentices within the MOD

The Armed Forces offer a viable alternative to Higher and Further Education (HE/FE) by providing opportunities to undertake further studies throughout your career. They provide apprenticeships at various levels (primarily Intermediate and Advanced, with some at Higher) that allow you to work and get paid to learn and train.

- The MOD has committed to enrolling 50,000 Apprentices within this parliament and is on track to exceed that.
- Currently, it is the single largest deliverer of apprenticeships in the UK with approximately 20,000 apprentices at any one time; a very significant number of these are in STEM areas.
- Apprenticeships are firmly embedded across Armed Forces initial training, with 98% of all recruits (regardless of age or prior qualifications) enrolling on an apprenticeship.
- Committed to through-career progression, the 'opportunities available in terms of education and training, life experience and social mobility cannot be matched by any other employer.' (Veterans' Transition Review).

## RAF Apprenticeships

The RAF is proud to be one of the Nation's largest apprenticeship Employer-Providers. Ofsted has graded the RAF Apprenticeship provision as 'Outstanding' in all areas and subsequently published a good practice article entitled 'Creating a culture to sustain high apprenticeship performance.' It is listed in the Top 100 Apprenticeship Employer lists for 2016 and 2017 and were **winners of the Macro Employer category at the 2017 National Apprenticeship Awards**. The RAF are finalists in the 'Apprenticeship Programme of the Year' category at the Times Educational Supplement Further Education Awards to be held in London on 23 Feb 18.

- Apprentices are full-time Servicemen/women; receiving full pay as opposed to the National Apprenticeship Wage and all remain in employment on completion of their apprenticeship.
- Leading the Nation in delivery of technical apprenticeships since 1920, the Service is a registered Apprenticeships Employer-Provider now offering 21 cross-sector apprenticeships to meet the strategic needs of the Service and the UK.
- Since 2002, over 28,400 RAF apprentices have completed an apprenticeship.
- The percentage of the workforce who are apprentices/ex-apprentices continually increases as learners remain with the Service.
- In apprenticeship trades 99% of personnel up to the rank of corporal are apprentices or ex-apprentices.
- The Service achieved recognition by Stonewall, won the 2016 'European Diversity Awards' Diversity Team of the Year and was runner-up in the 2016 Race Equality Awards.
- In 2017, the Royal Air Force sponsored a category within the Asian Apprenticeship Awards and had 3 finalists within a different category of the awards.

- The RAF undertakes activities, such as the joint Royal Navy, RAF and Bae Systems Roadshow, focused on encouraging females and those from BAME communities to consider STEM subjects and careers.

RAF representatives sit on two local Apprenticeship Ambassador boards and we have recently been invited to join the national Apprentice Diversity Champions Network. We partnered the ESFA in development, testing and 'de-bugging' of the Apprenticeship Service and are currently piloting the assurance controls and tests for Apprenticeship Levy providers.

The Apprenticeships Scheme is essential to recruit capable dedicated manpower; over 90% of non-commissioned entrants undertake a trade related apprenticeship on entry, with the remainder undertaking professional qualifications, with 2800 apprentices on programme at any time.

### The RAF offers apprenticeships in the following trades:

Cyberspace Communications Specialist (formerly ICT Technician)	Human Resources
RAF Regiment Gunner	Supply, Storage and Distribution Specialist
Catering and Hospitality Specialist	General Technician Workshop
Chef	Communications Infrastructure Technician
Aerospace Systems Operator	Survival Equipment Specialist
Flight Operations Assistant	RAF Police
Intelligence Analyst	Aircraft Technician (Mechanical)
Vehicle and Mechanical Equipment Technician	Aircraft Technician (Avionics)
Firefighter	Mover
Weapon Technician	Photographer
Driver	Electrician

More information can be found at [www.raf.mod.uk/recruitment/apprenticeships/](http://www.raf.mod.uk/recruitment/apprenticeships/).

