

Can an employee still apply if they have a degree?

From April 2017 when the Apprenticeship Levy is introduced, any employee who already has a degree can undertake a Serco Apprenticeship Diploma as long as it is in a different subject. Until then, employees must choose a course at a level higher than the highest qualification they may already hold. Please note that new government guidelines from April 2017 may mean that this could change.

Are Apprenticeships open to all age groups?

There are no age limits, employees of all ages in England are welcome to undertake a Serco Apprenticeship Diploma.

What salary will employees earn when undertaking a Serco Apprenticeship Diploma?

Existing employees undertaking a Serco Apprenticeship Diploma will continue to be paid their usual salary as there will be no change to their salary or T&Cs for enrolling on the scheme.

If you have decided to employ an individual as an apprentice in your business the salary is determined by the contract manager. Serco does not pay the apprenticeship wage. The minimum that an apprentice working for Serco should be paid is the minimum salary for their age. Please speak to your HRBP if you need further information.

What if the employee studied outside of the UK?

The entry requirements vary depending on the programme but most Apprenticeship Diplomas only require the employee to be aged 16 or over, and be living or working in England.

If an employee has GCSEs or A Levels gained outside of the UK, then we will confirm if these can be used as accreditation towards the Serco Apprenticeship Diploma.

If you have an employee in this position please contact us at skills@serco.com



When and where does the learning take place?

The employee will be assigned an assessor who will visit them each month to assess their progress. These meetings will take place at the employee's normal place of work. The employee will need to be allocated one to one time to have these meetings with their assessor. The employee may also be required to complete assignments in their own time.



What if an employee does not complete the full course because they are leaving Serco or have changed their mind?

If an employee leaves Serco, they can take their qualification onto the next employer and complete it at their new company. Once an employee has decided on signing up for an Apprenticeship Diploma, they are making a commitment to complete the Apprenticeship Diploma and become fully qualified. We would encourage employees to think carefully about the Diploma qualification they would like to gain as Serco will be making a financial investment on their behalf to help them qualify.

In addition to the introduction of the Apprenticeship Levy in 2017, there are likely to be further regulatory changes to the Apprenticeship Programme over the coming months. As soon as these changes are announced, we will provide updates and support materials to explain these changes and their implications to the Apprenticeship Programme.

For more information please contact us at skills@serco.com and we will be happy to help.

Serco Apprenticeship Diploma for employees

How long?

What are?



What if?

Can I?

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