



GREENE KING  
BURY ST EDMUNDS

Apprenticeships

# Information for Parents

We appreciate that it can be difficult understanding the options for your child's education following their GCSEs. We truly believe in apprenticeships and hope that the information below gives you a good understanding of how an apprenticeship works and exactly what your child will gain from an apprenticeship with Greene King.

Apprenticeships offer the unique chance to learn on the job while getting paid and gaining that all important work experience to kick start a successful career with us. We strongly believe that our apprenticeship programme is one of the best in the country and we've got the awards to prove it!

As an apprentice, they will be employed by Greene King from day one and have access to all the benefits we offer our employees. This allows them to achieve a nationally recognised apprenticeship while developing a career with us.



## What is an Apprenticeship?

Put simply, an apprenticeship is a paid job with training. All of our apprentices are fully employed by Greene King, enjoying the same rewards and benefits as all of our employees.

They will undertake a work based learning programme lasting 12-15 months matched to a variety of positions in our pubs, restaurants and hotels, developing the skills that will enable progression to supervisory and management levels.

## Apprenticeship Career Pathway

Most of our entry-level apprenticeships for team members are at Level 2, which is equivalent to 5 GCSEs.

As they progress into team leaders, assistant managers or kitchen managers, they can undertake Level 3 apprenticeships, equivalent to A Levels.

Our Higher Apprenticeships are aimed at developing our general managers, equivalent to a foundation degree. This offers an alternative route to university, avoiding expensive costs and loans.

## How does it work?

### WORKING HOURS & PAY RATES

Our apprentices work an average of 30-35 hours per week, just like a typical Greene King employee. To be enrolled on an apprenticeship they must work more than 16 hours, which is likely to include evening and weekend work. All Greene King employees have a probationary period of 12 weeks in which to settle in to their role and complete their mandatory training. Apprentice pay starts at the National Minimum Wage for their age (not the Apprenticeship Minimum Wage), in line with our standard pay rates.

### TRAINING & SUPPORT

Once employed as an apprentice, your child will be assigned a dedicated learning coach who will guide them through their apprenticeship. The majority of training is delivered in the workplace, involving regular visits, assignment preparation, on-the-job observations and constant support from their learning coach. Our eLearning platform provides further engaging resources and doubles as a social media platform for apprentices to share ideas and questions with each other.

We believe in developing our teams, equipping them with the skills and knowledge to succeed and progress their careers with us. Our apprenticeships can support learners throughout their career; all the way to running their own pub if they have the passion!

*"The biggest thing we are looking for is commitment and a can-do attitude!"*

Functional Skills are included in the apprenticeship, so if your child hasn't got GCSEs in English or Maths, this is a great way to get them. Previous qualifications aren't required to be considered for an apprenticeship with Greene King.

## My child is between 16-17 and not attending school, do they need to be on an apprenticeship?

Current legislation requires a young person to stay in some form of education or training, such as an apprenticeship, until their 18th birthday. We currently employ over 2,200 young persons aged 16-17 years across our managed sites and are aware of the unique challenges many young people face transitioning from school or college to their first job.

Young Persons (16-17) are specifically prohibited from particular tasks and use of certain equipment to ensure their safety in the workplace. Our general managers are aware of this and there are strict guidelines and policies in place to ensure the safety of our young employees.

*Discounts at GK managed sites, pension scheme, up to 28 days paid holiday, discounts off high street retail brands*

## What will my child gain from starting an apprenticeship with Greene King?

Greene King provides plenty of opportunity to progress within the business, and offer a clear career path and continuous development opportunities to support our employees throughout their career journey. An apprenticeship will enhance your child's future prospects, aiding their personal and professional development. Plus, as part of Greene King, they'll reap the benefits of working for one of the leading pub companies in the UK with the biggest apprenticeship programme in the hospitality sector.

## Who do I contact if I have questions?

Either email us at [apprenticeships@greeneking.co.uk](mailto:apprenticeships@greeneking.co.uk), call us on **0845 123 8510** or visit our website [www.lifetimetraining.co.uk/apprenticeship-vacancies/greene-king](http://www.lifetimetraining.co.uk/apprenticeship-vacancies/greene-king)