

Foundation apprenticeships

Frequently asked questions

1. What are foundation apprenticeships?

Foundation apprenticeships are jobs with training at Level 2, providing a broad curriculum focussing on the knowledge, skills and behaviours needed for the job, as well as employability skills to support the transition from full time education to work, providing entry-level competence.

2. Why are foundation apprenticeships being created?

A. Foundation apprenticeships are being developed to support employers in key sectors to meet their current and future skills & resource needs by developing new opportunities to engage with younger employees and build pipelines of talent. They are creating new pathways into high quality employment and career development for young people.

3. What are the benefits for apprentices taking a foundation apprenticeship?

Foundation apprenticeships will provide a broad grounding in an entry level occupation, leading to opportunities for progression to a more specific or higher-level apprenticeship. They will develop common behaviours needed by those new to the workplace which include employability skills, resilience and commitment to personal development.

4. Are there any English and maths requirements?

Young people aged 16-18 who do not hold a Level 1 or Level 2 English and maths qualification will be required to study towards the relevant E&M qualification, however there will be no requirement to pass in order to achieve their apprenticeship.

5. How long will it take to complete a foundation apprenticeship?

A. In line with wider apprenticeships, the minimum duration will be 8 months, and we expect them to last for up to 12 months, however this may be longer to accommodate individual learner needs. The [standards](#) published on IfATE's website set out the recommended duration for that apprenticeship.

6. Which individuals could benefit from a foundation apprenticeship?

Foundation apprenticeships are designed to develop both the technical knowledge, skills and behaviours needed for the job role, as well as employability skills to support the transition from full-time education to the workplace. They are targeted at young people at the start of their career who have limited work experience and want to make an informed choice of which more specialised occupation they want to progress onto.

7. If an apprentice on a foundation apprenticeship is able to progress onto another apprenticeship, will they need to achieve and complete their foundation apprenticeship first?

Those that are able to move onto a more specific or higher-level apprenticeship more quickly can do so, where it is appropriate.

8. Are foundation apprentices paid?

Yes, foundation apprentices are entitled to the apprentice minimum wage if they are aged under 19 or aged 19 or over and in the first year of their apprenticeship. In all other cases, they are entitled to the minimum rate for their age.

9. Who can undertake a foundation apprenticeship?

Foundation apprenticeships will be available for young people aged 16 to 21, and up to 25 for those with an EHCP, are a care leaver, or a prisoner/prison leaver. Training providers will need to carry out an initial assessment to ensure that the foundation apprenticeship is the right programme for the learner.

10. What are the progression routes from a foundation apprenticeship?

Once someone has achieved a foundation apprenticeship, they can progress onto a more specific or higher-level apprenticeship and the learning from their foundation apprenticeship will support this transition. Each new occupational standard will make possible progression routes clear.

11. Why should employers be willing to employ foundation apprentices?

Foundation apprenticeships can support employers' recruitment and talent development strategies, creating early talent pipelines. It is their opportunity to work with a young person to develop them and support them to progress within their business. The benefits include:

- **Future proofing the talent pipeline** supporting the development and progression of a young person, acquiring the talent and skills needed to tackle skills shortages.

- **Attracting and retaining candidates** supporting them to make an informed choice on which further apprenticeship to progress onto whilst remaining within the business
- **Increased diversity** by opening up the pool of potential employee's, employers can diversify their workforce and create opportunities for those who may not currently engage with apprenticeships

12. What are employers' responsibilities for young people in terms of safeguarding?

As with current apprenticeships, employers need to meet their responsibilities for the health, safety and welfare of young people under the age of 18. Young people need to have clear and sufficient instruction, training and supervision to understand the importance of health & safety, more information can be found here: [Young people at work: Overview - HSE](#).

13. What types of providers do you think will engage with foundation apprenticeships?

Training providers who already deliver good quality apprenticeships to young people within the sectors that foundation apprenticeships will be available in will be in the right position to deliver foundation apprenticeships training.

14. Can someone complete more than one foundation apprenticeship?

A person may be eligible to complete more than one foundation apprenticeship as long as the remaining training needed, after recognition of prior learning, lasts for the minimum duration of 8 months.

15. How will employers get the full £2,000 payment?

The employer payment is designed to support employers with the additional costs of taking on a young person on a foundation apprenticeship and to support their progression. It will be paid in three instalments spread across the foundation apprenticeship, with the final payment made when an apprentice progresses onto their next apprenticeship. More detail can be found within the funding rules - [Apprenticeship funding rules, 2025 to 2026 - GOV.UK](#)

16. How will foundation apprenticeships be funded?

Foundation apprenticeships will be funded in the same way as all other apprenticeships, through the growth and skills offer. Employers in England that pay the levy can use the funds in their apprenticeship service accounts to fund foundation apprenticeship training and assessment. The government will pay the full training costs for foundation apprenticeships for non-levy paying employers.

17. How will apprentices be assessed?

An assessment plan will be created for each foundation apprenticeship. The new plans will align with the recent NAW announcements introducing the high-level assessment principals, and will include on-programme assessment as well as a smaller end-point assessment.

18. Will a foundation apprenticeship count as prior learning and reduce the length of the next apprenticeship?

Where a person has taken part in a foundation apprenticeship and progress onto another apprenticeship, the duration of that apprenticeship may be reduced to take into account the prior learning or experience obtained from the foundation apprenticeship. The next apprenticeship must still have a remaining duration of 8 months and comply with off-the-job training requirements.