

Kent Scheme Apprenticeship Pay Rates from April 2022

This framework covers all types of apprenticeships except where an apprentice has completed the first year of their apprenticeship and at that point is aged 19 or above, in these circumstances they should be paid the National minimum wage for their age for the remainder of the apprenticeship.

Entry Level & Options	Level Apprenticeship Standard	Level of responsibility/ post completion (KR Grade)	How it works	Weekly Pay	*Cumulative Annual Salary
Option 1 New apprenticeship entry point to be agreed	Level 1-2	KR 3	Employed on a fixed term contract for the duration of the apprenticeship against a substantive post or on a supernumerary basis. On successful completion employed in a permanent capacity or continue to Advanced Level Apprenticeship	<ul style="list-style-type: none"> ▪ 0 - 8 months: £178.03 ▪ 9-12 months: £182.10 ▪ 12 months – completion: £192.33 	£9353.21
Option 2 Intermediate Level Apprenticeship	Level 2	KR3 - 4	Employed on a fixed term contract for the duration of the apprenticeship against a substantive post or on a supernumerary basis. On successful completion employed in a permanent capacity or continue to Advanced Level Apprenticeship	<ul style="list-style-type: none"> ▪ 0-4 months: £178.03 ▪ 5-8 months: £182.10 ▪ 9 months – completion: £192.33 	£ 9601.74
Option 3 Intermediate Level continuing into:	Level 2	KR 3 - 4	Employed on a fixed term contract for the duration of the apprenticeship against a substantive post or on a supernumerary basis.	<ul style="list-style-type: none"> ▪ 0-4 months: £178.03 ▪ 5-8 months: £182.10 ▪ 9 months – completion: £192.33 	£9601.74

Advanced Level Apprenticeship	Level 3	KR 5 - 6	On successful completion of the Intermediate Apprenticeship continue to Advanced Level Apprenticeship. On successful completion employed in a permanent capacity	▪ KR3 equivalent	KR3
Option 4 Advanced Level Apprenticeship	Level 3	KR 5 - 6	Employed on a fixed term contract for the duration of the apprenticeship against a substantive post or on a supernumerary basis. On successful completion employed in a permanent capacity or continue to Higher Level Apprenticeship.	0-4 months: £192.33 5-8 months: £212.76 9 months – completion: £232.57	£10,201.53
Option 5 Advanced Level continuing into: Higher Level Apprenticeship	Level 3 Level 4	KR 5 - 6 KR 7 - 8	Employed on a fixed term contract for the duration of the apprenticeship against a substantive post or on a supernumerary basis. On successful completion of the Advanced Apprenticeship continue to Higher Level Apprenticeship. On successful completion employed in a permanent capacity.	0-4 months: £192.33 5-8 months: £212.76 9 months – completion: £232.57 KR4 equivalent	£10,201.53 KR4
Option 6 Higher Level Apprenticeship	Level 4	KR 7 - 8	Employed on a fixed term contract for the duration of the apprenticeship against a substantive post or on a supernumerary basis. On successful completion employed in a permanent capacity.	0-4 months: £232.57 5-8 months: £260.88 9 months – completion: £286.92	£13,562.81

The framework provides clear routes into higher and advanced apprenticeships for those wishing to continue learning through an apprenticeship. **Managers are required to assess performance and notify payroll using a change of contractual details form.**

*The cumulative annual salary set out above is the cumulative amount of pay for the whole apprenticeship taking into account the different rates of pay during the apprenticeship so for example Option 1 would be:

0 - 8 months: £178.03	$£178.03 \times 52.14 = £9282.48 / 12 \times 8 = £6188.32$
9 – 12 months £182.10	$£182.10 \times 52.14 = £9494.69 / 12 \times 4 = £3164.89$

The cumulative total annual salary has been rounded to £9353.21

Alternative Formats

This document is available in other formats. Call 03000 421553 or email alternativeformats@kent.gov.uk