

Hiring an Apprentice under 18

Congratulations you have secured an Apprentice to work in your company! - Welcome to the world of work-based learning.

We are often asked questions around the legalities of hiring someone under the age of 18 as an apprentice, nothing is different for this employee as an apprentice, but for your convenience we have compiled a few facts/frequently asked questions to help you out.

Note – By young worker/apprentice we mean above school leaving age and under 18

- Q. How many hours per day can a young apprentice work?
A. Anyone of school leaving age can work up to 8 hours per day
- Q. How many hours per week can a young apprentice work?
A. Up to 40 hours per week
- Q. Do they need extra breaks?
A. A young apprentice must have a 30-minute break for every 4.5 hours they work on a shift and this should, where possible be one continuous break
- Q. Do they need more days off than an adult employee?
A. Young apprentices should ideally have a 48 hour (2 days) rest period taken consecutively, each week or – if there is a good business reason why this is not possible – at least 36 hours' rest, with the remaining 12 hours taken as soon as possible afterwards
- Q. What times can they work between?
A. A young apprentice can work the hours the role requires but they must have a 12-hour break in a 24-hour. For example, an apprentice can finish at 22:00 and not start until 10:00 the next day. Anyone under the age of 18 should not work past 22:00 or before 07:00 Please see information sheet on 'Night work and apprentices' for further clarification.
- Q. Can they use certain equipment i.e., knives, Chemicals in the kitchen?
A. There are no legal restrictions on equipment young apprentices can use but as with any new employee, full training should be given with the importance of Health and Safety detailed.



- Q. Do I need to treat them any differently?
 - A. In terms of employment law, should any issues arise, then no. However, an apprentice will have limited experience and exposure to the working world compared to an experienced recruit. We always encourage our employers to take a supportive approach with apprentices and would hope that there is enough support in place from PLG staff and the workplace to prevent any large issues arising.

This above information was correct as of the date this document was created, for the most recent information please refer to the Gov.uk Website.

<https://childlawadvice.org.uk/information-pages/child-employment/>
<https://www.gov.uk/employing-an-apprentice>



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