

Apprenticeship Scheme

Background

The traditional pathway for training clock and watchmakers, like many historic crafts and guilds, was an apprenticeship, the opportunity to learn from a master in the workplace. The parents of the apprentice would pay for the apprentice to be indentured for a five or seven year period to a master clock / watchmaker. The master was reimbursed for the time spent training the apprentice over this period in the knowledge that, in time, the services of the apprentice would contribute to the business income.

Today, the situation is very different; an apprenticeship is one of a number of routes into the industry but the financial risk and employment liability now rests with the clock/watch maker. At the outset, the apprentice will require considerable guidance in order to learn fundamental skills necessary to undertake basic servicing operations. As time progresses, the apprentice becomes able to undertake routine activity without assistance. Nevertheless, if the apprentice is to become a qualified clock/watchmaker, there is a continued need for considerable support from the master.

There have been and there are a number of different government backed initiatives for 'modern apprenticeships' mainly aimed at larger employers in industry and the service economy. An 'apprenticeship framework' for horology has been proposed by the Worshipful Company of Clockmakers and the British Horological Institute (BHI) in the past, but due to the difficulty of finding an independent formally recognised training provider the framework was not adopted.

In spite of this and other difficulties, some clock and watchmaking proprietors have found suitable candidates to take on as apprentices and been prepared to sacrifice time, income and workshop space in order to provide training. Such businesses are usually looking to the future of the profession as well as the benefits of training an apprentice. Most proprietors envisage an apprenticeship of three years, after which the apprentice becomes cost effective.

In the absence of suitable government training initiatives to fund apprenticeships for clock/watch makers, charitable funds have assisted the employer to provide training for apprentices. Since its establishment in 2012, the George Daniels' Educational Trust and the committee (GDETAC) that advises the Trustees on the horological affairs of the Trust have supported apprentices through an apprenticeship scheme suitable for clock/watch makers. The scheme has proven to be a successful means of training new practitioners for the industry.

The George Daniels' Educational Trust – Advisory Committee

GDETAC Apprenticeship Scheme

The GDETAC scheme is run according to the following criteria:

- Payments would be made to the proprietor to help offset the employment costs of the apprentice and the masters' time directed towards training the apprentice.
- The payments to the proprietor would be on a sliding scale to reflect the increasing skills of the apprentice.
- The proprietor and the master may be one and the same person. If they are not, the proprietor must engage the services of a BHI qualified master for the full term of the apprenticeship.
- The master must be a Qualified Member of the BHI.
- The Advisory Panel will visit the proprietor's premises and interview the prospective master and apprentice.
- The Institute Distance Learning Course with tuition would be purchased to provide a structured approach to learning.
- Attendance on specialist training courses at the BHI would be required to augment the training provided by the master.
- The apprentice needs to be formally engaged to or by the proprietor for the duration of the apprenticeship.
- Annual incentive payments to the proprietor would be made dependent on the apprentice's achievements in nationally accredited Horological qualifications:
 - First Year : Diploma in Clock and Watch Servicing
 - Second Year : Diploma in the Servicing and Repair of Clocks / Watches (Intermediate Year Units)
 - Third Year : Diploma in the Servicing and Repair of Clocks / Watches (Final Year Units)
- The scheme will be monitored by:
 - Where appropriate, an annual visit by a member of the Advisory Committee.
 - A report from the master (and proprietor if appropriate).
 - The results of the accredited examinations.
- On attainment of the Diploma in the Servicing and Repair of Clocks/Watches, there is a final 'Achievement Payment' to the proprietor/master and to the apprentice to help ensure the outcome is a qualified clock/watch maker.

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Payments (* Prices of Distance Learning Courses, Servicing Courses subject to annual revision)

Year	Initial Payment	Achievement payment on passing exams	*Distance Learning Course and tuition	*BHI 5 day course (clock or watch)	Exam entry fees and student BHI membership	Final Achievement Payments to Proprietor/Master and Apprentice	Total per annum
First	£3,000	£3,000	£599 + £360	£930	£465		£8,354
Second	£2,000	£2,000	£449 +£100	£930	£600		£6,079
Third	£1,000	£1,000	Incl in 2 nd year	£930	£405	P/M: £3,000 App: £3,000	£9,335