

## Apprentice and Industry Wage Rates 2026

### National Minimum Wage and National Living Wage rates from the 1st April 2026

Apprentices *	£8.00 per hour
Workers aged under 18	£8.00 per hour
Workers aged 18 – 20	£10.85 per hour
Workers aged 21 or over (National Living Wage)	£12.71 per hour

\* Apprentices are entitled to the apprentice rate if they're:

- aged under 19, or
- aged 19 or over and in the first year of their apprenticeship

Apprentices are entitled to the minimum wage for their age if they are aged 19 or over and have completed the first year of their apprenticeship

### JIB (Joint Industry Board) apprentice rates from and including Monday 5th January 2026

Please note that JIB rates are optional for non-JIB registered companies and are included for reference only.

Apprentice (Stage 1)	£8.16
Apprentice (Stage 2)	£10.60
Apprentice (Stage 3)	£13.05
Apprentice (Stage 4)	£14.03

### JIB graded operative rates from and including Monday 5th January 2026

National Standard Rates

Grade	Job Employed		Shop employed
	Transport Provided	Own Transport	
Site/Installation Technician	£22.70	£23.87	£21.24
Approved Electrician	£20.08	£21.19	£18.61
Electrician	£18.38	£19.54	£16.95
ECS Experienced Worker Card Holder Trainee Electrician (Stage 3)	£17.51	£18.57	£16.12
Trainee Electrician (Stage 2) Electrical Improver	£16.54	£17.62	£15.29
Trainee Electrician (Stage 1) Electrical Labourer	£14.60	£15.69	£13.09