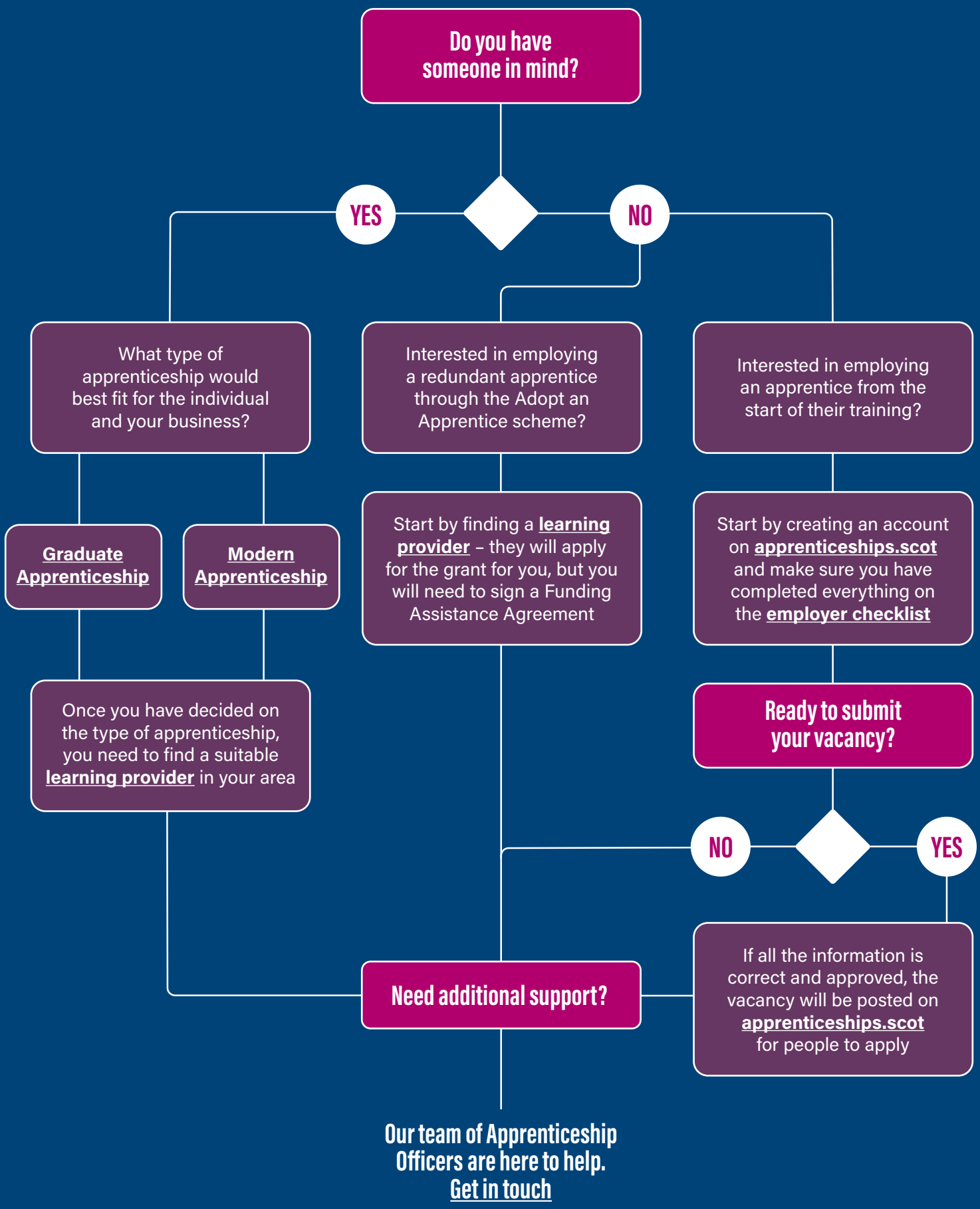Route to hiring an apprentice – Scotland