

Apprenticeships

SPECIAL SUPPLEMENT JAN/FEB 2009



Matchmaker, matchmaker, find me... an Apprenticeship

It's green for go, with the first stages of the new National Apprenticeship Vacancy Matching Service (NAVMS) now underway.

From this month, employers and potential candidates will be able to access the service to help them take advantage of Apprenticeships. The service becomes fully operational in April when it will be launched as an integral part of the National Apprenticeship Service (NAS).

The vacancy matching service was given the go-ahead following successful LSC pilots. "These have been under very close scrutiny of central government, and Gordon Brown has taken a personal interest in them," said NAVMS project director for the East Midlands, Carolyn Savage.

"To date, there's not been any national system to advertise vacancies, but this puts them all in one place," she explained. "It's hoped it will stimulate and direct more potential Apprenticeships into the system and provide an easier, better service to the employer, the potential candidate and the training provider. Initially, all the existing Apprenticeship vacancies details that we have are now uploaded on to the system."

Carolyn's first priorities will include ensuring that providers, employers, Connexions and other referral agencies are fully supported and trained on NAVMS. She is keen to ensure that the numbers of Apprenticeship vacancies are increased and to ensure that potential new candidates and employers are aware of NAVMS.

"Currently, one in 15 young people aged 16-18 are in Apprenticeships. We want to raise that to one in five," she said. "We also want to see an increase in the number of adults taking up Apprenticeships, opening up the age range of 16 through to retirement."



Rosie O'Rourke, drawing office apprentice at Siemens Industrial Turbomachinery.

The creation of one national website www.apprenticeships.org.uk where employers and potential candidates can access the same system will simplify the whole process, she said. This includes the setting up of contracts and managing vacancy matching activities, particularly for the small to medium-sized companies (SMEs).

Nick Rashley, the Apprenticeships lead for LSC East Midlands, commented: "The matching service is going to open up the benefits of Apprenticeships to so many more employers and potential candidates.

"Its user-friendliness will mean, for example, that potential candidates will be able to search and apply for local, regional or national Apprenticeship vacancies, and view case studies on career paths and associated salaries.

"All in all, it will help make Apprenticeships more accessible to everyone concerned and, in turn, help them reap the benefits both now and in the future."

TAKING THE PRESSURE OFF EMPLOYERS

Q What can the new National Apprenticeship Vacancy Matching Service (NAVMS) do for me?

A The full aims of the new matching service are to:

- Match potential candidates to employers with vacancies
- Track candidates' and employers' progress through the system and identify where intervention is needed
- Record all Apprenticeships and employers who are offering them
- Provide a single web-based location for high quality and dynamic information on Apprenticeships for use by:
 - employers
 - potential candidates
 - parents/guardians
 - learning providers
 - those providing advice
- Provide powerful management information on all aspects of Apprenticeship recruitment, including (for the first time) demand from potential candidates
- In each region a NAVMS project team has been established to provide a smooth transition to the new system and provide support for Apprenticeship providers, employers, potential candidates and referral agencies.

Q Where do I go to for advice?

A Each of the five areas in the region have their own account manager to support the NAVMS roll out. The East Midlands has also set up a new helpline to deal with all NAVMS enquiries: tel **0116 228 1908**. Account managers supporting the roll-out of NAVMS in the region are:

James Williams, Derbyshire: 01332 868 390
Jane Bromley, Leicestershire: 0116 228 1890
Diane Wilford, Lincolnshire and Rutland: 01522 508 555
Karen Murphy-Ryan, Nottinghamshire: 0115 872 0077
Doug Harrison, Northamptonshire: 01604 533041

Q Will I be able to check out vacancies before April when the system goes fully functional?

A Yes. Employers and potential candidates looking for vacancies can now access the system by going to: www.apprenticeships.org.uk

Get set for the Apprenticeship Awards 2009

The LSC's 2009 Apprenticeship Awards were launched in January 2009 – and you have until February 27th 2009 to enter.

Entries from the East Midlands will first be considered for the regional awards to be held at the East Midlands Conference Centre in Nottingham on 2nd June 2009. Regional winners will then go forward for consideration for the national awards which will be held in London on July 16th 2009.

For more information please call 0845 058 0490 or email realsuccess@headstorm.co.uk

Earning and Learning

In the East Midlands there are currently over 19,000 young people aged 16-24 undertaking an Apprenticeship. They can choose from over 180 career paths in 80 different sectors of industry and commerce.

Apprentices receive a mixture of on and off-the-job training while being paid. For employers, Apprenticeships offer the opportunity to improve their business bottom line through the tailored, relevant training of highly motivated people.

More than 130,000 businesses offer Apprenticeships in England alone. There are two levels of Apprenticeships:

- 1 Apprenticeships – Equivalent to GCSE level, they incorporate a National Vocational Qualification to Level 2, key skills and in some cases a technical certificate.
- 2 Advanced Apprenticeships – Equivalent to A Levels, these incorporate a National Vocational Qualification to Level 3, key skills and a technical certificate.

Apprenticeships Week: 23-28 Feb 2009

This is the week for celebrating the success of Apprenticeships across England and highlighting their increasingly important role in the world of work.



Sir Alan Sugar

Apprenticeships Week will not only pay tribute to the achievements of employers and apprentices so far but also encourage more employers to take on apprentices. A variety of events throughout the last week in February will help to explain the key role of Apprenticeships in today's world and in the UK economy.

Making things happen

Four Apprenticeship seminars are being staged around the country to promote the benefits that apprentices make to businesses. The seminars are being hosted by one of this country's leading entrepreneurs, Sir Alan Sugar. He will be joined on stage by the Rt Hon Ed Balls MP, Secretary of State for Children, Schools & Families and the Rt Hon John Denham MP, Secretary of State for Innovation, Universities & Skills. A number of employers who employ apprentices in their own businesses will be on hand to talk about their own experiences of being involved in the Apprenticeship programme.

For more details about these Apprenticeship seminars, please go to <http://www.delegate.com/dcsf/apprenticeships/>

EMPLOYERS GIVE THUMBS UP TO APPRENTICESHIPS

Success at Siemens

Siemens Industrial Turbomachinery of Lincoln has recruited and trained more than 470 apprentices in the past 15 years, and will again be recruiting for its Advanced Apprenticeship programme in 2009.

Winner of the regional Large Employer of the Year Apprenticeship award for the last two years, the company employs 1,800 people with 54 of them currently working towards an Advanced Apprenticeship in Engineering.

As Angela Borman, collaborative projects officer, explained: "Siemens has a commitment to training the workforce with Apprenticeships being an embedded part of its culture. With an 85 per cent framework achievement rate over the last ten years and an 85 per cent retention rate for trainees, it can be clearly seen as a successful programme for both the business and the apprentice."

The company encourages female students to consider engineering through its annual 'Females into Industry' challenge. "In 2008, three per cent of the applicants were female, demonstrating our success in engaging females to pursue careers



Wayne Atkin, machining apprentice at Siemens Industrial Turbomachinery.

within the industry," Angela said.

Around 41 per cent of Siemens' learners have progressed to higher education courses – and in 2008 some apprentices applied to join a charity project working in the tsunami villages, in India.

Roy Bilton, initial training manager for Siemens, commented: "This project was immensely successful in providing the opportunity for our apprentices to develop additional skills whilst putting into practice their technical capabilities learnt as part of the programme."

CILT's winning formula

The Chartered Institute of Logistics & Transport (CILT) in Corby, is proud of its Apprenticeship programme. Its apprentices and advanced apprentices – whose ages range from 17 through to the 40s – play an important part in the organization where they work in administrative support roles.

"The programme was set up to provide individuals with knowledge stretching across all areas of the Institute and to develop and nurture young people," professional development manager Lesley Parker said.

CILT's rolling programme has recently seen five apprentices complete their training, with four more still ongoing. Training includes six months in each of three departments. Lesley, who collected the Small Employer of the Year award (10-49 employees) on behalf of the company at the regional Apprenticeship Awards in 2008 said:

"All our apprentices have stayed with us and have been promoted. This gives us a great advantage in reducing recruitment and training costs as well as having knowledgeable individuals in post."



Celebrating Apprenticeship success. L-r: (Back row): Jacquie Grant of training provider Starting Off & TV presenter Maggie Philbin who was host for the evening. (Front row): CILT advanced apprentice Sinead Austen with Lesley Parker, & Starting Off's Dale Willis and Janice Christie.

The training provider for CILT is Starting Off. Tel 01604 234 564 or www.startingoff.co.uk

EMAS starts Apprenticeship programme

East Midlands Ambulance Service NHS Trust (EMAS) has appointed Ria Sinclair, 17, of Nottingham as its first apprentice. Now on a year-long Apprenticeship, Ria is working towards an NVQ Level 2 in Business Administration.

Peter Burnett, the Skills for Health lead at EMAS, explained: "Recruiting staff at Apprenticeship level provides EMAS with a cost-effective approach to workforce planning. It allows us to recruit and develop staff in line with the Trust's working practices and future goals."



Peter Burnett with Jemimah Sedgwick, centre, and Ria Sinclair.

The programme also helps to up-skill the workforce. Team administrator Jemimah Sedgwick finds that Ria's appointment gives her time to access development opportunities for herself. "It has also been very motivating having the chance to develop Ria's skills and knowledge, and to share my expertise," she said.

Tony Belmega, regional director of skills, LSC East Midlands, commented: "Apprenticeships give the apprentice a unique opportunity to learn and earn in the workplace whilst gaining a nationally recognised qualification, and the employer a competent employee trained and developed to meet business needs."

The training provider for EMAS is Prostart. Tel 0844 815 0804 or www.prostartuk.co.uk



Rebecca and apprentices focus on success

Golden girl Rebecca is an Advanced Apprentice

Double Olympic gold medallist Rebecca Adlington of Mansfield is one of the country's leading Advanced Apprentices in Sporting Excellence (AASE).

Described as Great Britain's most successful Olympic swimmer in 100 years, she welcomed new apprentices to the AASE programme in September at the National Space Centre in Leicester – and urged them to achieve further successes for British sport.

Rebecca was one of six AASE apprentices to compete in Beijing, including taekwondo bronze medallist Sarah Stevenson.

"My Apprenticeship with the Amateur Swimming Association provided me with high quality training, whilst giving me the opportunity to gain qualifications at the same time," Rebecca said. "Winning two gold medals in Beijing and breaking a world record was the greatest achievement of my life.

"It just goes to show what can be achieved through hard work, dedication and commitment to training. It is important to recognise and pay tribute to young people's achievements." She also encouraged apprentices and their employers to enter the regional Apprenticeship Awards, saying: "I wish them all the best of luck."

Nursery officer Emma aims high

Nursery officer Emma Key, 23, is one of five colleagues on an Apprenticeship at Kingscliffe Day Nursery in Loughborough.

A former bar worker, Emma joined Kingscliffe as a part-time nursery assistant in March 2007. Since being offered a full-time position together with an Apprenticeship in June, she has achieved her Level 2 in Early Years Childcare in double-quick time and is now working towards Level 3 on an Advanced Apprenticeship.

"It's the best thing I've ever done, and I hope to progress into a management role in the future," she said. Her training takes place entirely within the workplace where she is assessed and observed by TNG Training.

Kingscliffe Day Nursery, which employs 12 staff, won the Micro Employer of the Year award in the regional and national Apprenticeships Awards in 2008. Nursery manager Forida Choudhury said: "Apprenticeships are really good for obtaining qualifications and for career advancement. We also find that working with TNG is ideal from a small business point of view. Sending the assessors to our nursery is very beneficial to us."

Jason is Champion Bricklayer

Jason Stanley of Ashbourne has further cemented his success as an Advanced Apprentice in trowel occupations at Derby College by winning a national skills competition.

He scooped first prize in the bricklaying section of the SkillBuild competition at Leeds College of Building, beating off more than 1,000 young people training in construction.

Aged 19, Jason works for his father's company, KJ & J Stanley Building Contractors in Ashbourne.

The competition is designed to encourage more young people to consider a career in the construction industry, and to boost the skills of those already in training. Jason is now planning to compete in the next stage of the competition. If he wins, he could be representing the UK at WorldSkills – the Skills Olympics – in Canada later this year.

David Walker, Derby College team leader, said: "Jason's achievement has helped to motivate and encourage all other students and we are all very proud of him." Vice principal Steve Logan commented: "Reaching this high standard is indicative of the exceptional training on offer at Derby College."

Jason completed his three-year Apprenticeship in September, achieving NVQ Level 3. "I really enjoyed it," he said. "A qualification like this gives you a head start as an employer is more likely to offer you a job."



Jason puts his winning skills to work