

## National Apprenticeship Week 2019

### Spotlight on North Wiltshire



### National Apprenticeship Week

National Apprenticeship Week (NAW) is in its 12<sup>th</sup> year, and is a celebration of all things apprenticeships, bringing the apprenticeship community together to celebrate the impact of apprenticeships on individuals, employers and the economy.

We have used this week as an opportunity to shine a spotlight on each area of the county and share with you our amazing apprentices, highlight current vacancies and dispel any myths you may have about apprenticeships.

### Be Involved



[Be Involved](#) is a Wiltshire initiative that enables employers to support the employability of young

people and the future workforce. In creating a directory of organisations who pledge to work together around key areas across the county: supporting local schools, those with significant barriers to work, apprenticeships, traineeships and supported internships.

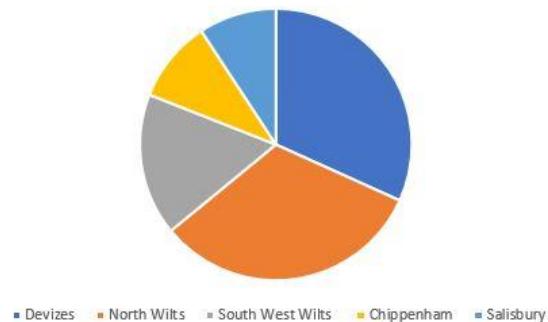
Be Involved enables business to support the residents of Wiltshire as well as assisting local projects such as the [Enterprise Adviser Network](#) and [Building Bridges](#).

### Apprenticeships across Wiltshire

Wiltshire saw 5720 apprenticeships started between August 2017 and July 2018.

The parliamentary constituency of North Wiltshire which includes the towns and villages of Calne, Malmesbury, Purton and Royal Wootton Bassett accounted for 1850 of these starts across all sectors and levels.

Starts by Parliamentary Constituency



Starts for the first quarter of this year (August to October) show a promising start with a total of 1710 starts recorded; 470 of which were across this parliamentary constituency.

## Additional support for apprentices

Apprentices in this area of the county are able to apply for additional financial support from the [Malmesbury Area Community Trust](#) and [The Richard Jones Foundation](#) to help pay for additional expenses incurred at the start of an apprenticeship.

## Meet a Local Apprentice

We regularly feature [Apprentice Stories](#) on our website and NAW is an opportunity to bring new stories to you; meet Aidan who has successfully completed the UK's first Level 2 Mineral Processing Mobile and Static Plant Operator apprenticeship.



Aidan completed his studies in December 2018 and received the good news of his

success in January, making him the first person in the UK to complete this standard. Pictured (left to right) Mike Hill, Chief Executive of The Hills Group, Aidan, joined by Peter Andrew, Group Director of Hills Quarry Products. Full story can be found [here](#).

## Apprenticeship Reforms

The [Swindon and Wiltshire Local Enterprise Partnership](#) has set each local authority an apprenticeship target that supports Government's wider commitment of 3 million apprenticeship starts as documented in [English Apprenticeships: Our 2020 Vision](#).

These reforms have opened apprenticeships up to a wider audience, supporting businesses to

develop their own talent pool and provide career alternatives for those looking to retrain. In the last academic year 41% of Wiltshire apprentices were aged 25 or older.

Apprenticeships have seen considerable change through the introduction of these reforms and the apprenticeship levy, a charge payable by employers with a wage bill greater than £3m; this money is then reinvested into apprenticeship training for business of all sizes.

## Local Labour Market Information

Do you know what businesses there are in this area or what industry sectors are key to the local economy?

Wiltshire Council has produced several [labour market information](#) guides which explain what key industry sectors there are and what qualifications are preferable to work in that industry.

They also provide information on relevant apprenticeships, how employers recruit, example positions and salaries, future growth of the sector, employers and where you can study.

The aim of these documents is to give you an understanding of the priority and growth sectors within the county, to help you make the best decision about your future career.

## Fire It Up

In January of this year the Government launched a new apprenticeship campaign "Fire it up" replacing

the previous "Get in Go Far" campaign. In a [press release](#) the Department for Education stated



*“Anyone considering an apprenticeship can be reassured that it offers high-quality training and a range of exciting career options.”*

The new campaign includes national TV and social media adverts and a [new website](#) that provides helpful advice and information.



Pictured is Kirsty Bevis, Advanced Engineering Apprentice at Himag Planar Magnetics and Mandy Timbrell from Higher Futures who sponsored the Apprentice of the Year award at the South West Business and Community Awards held in January.

## An Alternative to University?

Higher, Degree and Masters level apprenticeships are an area of rapid growth and offer a real alternative to university for applicants and not just for those that live in large cities such as London, Bristol and Birmingham.

There are some great opportunities on the doorstep across Swindon and Wiltshire from businesses such as Atkins, Dyson, Siemens and Nationwide.

Applications for these programmes often open well in advance of the job starting, usually between October and March to start the following September. It is therefore important to sign up to the [Find an Apprenticeship](#) service website where you can opt in to receive alerts as vacancies are announced based on your criteria.

The National Apprenticeship Service offer support through their [vacancy snapshot](#) publication which highlights national opportunities.

## Apprenticeship Myths

### **The mandatory 20% off-the-job training element means a day per week at a college.**

It is important that all apprentices are given sufficient time to receive off-the-job training, so that their knowledge is enhanced. The rule is that this must equate to 20% of their paid contracted hours and be specifically related to the delivery of the apprenticeship. Additionally, training outside of their normal hours does not count towards the 20% total. However, the training can be undertaken in several ways, and it does not require attendance one day per week at a local college. Mentoring, or work-shadowing counts toward it, as does on-line learning and undertaking a project or similar activity.

## Apprenticeship Awards

If you think that your time as an apprentice won't get the recognition it deserves then think again. Apprenticeship awards are growing in popularity and can take place at a local provider or regional level - all the way up to international recognition through the World Skills competition.

## Current vacancies in this area

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Apprenticeship vacancies are advertised throughout the year by local employers such as PD Fitness, Sunny Days Nursery, Imagine Cruising and Beversbrook Medical Centre. You can search for vacancies [here](#)

Below is a sample of live vacancies for this area

[Crudwell Garage Ltd – Bosch Service Technician](#)

[The Activity Zone - Lifeguard](#)

[Gooseberry Bush Day Nursery – Nursery Assistant](#)

[Etherlive Limited – Operations Support](#)

## Apprenticeship Ambassador Network

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Employers across England are encouraged to get involved in championing their apprenticeship programmes through the Apprenticeship Ambassador Network and the [South West](#) is no different. Join employers such as Wiltshire Council, Aster Group, Atkins Global, Dyson and many others in celebrating and promoting apprenticeships through a series of meetings and events.

Current and former apprentices can get involved in the network, with a Young Apprenticeship Ambassador Network (YAAN) developed specially for them. Young people are crucial in supporting the take up of apprenticeships by sharing their experiences with future apprentices at local school engagement events; assemblies and career talks.

To find out more about the YAAN or register to become an ambassador visit the [Amazing Apprenticeships](#) website.

## Apprenticeship Myths

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**The additional £1,000 paid to an employer if the apprentice is 16-18 is paid out at the end of the apprenticeship.**

The additional payment made to an employer for enrolling a 16-18-year-old onto an apprenticeship is paid in two instalments. £500 after three months, and £500 on completion of the apprenticeship.

## Our Offer to Employers

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The Employment and Skills service with our colleagues at [Higher Futures](#) can support business of all sizes to develop an apprenticeship programme, help with recruitment and upskill existing employees through a series of training programmes and apprenticeship options, many funded through our extensive partnership network.

Our [Work Wiltshire](#) website is a one stop shop for education, employment and skills information and support.

**Work Wiltshire**

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