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PIXL'S APPRENTICESHIP BULLETIN

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STUDENT CHALLENGE

Welcome to our second apprenticeship bulletin which will give you valuable information to help you understand more about apprenticeships. An apprenticeship may be an exciting option for you when you leave school or college. Take some time to explore if apprenticeships are the right route for you and explore how you could prepare yourself for undergoing an apprenticeship.

IS AN APPRENTICESHIP THE RIGHT ROUTE FOR YOU?

You may feel pressured to make the 'right' decision about your future - whether this is applying to university, applying for apprenticeships or maybe doing something different, like a gap year or volunteering.

Many young people will change their minds about what they want to do. For example, some apprentices applied for, or even started at, university - then decided it wasn't right for them and applied for an apprenticeship instead.

Be assured that it is okay for you to change your mind. One of the best ways to prepare yourself is to research all your options and to then start to work out what is important to you. Follow these steps:

- **Think** about your long-term career goals and what you enjoy doing.
- **Research** all the different routes you can take to get there.
- Research the **different apprenticeships** and what they entail. Write down your favourite two and explain what appeals to you about them.
- Organise some **work experience** so you know whether you really do like different industries or job roles.
- **Speak to people** about their experiences of apprenticeships, university, and their career journeys to get an idea of all your options. See the student challenge task to explore this further.
- **Apply for lots** of different further education routes and keep your options open.
- **Don't worry** if you change your mind; it is okay to do so!



CHOOSING AN APPRENTICESHIP

There are so many, in fact there are hundreds of apprenticeships to choose from. Apprenticeships are designed by employers so they can meet the knowledge, skills, and behaviours an apprentice needs for a specific job role. Many organisations, from large well-known companies to small businesses, can offer apprenticeships.

Smaller organisations may give you a more personalised experience, as you will be working closer with a smaller team of people. You may get more hands-on experience and feel like you are making a difference and contributing to the business. You could even stand out and have the opportunity to progress quite quickly.

Larger organisations may require you to relocate and have longer recruitment processes, but they also may provide a range of career progression opportunities. You might also be working with other apprentices, and it could go on your CV as a recognised employer. You could experience a range of different job roles with larger companies.

Here are some things for you to consider when choosing an apprenticeship:

- What industry are you looking to forge a career in? Check out the [job sectors](#).
- Read the job description and job advert to see what experience the apprenticeship will offer.
- What qualities are they looking for in applicants? Do you have the skills needed?
- Do you meet their requirements? Look at what grades, qualifications, and subjects you need to have and whether you'll get accepted onto the apprenticeship.
- Research the company and see if you like what they offer and if it fits with what you want to achieve.
- Is the apprenticeship near to where you live? Is it easily accessible via a bus route, if you don't drive? Would you need to move away from home?
- Research the training provider which will be offering the classroom-based learning, such as reviewing their Ofsted rating.
- Research the employee benefits you may receive as part of the job role.
- Speak to the employer and/or the training provider about how 20% off-the-job training will be delivered, as employers take different approaches.
- Look at the potential career opportunities that would be available to you after you complete the course.
- What are the positive and negative aspects of the apprenticeship you're applying for?



APPRENTICESHIP INTERVIEW PROCESS

If you have applied for an apprenticeship and your application is successful, then the employer will invite you to take part in the next stage which is usually an interview.

You may have between one and three interviews depending on the workplace/employer you have applied to.

To help prepare yourself for an apprenticeship interview, you can:

- Research different interview questions you may be asked.
- Research the apprenticeship you are wanting to do.
- Research the organisation/workplace so you are familiar with who they are, their values and what they offer as a company.
- Write down any potential interview questions and prepare by writing down answers for them.
- Practise by doing pretend interviews with family or friends.
- Plan an interview outfit, as you will need to dress appropriately.

Interviews for an apprenticeship are often like if you were applying for a job role. They could be:

- Face-to-face
- Over the phone
- Online e.g. Zoom or Skype
- They may be one-on-one or with a panel of different people from the workplace

To help you plan for an apprenticeship interview visit these sites:

- National careers service - [interview advice](#)
- Apprenticeships - [A guide to apprenticeship interviews](#)

APPRENTICESHIPS AND FUTURE EMPLOYMENT

Did you know that apprenticeships are fast becoming acknowledged as one of the most effective pathways to career success?

As well as many career prospects, apprenticeships have been proven to give people valuable skills and benefits such as self-confidence.

- 92% of apprentices report being 'satisfied' with their apprenticeship.
- As many as 85% of apprentices will stay in employment, with two-thirds (64%) remaining with the same employer.
- One in three (32%) of all former apprentices received a promotion within a year of completing their apprenticeship, whilst three-quarters (75%) stated that they were given more responsibility in their role.
- A City & Guilds report found that almost 20% of employers have former apprentices working in board-level positions.
- 51% of companies stated that it takes an apprentice approximately five years to reach management level.
- According to the government, nearly every employer that takes on an apprentice (96%) reports benefits to their business.
- Many employers state that apprentices are very employable.

If you are seriously considering undergoing an apprenticeship, then there are real career prospects and so many opportunities for you. You just need to believe in yourself, work hard and find the right role. Statistics taken from:

<https://www.reed.co.uk/career-advice/what-are-the-career-prospects-for-apprentices/>

APPRENTICESHIPS IN FOCUS: ENGINEERING

Engineering apprenticeships are available at intermediate, advanced, higher and degree levels. They can open doors to exciting and challenging careers in a range of industries.

Every engineering apprenticeship is tailored to the business you'll be working in, so no two are alike.

They can take between one and four years to complete, depending on previous knowledge and experience.

An apprenticeship will generally consist of the following components:

- A minimum of 30 hours per week paid employment
- A knowledge-based element
- A competency-based element
- Transferable or functional skills
- A module on employment rights and responsibilities

Here's what to expect when you're training to be an engineer:

1. **Job shadowing** – you will spend a lot of time shadowing existing engineers who will talk you through different parts of their work. You will gradually get to join in and help to perform aspects of the job role.
2. **Supervised work** – you will be given some jobs to do on your own and maybe take part responsibility for project work. You will get to work closely with other engineers who will help you, guide you and give you regular feedback and support.
3. **Studying during an engineering apprenticeship** – as well as practical on-the-job working, you will have to do classroom-based study as well. This might be one or two days per week at a local college or university. You may also be required to do some blocks of study for weeks at a time, during your apprenticeship.
4. **Assessment** – you will have regular meetings throughout your apprenticeship with your supervisor and other people on your course. Your skills and knowledge will be assessed through a combination of coursework, written assignments, exams and practical exams.
5. **Payment** – you will get paid whilst you are training which is great news! This will usually be National Minimum Wage, but it will depend on your age and the length of training and the employer you choose.

Engineering programmes exist in the following areas:

- | | | |
|---------------------|--------------|-----------------------|
| • aerospace | • electrical | • mining |
| • automotive | • energy | • process engineering |
| • broadcast | • hydraulics | • systems engineering |
| • civil engineering | • marine | • telecommunications |
| • communication | • mechanical | • transport |
| • construction | | |

Click [here](#) to find out more about careers in engineering.



REAL STORIES - APPRENTICES IN ACTION

Amazing Apprenticeships is a brilliant website with lots of useful resources and videos for you to watch apprentices in action.

Amelia's Engineering Apprentice Story at Coca Cola

Amelia is an Engineering Apprentice at Coca-Cola. Click to watch the video to find out more about her experience.



Scott and Shane are Construction Civil Engineering apprentices based in Lillyhall.



STUDENT CHALLENGE: INTERVIEWS

Think about whether an apprenticeship is the right route for you by carrying out the following tasks:

- Find three people (ideally include someone who has been to university and someone who has carried out an apprenticeship) to interview.
- Write down five questions you want to ask them about their route through education and note down their answers when you interview them.
- Now imagine you were being interviewed for an apprenticeship role in your chosen industry. Prepare answers to a set of interview questions which you may be asked.

EXPLORING APPRENTICESHIPS

Explore a range of resources designed to help inspire and support the apprentices of tomorrow.



<https://careermap.co.uk/careers/apprentice>



<https://www.notgoingtouni.co.uk/>



www.apprenticeships.gov.uk



<https://activateapprenticeships.co.uk/>



<https://amazingapprenticeships.com/news/>



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