



South Gloucestershire apprenticeship programme

Welcome to our latest newsletter which provides more information about the South Gloucestershire apprenticeship programme.

South Gloucestershire Council apprentice wins two high profile awards

Congratulations to Jamie Renee-Cooke, an apprentice at South Gloucestershire Council who recently picked up the top award at the 2016 Bristol Post and Bath Chronicle Apprenticeship Awards.

At the prestigious awards ceremony held at the Bristol Marriott City Centre Hotel, Jamie was selected as **apprentice of the year** and was also named **Outstanding Public Service Apprentice of the Year**.

Jamie, who works as an economic development assistant at the council is working towards a level four higher apprenticeship in leadership and management. On receiving the award she said *“I’m shaking like a leaf but it feels amazing to be recognised by the judges. I feel really proud of the council, it feels amazing to do it for them as well.*

“For me an apprenticeship provided a real alternative to university. You learn skills you can’t learn at university by being in the workplace getting hands on experience.”



The judges – who included education, business and industry experts – had a tough time choosing who would make it through to the final. One of the judges, Managing Director of Bristol News and Media, Sarah Pullen commented *“The enormous talent and ambition demonstrated by this year’s entrants has been astounding and we are very proud to recognise their achievements in this year’s awards.”*

In addition to Jamie’s awards, South Gloucestershire Council was shortlisted in the large employer of the year category with the judges commending an apprenticeship scheme, which provided a great opportunity for young people to gain a recognised qualification whilst benefiting from excellent on-the-job training.

Have you considered offering a traineeship? (an apprenticeship readiness programme)

A traineeship is an education and training programme with work experience designed to help young people who want to get an apprenticeship or job but don’t yet have appropriate skills or experience.

Aimed at young people aged 16 to 24, traineeships provide the essential work preparation training, English, maths and work experience needed to secure an apprenticeship or future employment.

Traineeships can last up to a maximum of six months and will include:

- work preparation training provided by the training organisation
- English and maths support if required, provided by the training organisation
- a high-quality work experience placement with an employer

Traineeships are very flexible, and by working closely with an eligible training provider, organisations can design a programme which suits their needs and those of the trainee, whilst helping to build a pool of high quality future recruits.

South Gloucestershire Council works with South Gloucestershire and Stroud College to offer trainee positions in the StreetCare and Children, Adults and Health areas of the business.

Simon Spedding, group manager within the council’s Streetcare division believes traineeships benefit both trainees and the council: *“We’ve a number of trainees and apprentices working in our various teams in StreetCare. Many joined us with very limited experience of work, but what they lack in experience, they more than make up for in enthusiasm.”*

“We have an ambition to develop people giving them work experience and hopefully careers within the council. Through their work with us, they will build up the skills and confidence to forge a successful career or be able to apply for future apprenticeships or trainee roles.”

Gaynor Fisher, HR Business Partner agrees: *“This programme is about giving a young person a chance to experience work, possibly for the first time, and to grow in confidence and develop their skills. Trainees may not have had the skills to be successful at interview before, but we hope to help in getting them prepared for future success.”*

If you are interested in finding out more about the benefits of employing trainees please contact the National Apprenticeship Service or an eligible training organisation.

The National Apprenticeship Service offers free, impartial advice and support to employers. This includes simplifying the process of finding a trainee through the support of employer focused teams and find a traineeship, where employers can advertise their opportunities for free.

Case study

Wayne Gardiner

procurement apprentice, South Gloucestershire Council

“Through working in a junior management role in retail after leaving school, I had built up a basic understanding of procurement processes and was interested in pursuing this further in my future career. I found out about South Gloucestershire Council’s apprenticeship programme through the national apprenticeship website. After researching the role, I decided that an apprenticeship would be ideal for me, as it would offer me the chance to gain valuable experience on the job while also studying for a recognised qualification.”

Since joining the council as an apprentice, Wayne has been given many opportunities to learn and further enhance his skills. *“I have been lucky enough to be part of a great team, from whom I have learnt a vast amount. I have also been given the opportunity to attend a number of internal and external training courses, and have been able to apply the knowledge and skills I’ve picked up to my role.”*

“As well as studying in work for a level three NVQ in Procurement and Supply, I have also been attending college one day a week, studying for a CIPS (Chartered Institute of Procurement and Supply) Advanced Certificate in Procurement and Supply Operations, a qualification which is recognised all over the world.”

Recently, a permanent position opened up for a procurement assistant. Having built up the skills and experience required for the role as an apprentice, Wayne applied for the role and was subsequently offered the position. *“I feel that the lessons and experience I picked up while an apprentice really helped me achieve this position, and would recommend the apprenticeship programme to any young person who is looking for a chance to begin a career in their chosen field. I hope that all of the experience I have gained while an apprentice will now help me achieve my full potential in my new role.”*

Six benefits of employing an apprentice

- 1 Increased staff retention and motivation
- 2 Tailored training to specific job roles to meet your business needs
- 3 Build a skilled and developed workforce
- 4 Nationally recognised qualifications in your industry
- 5 Full support from a trusted education provider including creation of job description, bespoke training plan, recruitment and regular visits throughout the programme
- 6 Grow your team whilst keeping costs down

Further information

To find out more about the benefits of apprenticeship programmes contact **Elaine Eldridge** by calling **0117 9092234** or email **elaine.eldridge@southglos.gov.uk**

To find out more about apprenticeships in general - for both young people and employers - visit **www.findanapprenticeship.gov.uk**