

INSIGHT

Inspiring success developing potential

GP Strategies employer magazine | Spring Edition 2020 | Issue 18



Mind the gap

Time to look beyond traditional hiring roots to bridge the skills gap

Progression

Realising the full potential of your people

Traineeships

Supporting young people into work

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Welcome

Welcome to the latest edition of Insight magazine, a round-up of all the latest news, views and updates from GP Strategies Apprenticeships.

First and foremost, I wanted to wish you, your family and employees good health during this challenging period. It has been an unprecedented few weeks for everyone, as the coronavirus (COVID-19) pandemic continues to unfold.

At GP Strategies, the health and welfare of our employers, learners, colleagues and the community remains our top priority. The situation with coronavirus is changing every day, and we are committed to safeguarding our people while serving the core needs of our employers and learners.

I understand that this is a difficult and worrying time but please be assured that we are fully prepared to support you through the coming weeks.

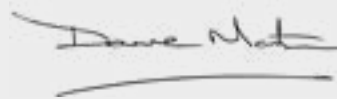
We have a robust business continuity plan in place and a technology infrastructure that supports virtual working.

GP Strategies will continue to send regular communications as the situation evolves and update our website.

We are in this together and fully committed to delivering the service and results you expect. Please see some further information on our response on the back cover.

Over the past few months, there have been some good news stories that I really wanted to share with you including National Apprenticeship Week in February, a roundup of our amazing achievers and some other news and developments which I hope you will find useful.

Take care of yourselves, support each other and if you have any questions or concerns, please contact me on 0330 1000 610.



David Martin
Vice President

Look beyond and discover what an apprenticeship can do for your business

- ✓ Increase productivity and competitiveness
- ✓ Get a positive return in your investment
- ✓ Improve retention and staff commitment
- ✓ Fill your skills gaps and boost capabilities
- ✓ Gain new perspectives and fresh ideas
- ✓ Reduce training and recruitment costs
- ✓ Build a more diverse workforce
- ✓ Futureproof your business

#LookBeyond

Contact us today on **0330 1000 610**
or email **apprenticeshipsuk@gpstrategies.com**



Maintain stability through the COVID-19 crisis

At GP Strategies, the health and welfare of our employers, learners, colleagues and the community remains our top priority during this time of uncertainty surrounding coronavirus (COVID-19).

We are closely monitoring the situation as it evolves and are continuing to adapt following the guidance issued by the government and health authorities to help keep everyone as safe as possible.

Maintaining business continuity

We have put measures in place to maintain business continuity during the coronavirus outbreak, and will endeavour to continue to provide the highest standards of training at all times.

Protecting our workforce

All our employees have been issued guidance on how to protect themselves and others from the COVID-19 virus, and the steps to take should they experience symptoms.

Reducing workplace interactions

We have introduced some measures to reduce workplace visits and face-to-face interactions, while continuing the same quality of learning and support.

Supporting learners online

Our ongoing investment in technology means our employees including skills coaches and assessors can work remotely from home to continue supporting learners in a virtual environment.

Keeping you informed

The situation with coronavirus is changing every day, and we will continue to update our employers and learners with the latest advice and developments.

If you have any questions or concerns, please do not hesitate to contact our crisis team lead, Carolyn Bayley, on 0330 1000 610 or email apprenticeshipsuk@gpstrategies.com.

Achievement rates exceed national average

GP Strategies trains and assesses more than 4000 learners a year. We are the highest achieving of the largest apprenticeship providers in the UK and our achievement rates consistently exceed national averages across a range of sectors.

Highlights from the academic year 2018-19 include:

Health & Social Care

Rated number 1

of the top ten largest Health & Social Care providers with achievement rates

7.7% above the national average.

Management

Rated number 1

of the top ten largest Management providers with achievement rates

23% above the national average.

Supporting Teaching & Learning in Schools

Achievement rate is

88.4%

12% above the national average.

Children & Young People's Workforce (CYPW)

Achievement rate is

87.2%

17.5% above the national average.

Care Leadership & Management

Achievement rate is

84%

more than **20%** higher than the national average.

Business Administration

Achievement rate is

80.7%

more than **5%** higher than the national average.

Customer Service

Achievement rate is

86.2%

more than **23%** higher than the national average.

What do the results mean?

- We deliver well managed, high quality training programmes that achieve outstanding results, specific to organisational needs
- We provide learners with the confidence that the skills they learn will enable them to succeed in their future careers
- Our apprenticeships deliver real value and results

What's in store for apprenticeships in 2020

In 2019, we saw a number of reforms come into effect that were designed to reduce the cost of apprenticeships to businesses and increase their uptake. The developments, estimated to save businesses around £695 million, included:

- An increase in the proportion of their levy contributions that payers can share with suppliers and smaller companies
- A reduction in the co-investment rate for non-levy paying firms from 10 per cent to 5 per cent

While 2020 promises to be an interesting year in the political landscape, what does the year ahead hold for the apprenticeship landscape?

SMEs can now use the digital apprenticeship service

Small and medium sized businesses who don't pay the apprenticeship levy can now access the benefits available through the Education and Skills Funding Agency's digital apprenticeship service.

The development, which was introduced as part of a phased approach from January 2020, will give small employers more control over apprenticeship training decisions for their business.

Access to the apprenticeship service enables employers to:

- Manage their apprenticeship funding
- Select a suitable Apprenticeship Standard and an End Point Assessment organisation

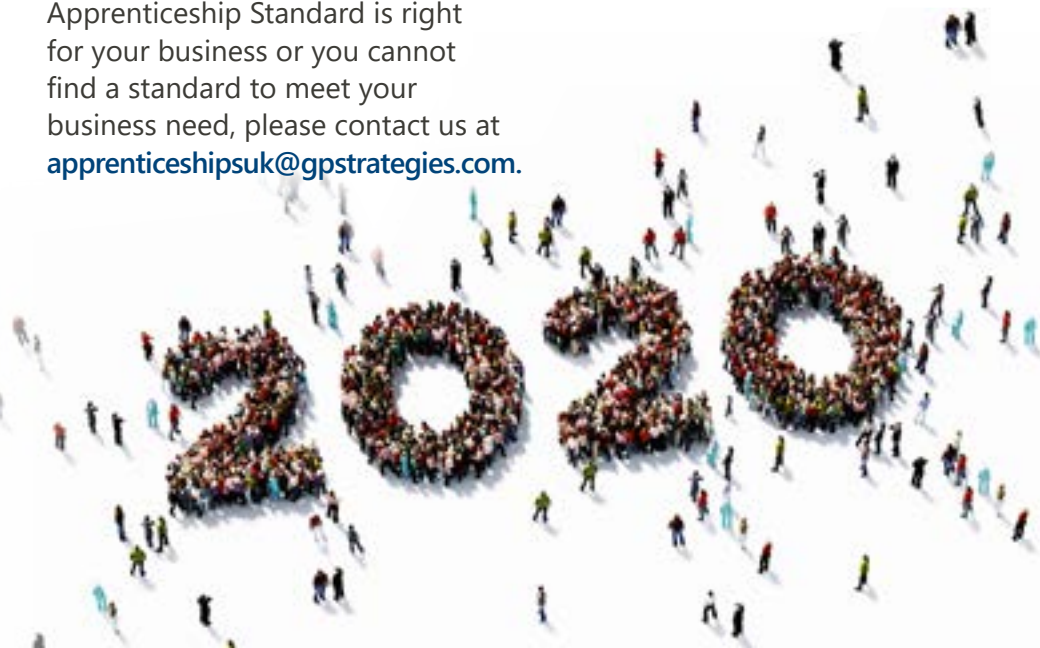
- Create and advertise apprenticeship vacancies
- Select a suitable provider to deliver their apprenticeship training
- Give real-time feedback on the quality of training provision they receive
- Reserve funding for training
- Have control over the amount of apprenticeship funding paid to their training provider on their behalf, so there's better intelligence to maximise their apprenticeship training spend
- Provide government with apprenticeship demand data to ensure a valuable apprenticeship marketplace

Withdrawal of apprenticeship frameworks

From 1st August 2020, all new apprenticeship starts will be on the reformed, employer-designed Apprenticeship Standards rather than Frameworks.

Apprenticeship Standards were introduced as part of the government's plan to improve the quality of apprenticeships. Employers have already developed over 400 standards, and standards represented nearly 60% of all starts reported in the first half of 2018 to 2019.

If you are unsure about which Apprenticeship Standard is right for your business or you cannot find a standard to meet your business need, please contact us at apprenticeshipsuk@gpstrategies.com.



Your business can benefit from apprenticeship funding

There are many funding initiatives available to support employers with recruiting new staff or developing the skills and knowledge of existing staff.

With apprenticeships, the funding available to your organisation depends on whether your organisation pays the apprenticeship levy or not.

Apprenticeship levy paying employers

Employers with a wage bill of more than £3 million need to pay the apprenticeship levy. The levy requires all employers to pay 0.5% of any wage bill over £3 million into the government's apprenticeship service, to pay for apprenticeship course fees.

Apprenticeship levy transfers

Do you have unused or surplus funds? You can now pass on up to 25% of your pot to fund training in smaller companies or those in your supply chain that may not have the resources to fund it themselves.

Non-apprenticeship levy payment employers

The fee that non-apprenticeship levy paying employers pay when they take on an apprentice was halved from 10% to 5% from 1st April 2019.

This means that when you now recruit an apprentice, the government covers 95% of the training costs.

Less than 50 employees

If you are an employer with fewer than 50 employees, the government will pay the full cost of training apprentices aged 16-18.

£1000 incentive

All employers (levy and non-levy) taking on a 16-18 year old apprentice, or a 19-24 year old with a Local Authority Education, Health and Care (EHC) plan are entitled to a £1,000 incentive payment.

Funding in the care sector

If you're an adult social care employer in England, you can claim contributions from the Workforce Development Fund (WDF) towards the cost of training and developing employees. The Fund comes from the Department of Health and Social Care and is disseminated by Skills for Care.

Regional grants

In a move to boost the number of high quality apprenticeship opportunities, a number of local authorities have additional funding initiatives to support businesses running an apprenticeship programme.

In 2019, Greater Manchester Combined Authority (GMCA) introduced a new apprenticeship support package for SMEs, which includes grants of £3,000 per employer. The £3,000 #SeeDifferent Small-to-Medium Enterprise (SME) scheme will offer a £3,000 grant to employers to help with salary and training costs associated with an apprenticeship.

Local businesses in Cornwall can also apply for funds transferred from the Council's Apprenticeship levy pot to cover apprenticeship training and assessment. The funds can be used to support new apprenticeship programmes or to upskill the existing workforce.

For more information on apprenticeship funding opportunities and regional grants available in other areas, please contact us on **0330 1000 610**.



Mind the gap

Time to look beyond traditional hiring routes to bridge the skills gap

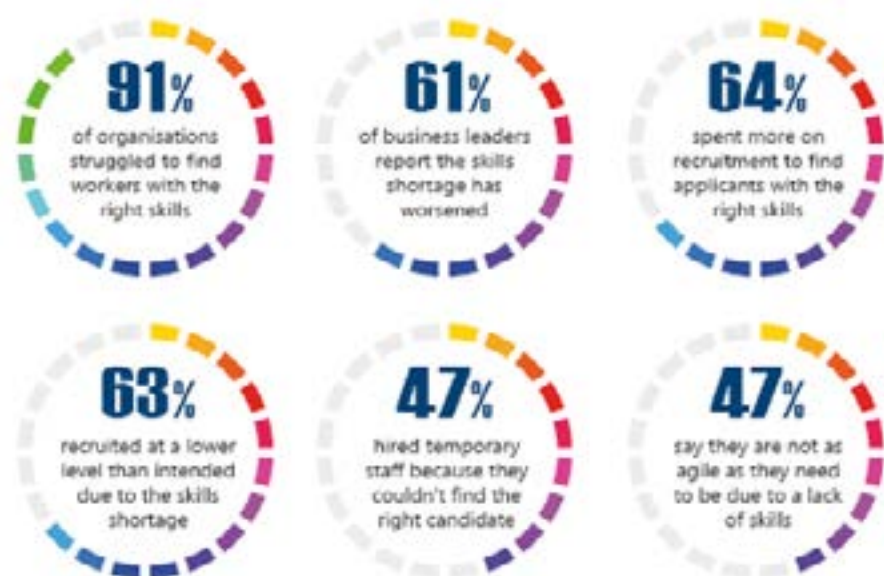
The skills gap in the UK continues to grow across a number of sectors with a rising demand for applicants who have real world experience of the workplace.

Having access to workers who are well-trained, able to adapt, and knowledgeable in their roles is a key factor that sets successful companies apart from failing ones. Yet, securing the right people with the right skills is getting more complex and challenging than ever before.

According to a report from Prospects Luminate, 'Skills Shortages in the UK 2019/20', which takes its data from the Employer Skills Survey (ESS) 2017, a third of vacancies in the UK were considered 'hard to fill' due to lack of required skills, qualifications or experience among applicants needs to do the job properly.

The skills challenge

Research collated from 950 senior business leaders in organisations of all sizes across the UK between 8th and 25th May 2018 also revealed over the previous 12 months:



Source: The Open University Barometer Report 2018

While buying skills rather than building them may address the issue short term, to secure the skills you need long term, employers need to develop new approaches to workforce development and look beyond traditional hiring routes.

Research from City and Guilds suggests that nine out of ten UK employers struggle to recruit, while two thirds predict that skills shortages will stay the same or get worse in the next three to five years.

In addition, the Open University's Business Barometer Report 2018 revealed that employers are spending over £6 billion a year on plugging skills gaps in their organisations. The outlay is predominantly from inflated salaries, temporary staffing, training for employees taken on at a lower level and additional recruitment costs.

Building a workforce for the future

Apprenticeships are a vital part of the solution to the skills gap problem. Designed to create confident and competent staff in a particular role over time, they are a highly effective means for organisations of all sizes to build a strong talent pipeline.

By offering practical, high quality, on-the-job training, you not only secure the skilled workforce you need for the future, but apprenticeships can bring a whole range of immediate benefits such as boosting productivity and increasing staff loyalty, retention and engagement.

And what's more, there are also a range of funding options available with apprenticeships – so you may be able to dramatically reduce the amount that you spend on accessing and developing the skills you need, particularly if you are paying out to buy them in.

Improving social mobility

Lack of career path/advancement opportunities is one of the main reasons employees leave an organisation. Replacing good staff is expensive, but apprenticeships enable you to offer a clear pathway for progression.

You can take on individuals with the right attitude and ambition and invest in them with apprenticeship training to prepare them for more senior positions.

Apprenticeships are fundamental to social mobility, and many apprentices start their journey at Level 2 which is critical career entry point. This offers individuals who are new to a sector and role a strong foundation in their chosen profession before progressing through to Level 3, Level 4 and so on.

Becoming more agile

Improving our skills base is crucial to the future prosperity of the UK. In order to keep up with changing skills needs and attract the right people, we need to look beyond quick fix solutions and move towards to a model of lifelong learning, where employees are continually learning, upskilling and ultimately, becoming more agile.



Realising the full potential of your people

Major changes to the way apprenticeships in the UK were funded, structured, and delivered were introduced in April 2017. With many more subjects on offer and funding opportunities available, apprenticeships have now become a practical and cost effective training option for anyone at any stage of their career.

Developing talent from entry level through to management

Apprenticeships can help ensure that your workforce has the skills and expertise now and in the future by providing clear pathways for career progression.

Most sectors and specialisms offer different levels of apprenticeship programmes, depending on the role and the level of skills and expertise required, ranging from entry level qualifications through to management.

These programmes should not just be a short term training programme, it is the opportunity to raise the skills level of employees as part of their wider long-term Continuous Professional Development (CPD) plan.

There are over five million individuals in the UK alone undertaking some form of CPD activity on an annual basis either as part of their professional commitment to develop their skills and knowledge, or just to better themselves. This figure makes up approximately 15% of the UK workforce.

By continuing to train and develop people with the right skills for the job, employees can do a wider range of tasks and take on new responsibilities, which in turn can help organisations reduce skill shortages, minimise staff turnover, and increase productivity. Progression also shows that an employee is passionate about their job, and is committed to expanding their capabilities whilst at the same time, demonstrating their loyalty and dedication to their employer.

The value of progressing your people to higher level apprenticeships

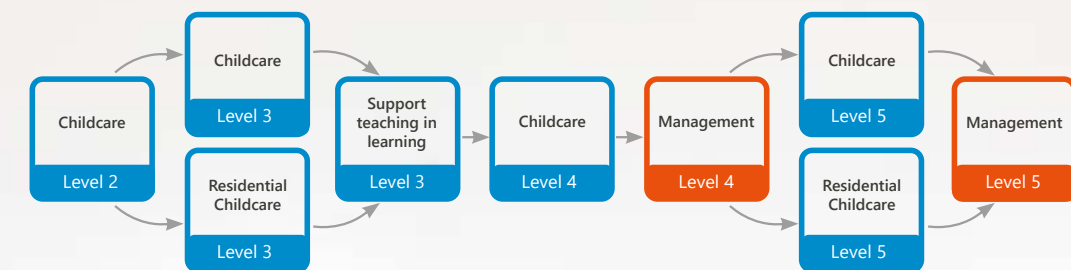
- Develops a workforce with the skills specific to your organisation
- Raises the level of skills and expertise for the future
- Allows you to strengthen and diversify your business
- Reduces training and recruitment costs by promoting within
- Improves loyalty and reduces staff turnover
- Motivates staff and increases job satisfaction
- Ensures workplace skills and academic qualifications are up to date
- Develops the managers and leaders of the future
- Creates an effective and sustainable pipeline for skills development
- Drives productivity and make a measurable difference to your bottom line

Career pathways with GP Strategies

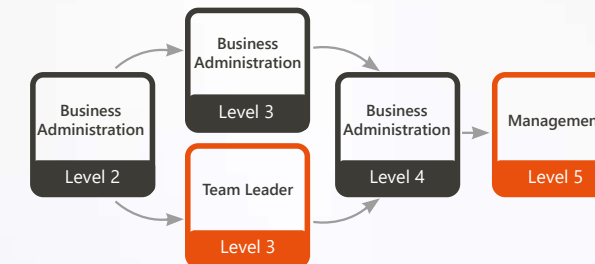
GP Strategies offers a range of high-quality career progression pathways designed to address the needs of employers from a range of sectors including Adultcare, Childcare and Education, Business Administration, Digital and IT, Leadership and Management and the Service Sectors such as retail and customer service.

We can work with you to develop a sustainable strategy for developing your teams through apprenticeships that will ensure your workforce has the skills and expertise to meet the changing needs of the future.

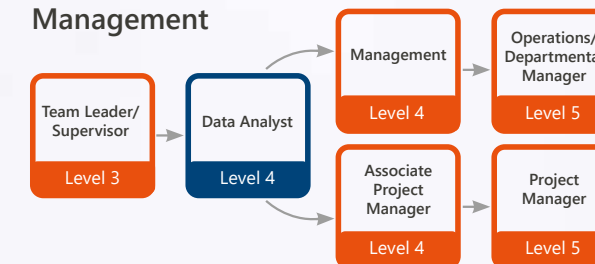
Childcare & Education



Business



Management



Health & Social Care



Charity and good causes

Staff raise £1252.00 for Macmillan Cancer Support

We are delighted to announce that GP Strategies has raised an incredible £1252.00 for Macmillan Cancer Support over the past year.

Macmillan is a charity very close to many of our hearts and every donation, no matter how small, makes such a big difference.

Staff at our Stockport centre coordinated a range of fundraising activities which included cake sales, coffee mornings and dress down Fridays.



Paul Cooper

Paul Cooper, Head of Customer Service and Support Services, also took part in the Peak District Mighty Hike, a one-day 26 mile hiking marathon from Darley Moor to Bakewell, on behalf of Macmillan. Paul dedicated the hike to the late husband of GP Strategies Administrator, Cath Moulton. Steve passed away in 2018 and when the funeral was held, the family asked for donations to Macmillan instead of flowers, raising over £700.

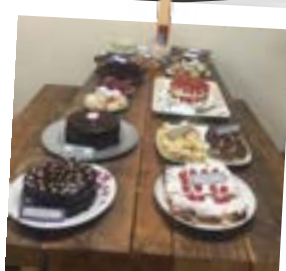
The Christmas raffle was a big hit with some wonderful prizes generously donated by businesses in the local community. A big thank you to them and to everyone who bought tickets.



Stockport



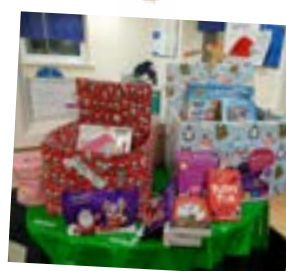
Stockport



Scotland



Bodmin



Blackpool



Bodmin

The great 'GP Strategies' bake off

A number of our regional centres including Stirling, Stockport and Bodmin hosted The World's Biggest Coffee Morning, Macmillan Cancer Support's largest annual fundraising event.

A huge thank you to everyone who baked, donated (and tasted) some amazing cakes at our very own 'Great GP Strategies Bake Off' competitions, and for helping raise hundreds of pounds for a wonderful cause.

Bodmin and Blackpool help raise a smile for disadvantaged children

GP Strategies Bodmin centre supported Pirate FM's Christmas Toy Appeal this Christmas by signing up to be one of the region's official drop-off points for donations.

Pirate FM's Christmas Toy Appeal calls for local residents to buy one extra gift and make the world of difference to families hoping for a Merry Christmas this year.

All the gifted toys went to Children's Hospice South West, who help children with life threatening illnesses and their families, Ellie's Haven who provide holidays for poorly children and Royal Cornwall Hospitals Charity who give gifts to children in hospital over the festive season. Three very worthy causes.

The Blackpool centre was also a drop-off point for members of the public supporting Rock FM's Mission Christmas appeal this year.

Rock FM's annual appeal, run by Cash for Kids, invites communities across Lancashire to buy an extra gift during the festive season to help thousands of disadvantaged children across the county.

We also helped give Blackpool's young carers a very special Christmas by collecting gifts they can give to their family.



Mental health support for apprentices



Mental health conditions are on the rise among adolescents and young adults in the UK. According to research published by NHS Digital¹:

- One in eight people under the age of 19 in England have a mental disorder
- The incidence of disorders rises to one in six young people aged 17-19
- The prevalence of 5-15 year olds experiencing emotional disorders (including anxiety and depression) has increased by 48% – from 3.9% in 2004 to 5.8% in 2017
- Half of all mental health problems manifest by the age of 14, with 75% by age 24

Facing the challenge of combining working and study in an apprenticeship is not easy, and it is the responsibility of employers and training providers to support students who are suffering from mental health conditions, and help them achieve their best and reach their career goals.

Advice for employers

There are several standards that employers should adopt to ensure their staff are receiving the correct level of help throughout their employment and studies:

A positive approach

Having positive messages related to the acceptance of mental health conditions embedded throughout an organisation is key. This will make those suffering with these types of conditions not only feel accepted, but will highlight that the organisation is positive about mental health.

This type of messaging encourages transparency and can enable individuals with any issues to be open with employers about their wellbeing. It is also the responsibility of every single member of staff to encourage a positive approach to mental health - it should not sit with one person or group in isolation.

Access to support

It is crucial for apprentices to have access to the correct level of tailored and individual support; this will ensure equality and grant everyone the same level of opportunity.

There are several ways that organisations or training providers can facilitate this, including:

- Introducing mentors within an organisation
- Providing access to local community mental health teams
- Encouraging apprentices to seek support from the NHS or from local support groups
- Effectively signposting to the most appropriate services

Flexible working

Employers can assist apprentices coping with mental health conditions by enabling a flexible working approach where possible. This could include 'flexi-time' or adjusted hours and could assist with giving someone a more positive work experience.

Challenging the stereotypes

Employers and training providers should be consistently challenging preconceptions about mental health. By being approachable and encouraging open conversation, this will create a culture centred on support and openness, and reduce stigma and discrimination.

Staff education

Ensuring that employers, training providers, and colleges have a strong understanding of mental health in the workplace is crucial.

If institutions have this education, it safeguards apprentices and ensures a greater understanding of the challenges and obstacles being faced by young people. It also encourages a supportive culture and ensures apprentices are signposted to the appropriate support as and when they are needed.

Early intervention

Staff and their role in early intervention is key. Ensuring team members are aware of the symptoms, signs, and possible support options available and how these can be accessed through staff education, will ensure any red flags are picked up early, before an individual reaches a crisis point.

Advice for apprentices

An apprenticeship programme is a highly rewarding and enriching career path which presents countless benefits to those who enrol.

If you suffer from a mental health condition and are struggling to cope with the stress of your apprenticeship, here are some useful tips and advice from mental health charity, Mind.

- Recognising the signs of your stress and their causes is a useful starting point
- Establish what you find stressful and helpful in the workplace and discuss this with your employer
- Experiment with coping techniques such as mindfulness
- Balance your time
- Communicate if you don't feel supported
- Develop good relationships with your colleagues
- Don't be afraid to ask for help
- Look after yourself by having a healthy and balanced diet
- Get plenty of exercise /physical activity
- Do not suffer in silence – talk to friends, family, colleagues or a medical professional

How we can help

GP Strategies encourages apprentices with GP Strategies to be open with their mental health and have access to a range of emotional and wellbeing support and services.

Dave Martin, Vice President, says: *"While a fulfilling job can be good for mental health and wellbeing, life for whatever reason can get on top of us. Problems at work can bring on symptoms or make their effects worse, and our aim is to provide and maintain an environment where all learners are encouraged to talk, and are listened to."*

"Regular one-to-one meetings with their dedicated skills coach gives an apprentice the opportunity to discuss any difficulties or additional support needs required. We also have contacts at each of our regional centres who are trained to deal with health and wellbeing related issues."

If you are an employer or an apprentice and have any questions about mental health or wellbeing in the workplace, please call us on **0330 1000 610**.

¹NHS Digital 'Mental health of children and young people in England, 2017'

Traineeships - supporting young people into work

Not everyone is ready for work or an apprenticeship when they leave school or college. A traineeship is the perfect stepping stone into employment by helping young people gain the right skills and qualities needed for your business.

A traineeship is an education and training programme with work experience that unlocks the potential of young people, aged 16 to 24, and prepares them for their future careers by helping them to become 'work ready'.

They can be tailored to specific job roles making them flexible to the needs for your business.

Why traineeships make good business sense

Research published in June 2019 by the Department for Education highlights how traineeships are benefiting young people and employers across the country.

The findings showed that 75% of trainees get a job, take up an apprenticeship or, go on to further study within a year of completing their programme.

Finding the right people with the right skills and right attitude is one of the biggest challenges a business can face. Traineeships provide a cost-effective route for attracting and developing valued, skilled, and enthusiastic members of your workforce.

- It allows both employers and trainees to decide if they are the right match.
- Training costs will be fully met by government funding.
- The length of the initial commitment is relatively short.
- You will get the pick of ambitious young talent - with no recruitment costs.
- You get to nurture home grown talent helping to create a local and loyal workforce.

- The programmes can be tailored to the specific needs of your business and sector.
- You can take on a trainee in addition to an apprentice, creating additional workforce for little extra cost.

Programmes designed to meet the needs of your business

Your organisation will need to commit to providing a meaningful work experience placement for the trainee. Programmes are designed to meet the specific needs of your business and prepare young people for work with real work experience and relevant job skills, in line with the culture or your organisation.

Case study

Reading FC course helps young people kick off their career

GP Strategies works closely with Football Community Trusts across the UK to support the delivery of employability programmes including traineeships.

Over the past five years, we have been running a traineeship programme in partnership with Reading Football Club, preparing over 200 young people for the world of work.

The Reading FC traineeship Course is a chance for young people to get experience in work preparation training for 16-18 year olds, who are not in work but want to work within the sport industry.

In addition to developing personal/social skills, workplace skills and career guidance,

individuals will work towards the following qualifications:

- Functional Skills (Maths/English)
- Level 1 Certificate in Employability
- Level 1 Principles of Sport, Customer Service or Team Leading

Keith Green, Social Inclusion Officer, Reading Football Club Community Trust says:

We have worked with 16-18 year olds who suffer with very bad anxiety or behavioural difficulties and adapted our course accordingly to meet their needs. As a result of this 12-week programme, many of our past trainees have gone on to full time education, secured apprenticeships or employment, or started their own new business ventures. Something that may have never happened without this opportunity!

The team at GP Strategies including Sharon Hummerston and apprentice Abbie Hamilton are hugely supportive and we hope to continue this successful relationship and to empower many more young people through sport and personal development courses.

Sharon Hummerston, Business Development Manager, GP Strategies says:

We have a fantastic partner in Reading Football Club, who really care about traineeship and Apprenticeship provision as a means for young people to access sport. GP Strategies has been working with the club to ensure young people are aware of these opportunities and successfully guide them through to completion.



GP Strategies at Scotland's biggest IT and digital showcase

More than 2000 tech leaders, academics, innovators, and enthusiasts attended DIGIT's inaugural Expo in November 2019.

Taking place at Edinburgh International Conference Centre (EICC) on the 7th of November, the conference offered an array of keynotes, seminars, panels and discussions covering the hottest technology topics of the moment.

A team from GP Strategies was at hand throughout the day to discuss how Digital and IT Modern Apprenticeships can add real value to organisations by attracting new talent, providing progression opportunities, and develop a motivated, skilled and qualified workforce.

GP Strategies delivers a range of high quality Modern Apprenticeship programmes and training courses including IT Infrastructure and Support, Software and Web Development, Digital Applications and Digital Marketing.

To find out more about how Modern Apprenticeships can address your current and future digital and IT needs, call our Scotland team on **01786 478478**.

DIGIT EXPO



Kirsty achieves master's degree



A huge congratulations to Kirsty Warnock, our Regional Delivery Service Manager for Leeds, who has recently graduated from the University of Sheffield with an MA in Early Childhood Education.

Kirsty has spent the past two years studying towards her Master's degree, while also working at GP Strategies.

She has always had an interest in the early year's sector, and after several years of practical experience in the field, she decided to enhance her knowledge and gain a more in-depth insight into early learning, early year's policy and curricula. Her dissertation explored parents' perspectives on 'love' in practitioner-child relationships.

Having been an apprentice herself in one of her earlier roles, Kirsty joined GP Strategies in August 2014 and is now responsible for the daily operations of the Leeds regional team, an exciting and challenging new role in one of the fastest growing regions in the UK.



National Apprenticeship Week 2020



Leeds Apprenticeship Fair



Drake Circus Apprenticeship Event



Torbay Apprenticeship Fair



Durham Achiever Awards



Information Session at Kirk Balk Academy, Barnsley

National Apprenticeship Week 2020, the annual week-long celebration of apprenticeships across England, took place from 3rd to 9th February.

This year's theme encouraged people to 'look beyond' the outdated stereotypes surrounding apprenticeships and to celebrate the diversity of opportunity and value that they bring to the country today.

For young people - Look beyond traditional routes into employment and explore the variety of roles and career opportunities through apprenticeships.

For employers - Look beyond traditional hiring routes and highlight the value they see from diversifying the workforce by employing apprentices.

For parents and schools - Look beyond old preconceptions around apprenticeships and promote greater awareness of the true value they bring.

National Apprenticeship Week is a time to recognise and applaud apprenticeship success stories, and to highlight the many benefits to employers and the positive impact on employees.

Our regional centres took the opportunity to shine a spotlight on many of our talented apprentices and celebrate what they have achieved.

We also hosted a number of events and activities to celebrate apprenticeships; to help inspire people of all ages and backgrounds, and employers of all sizes, to seize the opportunities apprenticeships offer.

#LookBeyond #NAW2020



Learner of the Month - Beth Smith, Louise Dun, Toni McTaggart, Yvonne Myatt, Amy Ravenscroft, Brett Kinsman-Daw, Dale Sutton, Dawn Charles, Launa Fellows Bent, Rachel Maskell, Rebecca Allonby, Steven Lusher

Employer of the Month - Batley DIY, Fearnley Day Nursery, M3 Networks, National Library of Scotland, Captain Teds, Clifton Emery Design, Hft North East, Hobbycraft Distribution Centre, Mulgrave House, Thorcliffe Care Home

Achievers - Emilia Porter, Kate Clarke, Sarah Moore, Chloe Longden, Eleanor Wilson, Nicola Neylon, Toni Robinson, Neil Marshall, Katherine Howarth.

Apprenticeships



Qualification	Level	Standard/ Framework	Proposed Duration	Price	Non-Levy Employer Contribution
Adult Care					
Adult Care	2	Standard	15 months	£3,000	£150
Lead Adult Care	3	Standard	15 months	£3,000	£150
Care Leadership and Management	5	Framework	18 months	£2,000	£100
Children and Young People					
Teaching Assistant	3	Standard	14 months	£5,000	£250
Children and Young People Families Manager	5	Standard	20 months	£6,000	£300
Children and Young People Families Practitioner	4	Standard	18 months	£6,000	£300
Children and Young People's Workforce	2	Framework	14 months	£2,000	£100
Children and Young People's Workforce (Early Years Educator)	3	Framework	14 months	£2,500	£125
Children and Young People's Workforce (Social Care Pathway)	3	Framework	18 months	£2,500	£125
Children and Young People's Workforce (Residential)	3	Framework	18 months	£2,500	£125
Playwork	3	Framework	18 months	£2,500	£125
Supporting Teaching and Learning in Schools	2	Framework	14 months	£2,000	£100
School Business Professional	4	Standard	15 months	£6000	£300
Leadership, Management and Professional Services					
Business Administrator	3	Standard	14 months	£5,000	£250
Team Leader/Supervisor	3	Standard	14 months	£4,500	£225
Operational/Departmental Manager	5	Standard	18 months	£7,000	£350
Associate Project Manager	4	Standard	18 months	£6,000	£300
Business Administration	2	Framework	14 months	£2,000	£100
Business and Professional Administration	4	Framework	14 months	£4,000	£200
Business Improvement Technician	3	Standard	14 months	£4000	£200
Business Improvement Practitioner	4	Standard	14 months	£6000	£300
Business Improvement Specialist	5	Standard	14 months	£9000	£450
Management	4	Framework	16 months	£2,000	£100

Qualification	Level	Standard/ Framework	Proposed Duration	Price	Non-Levy Employer Contribution
Digital and IT					
Digital Marketer	3	Standard	14 months	£11,000	£550
Infrastructure Technician	3	Standard	14 months	£15,000	£750
Software Development Technician	3	Standard	14 months	£15,000	£750
Data Analyst	4	Standard	18 months	£15,000	£750
IT Applications Specialist	2	Framework	14 months	£2,000	£100
IT Applications Specialist	3	Framework	14 months	£4,000	£200
Service Sector					
Customer Service Practitioner	2	Standard	14 months	£3,500	£175
Customer Service Specialist	3	Standard	15 months	£4,000	£200
Customer Service	3	Framework	12 months	£1,500	£75

Modern Apprenticeships



Qualification	Level	Proposed Duration
AAT Accountancy	5 & 6	12 months
Business and Administration	5, 6 & 7	12 months
Digital Applications	6	12 months
Digital Marketing	6	12 months
Diploma for IT & Telecommunications	6 & 8	12 months
Life Sciences	6 & 7	12 months
Management	7, 9 & 11	12 months

Course duration is subject to initial assessment and skill scan.

National reach. Local expertise



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