

Parents' and Carers' Pack

Apprenticeship Information

Edition 25: December 2020



Celebrating successes as we plan for next year

Carolyn Savage, Head of Apprentice Engagement

Dear Parents and Carers,

As we come to the end of what has been a challenging year, December's Parents' and Carers' pack includes ways to support the young people around you to prepare for their future.

We must recognise the impact that COVID has had on the economy this year. We have seen less apprenticeship vacancies being advertised than we would typically. However, we are hopeful that the vaccine will help the country to start to recover and that as the economy starts to bounce back, we will see an increase in apprenticeship opportunities.

We know that many young people are also exploring progression pathways into apprenticeships and so in each month's edition, we will help you to explore Traineeships and T Levels.

To recognise International Volunteer's Day this month, we have shared the benefits of volunteering that support employability. Students will also be starting to plan for the year ahead, so we have shared important information on options available. We hope you enjoy this month's edition and look forward to speaking with the in the new year.

Carolyn Savage

Head of NEET and Youth Engagement

Education and Skills Funding Agency, part of the Department for Education



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Benefits of volunteering

Building a CV

International Volunteers Day is observed on the 5th December each year. This month, we wanted to share how volunteering is a good option for your child to consider when thinking of ways that they can boost their employability.

While in education, it is not always possible to gain the work experience required that will stand out on an application form. An alternative way to achieve this is by volunteering.

Volunteering allows your child to gain skills and experience to benefit them when applying for future roles, whilst also giving back to their local community and people in need.

Benefits of volunteering for your child:

- Builds their confidence
- Allows them to explore different roles and responsibilities
- Introduces them to new people
- Can provide insight into a career
- Can give them experience in available roles
- Allows them to explore their strengths, as well as areas they can develop
- Supports wellbeing
- Gives them a sense of accomplishment

The benefits are endless. Volunteering allows personal development and the opportunity to strengthen the characteristics that will support individuals when applying for jobs in the future.

Volunteering opportunities are available in a wide range of sectors, including:

- Animal
- Crime & Justice
- Crisis & Poverty
- Culture & Heritage
- Education & Learning
- Environmental
- Health & Social Care
- People & Communities
- Professions
- Sport & Recreation

This list just gives you an example of the many sectors that look for volunteers, but of course, this list can be extensive. If your child has an idea of what they would like to do, they could reach out to that industry and explore the opportunities available.



Transferable skills that volunteering offers:

- Teamwork
- Communication
- Leadership
- Developing initiative
- Time management
- Decision making
- Problem-solving
- Organisation

These skills can be included in their CV or an application form in the future, with real scenarios and examples available to use when demonstrating these skills to a potential employer.

Benefits of volunteering

Building a CV

Benefits on a CV/application form

A CV or application form is an introduction of a prospective employee to a company. Volunteering can show the personal characteristics of the candidate that can be important in making sure that they also fit with the company culture.

These can include:

- Willingness to learn new things and get involved
- Commitment
- Passion
- Proactiveness
- Determination
- Shows they have an interest in the industry/sector
- Consideration to others

Often, either through online assessments or interviews, candidates are asked about how they would deal with different situations. Volunteering can also provide some experience and understanding that would support them to answer some of these questions.

Another great positive about becoming a volunteer is that they could also provide a potential reference to a future employer.

How to find volunteering opportunities

Enquiring with an employer directly can often be a good way to find out if they take on volunteers, particularly if they have not typically done so previously. Your enquiry may help them to consider it as an option.

Other opportunities include volunteering for charity organisations, who typically require support from volunteers throughout the year and so these can be quite straightforward to find online or through local networks.

You can also visit websites that try to show lots of the different opportunities in one place, such as Do IT: <https://doit.life/>

This will often be a useful way to see what is available locally also.



BAME Apprenticeship Award Winners

Celebrating apprenticeship success

On the 11th October, the BAME Apprenticeship Award finals took place online, hosted by radio and TV presenter, Remel London, and comedian and actor, Tez Ilyas.

The awards aim to showcase talent and diversity within BAME communities, through the celebration of those working hard to overcome adversity to achieve their goals through apprenticeships, and those employers and learning providers who support them.

This year, there were more than 300 nominations and of these, over 150 apprentices, employers and learning providers were shortlisted for the finals.

Apprentice, Employer and Learning Provider winners

A wide variety of winners were celebrated on the evening, with individuals and organisations being recognised as standouts in their industry through the sector focussed categories.

Winners and highly commended were also then selected for the main categories:

Judges choice Apprentice winner	Learning Provider of the Year	Small Medium Employer of the Year	Large Employer of the Year	Apprentice of the Year
 <p>Winner: Samah Rafiq</p> <p>Employer: Coca-Cola European Partners</p>	 <p>Winner: The JGA Group</p> <p>Sponsored by: AELP</p>	 <p>Winner: Thrive Law</p> <p>Sponsored by: Amazing Apprenticeships</p>	 <p>Winner: Great Ormond Street Hospital</p> <p>Sponsored by: NOCN Group</p>	 <p>Winner: Kimmy Kimani</p> <p>Employer: Milton Keynes College</p> <p>Sponsored by: Pearson</p>

Congratulations to all of the winners and those highly commended on their achievements!



To read the full details of the event or to catch up on the recording, visit: bameapprenticeshipawards.co.uk
To see a full list of the winners, visit: bameapprenticeshipawards.co.uk/winners-2020

New T Level subjects coming soon

Thinking ahead to September 2021

The new T Level qualification was launched in September 2020, providing an alternative pathway to further education, apprenticeships and employment. They have been designed with employers to support the current technical learning and employability skills needed to support a young person's future career choice. There is no end of year exam, making it a more suitable option for some students.

Each T Level consists of:

Qualification	Length of time	Includes	Entry Requirements	Development
Level 3	2-year course	Minimum 9 weeks industry placement	You will need to check with the college or training provider for their requirements	Core skills and knowledge required to progress to the next stage

From September 2021, there will be further programmes available in addition to those already released in September 2020, which were:

- Design, Surveying and Planning for Construction
- Digital Production, Design and Development
- Education and Childcare

Below is an overview of the subjects being released in September 2021:

T Level subject	What it involves	Options to specialise in include
Building Services Engineering for Construction	Alongside the health and safety element, the learner will gain an understanding of building technologies and maintenance	<ul style="list-style-type: none"> ✓ Electrotechnical engineering ✓ Gas engineering ✓ Plumbing and heating engineering
Onsite Construction	The learner will understand the different construction methods and the role the industry has on the economy.	<ul style="list-style-type: none"> ✓ Bricklaying ✓ Carpentry and Joinery ✓ Plastering ✓ Painting and Decorating
Digital Business Services	The focus is on understanding the impact of digital technologies on business and the moral and ethical implications of digital technology.	<ul style="list-style-type: none"> ✓ Sourcing, organising and formatting data for analysis ✓ Blending data from multiple sources
Digital Support Services	Allows the learner to understand fault analysis and resolving problems within the digital services sector.	<ul style="list-style-type: none"> ✓ Digital infrastructure ✓ Network cabling ✓ Unified communications

New T Level subjects coming soon

Thinking ahead to September 2021

T Level subject	What it involves	Options to specialise in
Health	The programme engages in managing information and data, as well as core science concepts, including the structure of cells, tissues and microbiology.	<ul style="list-style-type: none"> ✓ Supporting the midwifery team ✓ Supporting the mental health team ✓ Supporting the care of children and young people
Science	The learner will gain in-depth scientific knowledge of the body and learn about the ethics of science and experimental equipment and techniques.	<ul style="list-style-type: none"> ✓ Laboratory sciences ✓ Food sciences ✓ Metrology sciences
Healthcare Science	The programme will support the learning of infection prevention and control, person-centred care and knowledge of human anatomy.	<ul style="list-style-type: none"> ✓ Assisting with healthcare science ✓ (from September 2022) Optical care services

More information

For the full list of T Level subjects becoming available until 2023, please visit: www.tlevels.gov.uk/students/subjects

For more information on T levels, please visit:

<https://www.tlevels.gov.uk>

<https://amazingapprenticeships.com/tlevels>



Answering your questions on traineeships

Hear from Steve Latus, in the first of a two-part series answering some of your most commonly asked questions



Steve is the Head of Traineeships in the Apprenticeships Directorate in the Department for Education and is leading the policy design and delivery of the reforms to the traineeship programme following the news of the investment of the £111m by the government into traineeships as part of the Skills Recovery Package.

Steve is an enormous advocate of traineeships and apprenticeships and believes that both programmes give young people an excellent start to their career.

We spoke with Steve Latus from the Department for Education to answer your top questions about traineeships.

TRAINEESHIPS FREQUENTLY ASKED QUESTIONS

Is a traineeship right for my child?

What can a young person gain from doing a traineeship?

The ultimate aim of a traineeship is to help the young person to progress into an apprenticeship, a job or further education, and so the traineeship will be designed to support that young person to gain the confidence, skills and CV in order to achieve this.

The training provider and employer will work to align the traineeship to the young person, finding a placement in a sector they are interested in to develop their skills and to gain qualifications in English, maths and digital skills, should they need it.

There can also be opportunities to gain vocational qualifications that may be linked to the sector, such as in construction. At the end of the traineeship, they will then receive support to apply for jobs or apprenticeships.

My child can't wait to get out of the classroom. Why should they look for a traineeship rather than a job if there is still a classroom element to the learning?

A traineeship is targeted at young people who don't have the knowledge, skills or experience employers are looking for yet. If a young person can get an apprenticeship or another job, they should go for it, but if they find they are applying unsuccessfully, then a traineeship may be the best option to quickly give them what they need to be job ready.



Answering your questions on traineeships

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Is a traineeship right for my child?

What makes the traineeship learning different from qualifying for school or college?

Traineeships are a work-based programme aimed at helping young people into apprenticeships and other employment. Traineeships are designed for those who have minimal work experience and lack the skills, experience and confidence to enable them to get an apprenticeship or job offer without a supported transition.

My child doesn't know what they want to do, should they look for a traineeship while looking at other options?

The main focus of a traineeship is on work readiness and many employers see traineeships as a talent pipeline to apprenticeships and jobs, both now and in the future. Whilst the skills gained through a traineeship are work-focused, they are also transferable if the young person changes their mind and decides that they want to go into further learning, such as A Levels or T Levels, so traineeships can be a good foundation or stepping stone for many options.

How do traineeships work?

My child is predicted to do well in maths, but not so well in English. Will they have to study both subjects in the traineeship or just the one that required attention?

Traineeships are specifically tailored to the needs of the trainee, so if like in this example, your child needs additional help in English only, the programme would be tailored to give the young person the best chance of achieving the Level 2 in English.

Does a young person still have to attend college while doing their traineeship?

If a young person needs support with their maths, English or their digital skills, that may be delivered in a classroom with other young people in a college environment, or it may be delivered on a one-to-one basis if the young person attends a smaller Independent Training Provider, it depends on the provider. It could also be delivered in a simulated work environment.

Check our next edition in January to read the second installment in this two-part series.

How will my child find a work placement?

They won't need to find one. The training provider will find the work placement. The young person should be as open as possible about what they want from their traineeship so that the training provider can identify the right placement for them. If you want to see what type of traineeship opportunities exist, please visit: <https://www.gov.uk/find-traineeship>



Post-16 options with SEND

Focusing on strengths

Helping your child to decide what to do after they leave education can be daunting. Parents of young people with additional needs can often be particularly concerned around finding the right employment or training programme that will provide appropriate support to their child, whilst also recognising their strengths and supporting their progression and development.

When looking at apprenticeships with your child, it is helpful to identify opportunities that can play towards your child's skillset. Helping your child to identify their unique skills and to spot those opportunities can be a useful place to start.

Hobbies and interests

Individual characteristics may be identified through achievements at school or hobbies. Try to help your child to think about what hobbies or interests they enjoy and what skillset that helps to demonstrate.

For example, if they enjoy the below hobbies, this could demonstrate the following skills:

Hobby	Skills
Reading	Imagination, empathy, creativity and attentiveness
Gaming	Communication skills, analytical, resourcefulness and adaptability, technical skills and problem solving
Volunteering	Motivation, passion, dedication, communication, interpersonal skills, networking, sense of community and empathy

Once you have worked this through and come up with a helpful list that they can refer back to, you can then help them to easily spot the apprenticeship job descriptions that are looking for those skills.

For example, you may see job roles such as the below looking for the following skills:

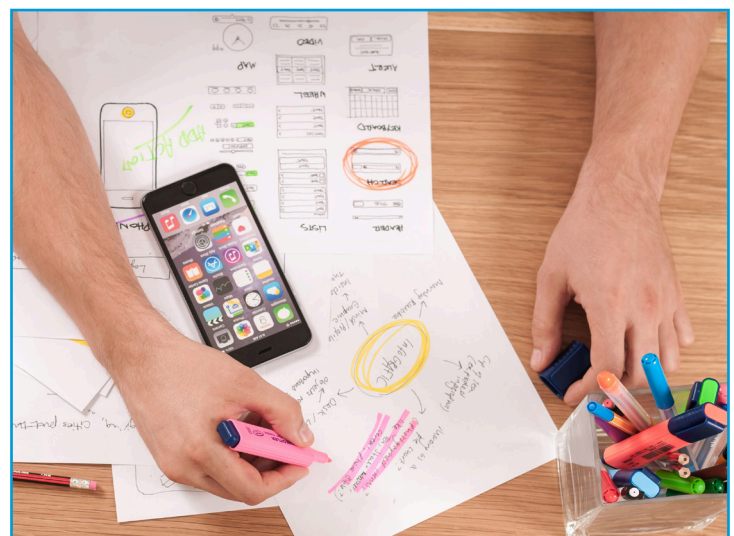
Skill	Job roles / Sector
Communication skills	Customer service, Education, Healthcare
Attention to detail	Engineering, Accounting, Construction
Methodical / logical	Computing, Data Analysis, Researcher

The needs of the environment

Researching the employer and what the working environment is like can be a helpful next step for your child to start to consider. The environment must be suitable for their needs to reduce anxiety and increase productivity, so trying to understand a bit more about the workplace can help them to find the best opportunities for them.

For example, would they prefer to be looking for employers/apprenticeships with:

- A busy office or quiet environment
- A structure and routine or varied role
- Regular working hours or varying shift patterns



Post-16 options with SEND

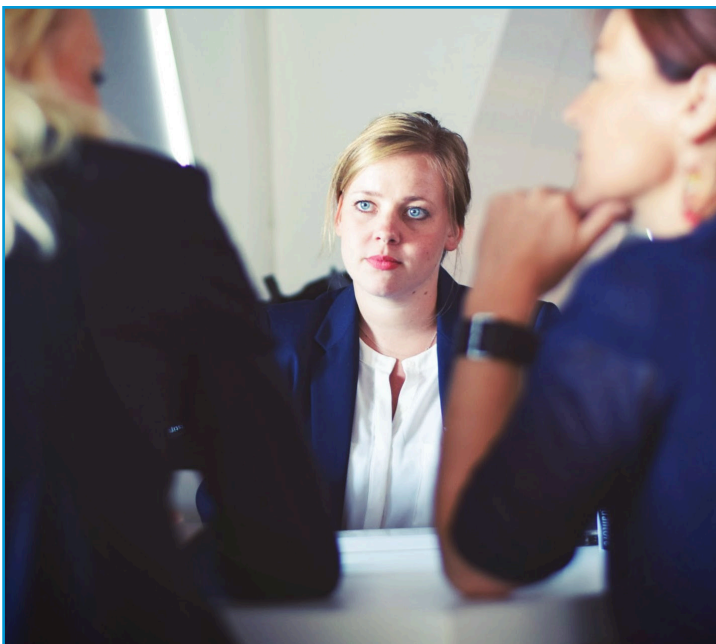
Focusing on strengths

Reasonable Adjustments

It is important to note however, that the Equality Act 2010 requires an employer to make Reasonable Adjustments for individuals with disabilities who are applying for, or are doing, a job. A 'reasonable adjustment' is a change to remove or reduce the effect of an employee's disability so they can do their job or can apply for a job.

This could include having software added to their computer so that they can listen to their screen, having a desk that is suitable for a wheelchair, having additional time for tasks or the possibility to have a job coach that can support a person for up to 6 months in a role.

Adjustments can also be made at the interview stage, so it is important that your child notifies the employer when applying for a job and accepting an interview, in order for them to adapt the process as necessary for your child to thrive.



What support is available?

To find out more about the support available, visit: <https://jobhelp.campaign.gov.uk/extra-support>

The right employer

When looking for employers you may find it useful make sure you check to see if they are listed as disability confident employers. They will display this logo on their websites:



You can find a list of employers via this link below: <https://www.gov.uk/government/publications/disability-confident-employers-that-have-signed-up>



FIND OUT MORE

This useful guide by Disability Rights UK also provides very helpful information: <https://tinyurl.com/wggbuky>

RICS Young Surveyor of the Year Awards

Celebrating the most inspirational young professionals



About RICS and the Surveying Profession

The Royal Institution of Chartered Surveyors (RICS) is a professional body that enforces the highest professional qualifications and standards in the development and management of land, real estate, construction, and infrastructure. RICS delivers confidence through respected global standards, adopted and enforced globally by over 134,000 qualified and trainee professionals across the built and natural environment.

Surveyors shape the way we live. From our towns and cities to our streets and homes, they help to create safer, better, happier communities. Surveyors play a key role in developing new high-tech, sustainable cities, tackling climate change and solving global issues like urbanisation, migration, and resource scarcity.

This makes their skills very attractive to employers and opens global career opportunities with more than 100 varied career roles across the surveying profession in three main sectors: construction and infrastructure; property and land.

RICS Matrics Young Surveyor of the Year Awards

The RICS has a well-established younger membership – RICS Matrics. RICS Matrics supports new members entering the field, as well as working with RICS to shape the future of surveying and grow the size and respect of the profession across industries globally.

Each year, the RICS Matrics Young Surveyor of the Year Awards recognise and celebrate the most inspirational young surveying professionals in the UK. Judges look for outstanding role models who work to the highest standards of professionalism and act as advocates for the profession.

For the first time in the history of the awards, the winners were announced, at a virtual ceremony, which took place on Friday 27th November. The virtual ceremony featured a series of discussion groups led by established industry figures, leaders in RICS and former winners of the Young Surveyor of the Year Awards.



The calibre of entries this year was higher than ever, with just under 80 of the most inspirational young surveying professionals in the UK entering and showcasing their ability to overcome adversity in testing times.

About the Apprentice of the Year Award and Winner

One of the categories celebrated at the awards is the Apprentice of the Year. An award that recognises excellence and is given to an individual who has made a significant contribution to their workplace, demonstrates a progression in their career and is an outstanding role model for apprentices and the profession.

RICS Young Surveyor of the Year Awards

Celebrating the most inspirational young professionals



This year, the award was won by Freya Woodward, a Trainee Project Manager at Arcadis, a truly remarkable individual. In April, Freya was placed on the furlough scheme and highlighted her determination and enterprise by remotely supporting a Shelter Centre, sharing her skills to help develop international guidelines for refugee camps on how building design and infrastructure could be modified, to mitigate the spread of Covid-19.

Judges were particularly impressed by Freya's commitment to her company and eagerness to support company growth and development. She has taken on many additional responsibilities, above and beyond what is required, such as creating a professional development programme for apprentices and graduates within her office, something which she has further developed during the Covid-19 pandemic by creating remote work experience package for students to provide an experience of work in project management roles.

Freya is a keen ambassador for the surveying profession and apprenticeships, highlighted by her opening and hosting of the Northern Powerhouse Partnership's Apprentice Summit for over 300 apprentices in 2018.

Having overcome many challenges and being furloughed during the pandemic, Freya has shown enormous initiative and has gone on to make an outstanding contribution to mitigating the spread of Covid-19 for refugees, whilst at the same time achieving excellent results in her own studies, a worthy winner of the Apprentice of the Year award.



Find out more about the surveying profession and the apprenticeship opportunities available, please visit:

<https://www.rics.org/uk/surveying-profession/what-is-surveying/surveying-apprenticeships>

Apprentice perspective: Apprentice life at Medway Council

Hear from Jason Farmer, a Revenue & Benefits apprentice at Medway Council

Jason is currently completing an apprenticeship at Medway Council. He shares with us his apprenticeship journey.

What made you choose the apprenticeship you are doing?

I finished college in July 2018, where I studied creative media production working on film sets and TV shows and studios. I studied for four years from Level 2 up to Level 3 Advanced. Once I finished college, I set off to work to find solo projects and teams to work with. I did well for some time, but always felt I was lacking that final puzzle piece, that final skill if you will. That is when the idea of an apprenticeship took hold.

I had always been interested in apprenticeships, as a university was not for me. I didn't like the prospect of moving far away from my family and then, of course, the dreaded student debt at the end of the programme. So, an apprenticeship was the right idea for me.

"I would say grab the opportunity with both hands. My apprenticeship has quite literally changed my life in a huge way, both personally and professionally."

The right programme and employers will give you the perfect blend of honest paid work and skills development. The Level 2 Business & Admin support (now Level 3) apprenticeship programme within the Medway council finance department seemed like a perfect choice, as I wanted to learn more about finances to help me in my future plans. At the same time, I had always had a very keen interest in learning more about my local district.

How did you come across the apprenticeship?

I came across this apprenticeship via the apprenticeship government website, 'Find an apprenticeship'.



<https://www.gov.uk/apply-apprenticeship>



Were apprenticeships your plan A?

I would not say a plan A, more of a Plan A 1.1. This apprentice programme is a nice addition to my future goals and progress. One day, I wish to progress into a media role. I will apply my college education, NVQ and workplace skills gained during my time at the council to the best effect to help me realise my ambition.

What do you enjoy about your apprenticeship?

Working in the heart of the council, no day is the same. I am always busy! There are plenty of opportunities to explore and for me to try out new things. I can honestly say, I enjoy above all else my team. I cannot stress enough how much respect and love I have for all of them. I have had the amazing privilege of having two great managers who quite literally will go above and beyond to help and support me.

What I also love, is you really are treated and respected as one of the team, and I think that is the most important feature of being an apprentice.

What would you say to others who are thinking about an apprenticeship?

I would say grab the opportunity with both hands. My apprenticeship has quite literally changed my life in a huge way, both personally and professionally.

Finding employment with the support of a job coach

Hear how an Employment Officer supported Nathan to find his dream role at PMC Landscapes

Nathan was already employed, however, he wanted to be challenged further. With the support of Jonathan, a SEN Targeted Employment Officer, Nathan was given the help he needed to find a job that he enjoys.

Getting support & showcasing skills

Nathan was referred to Jonathan Smith (Targeted Employment Team) through Employability and Careers Lead, Claire Skeggs, as part of Essex County Council's NESTA 100 Day Challenge. Jonathan would support Nathan in this transitional stage by exploring employment and industry pathways with Nathan based on his needs and goals. Understandably, Nathan was very anxious to meet Jonathan, but he became more at ease the longer the session went on.

They agreed for Jonathan to meet Nathan's family support network in his home environment. This meant Nathan could showcase his practical skills in the form of a self-made brick barbecue and a shed he built with his Dad. During these visits, additional profiling took place to understand the support Nathan would need to get a job. It was apparent that Nathan possessed the motivation to work, but lacked both social skills and understanding of his capabilities in a working environment.

The job search & getting work-ready

Jonathan set about finding suitable employment based on Nathan's profile and characteristics. Jonathan uncovered a possible opportunity as a self-employed gardener to maintain a small garden and to create a 'mini vegetable allotment'.

Nathan had a four-week work trial, with potential for self-employment. Jonathan successfully approached the Prince's Trust for a Development Grant, which enabled Nathan to purchase tools up to the value of £100. Nathan was now equipped to start his new role.

Finding the right role & interviewing

Nathan arrived on day one fully motivated to succeed, but felt the role would not provide the continuity Nathan needed. After lengthy discussions, Nathan and Jonathan agreed to look at alternative opportunities within the construction/landscaping industry.



A family member provided a soft lead with an organisation called PMC Landscapes. Jonathan arranged a meeting with Ian Hull (Managing Director) the following week.

To help calm Nathan's anxiety on the interview day, Jonathan drove Nathan to the offices and explained the process. What was surprising to Jonathan was that Ian was also nervous about the interview and asked for some guidance to understand how best to recognise Nathan's characteristics. Jonathan discussed how Nathan could be integrated into PMC Landscapes through Training Systematic Instruction (TSI), and the importance of training colleagues on the workplace support Nathan would need. Ian saw potential in the situation and a work trial was arranged.

Preparing for work & on the job

Ahead of the trial in January, Nathan was tasked to complete an Online Manual Handling Qualification (prerequisite of all employees). With the support of Jonathan and his family, Nathan passed the test with flying colours.

Finding employment with the support of a job coach

Hear how an Employment Officer supported Nathan to find his dream role at PMC Landscapes

The first day 'on the job' was a mixture of health and safety inductions and meeting new colleagues. Nathan's first practical task was to paint wooden fence posts – a job that allowed him to feel part of the team and develop his confidence.

"I never thought I'd get this job and thought no one would want me, but it turns out they do. Hard work pays off!! Jonathan supports me and my mum. The whole thing is just excellent."

- Nathan

As Jonathan was with Nathan, it was a good opportunity to undertake practical job coaching and to create a structure for the tasks. The day ran smoothly, however, Jonathan realised that some employability skills needed slight development, such as communication with colleagues, timekeeping around break times and work speed. All parties worked to support Nathan on these skills throughout the trial.

"Throughout this process, it has made me realise how important it is to have job coaching and an employer's understanding of working together hand-in-hand. Not only does it allow the individual to be supported, but it also allows the employer to have confidence in the service as a whole. Nathan has exceeded my expectations and has showcased why we should focus on individual characteristics and skills, rather than just qualifications and work history."

- Jonathan

Nathan's Success!

After a successful trial and continuous job coaching by Jonathan, Nathan became a permanent member of the PMC Landscape team. This also resulted in PMC becoming a recognised Disability Confident Employer.

"Nathan has been with PMC Landscapes since January 2020 and is working independently amongst his colleagues, whilst completing his duties. In the short space of time that Nathan has been working with us, he has quickly settled in and become a real asset to the company."

Regardless of the task we set him, he approaches it with the same conscientious and committed attitude. He carries it out to the best of his ability, which is a quality seldom found in lads of a similar age to Nathan. He has an excellent sense of timekeeping and easy-going, friendly nature. We hope to have Nathan with us for a long time to come."

- Ian Hull (Managing Director, PMC Landscapes)



COVID-19

Due to the confidence between Nathan and PMC, they were able to offer Nathan extra hours of work. Unfortunately, this was short-lived due to COVID19 restrictions. Nathan decided that he would not be complacent and challenge himself to complete his CSCS (Construction Skills Certification Scheme) training during the 'lockdown' period.

To date (August 2020), he has completed 70% of the training and hopes to pass the course very soon. As the restrictions were lifted, Nathan was back to work with PMC with increased hours. Of course, as part of Nathan's reintroduction to employment, Jonathan was there to support him back into the workplace and to alleviate any concerns from all parties.

"We are so proud of Nathan. Seeing him thrive and grow is an inspiration to us all. He knows what he wants and pushes himself out of his comfort zone every day to achieve his goals."









- Nathan's Mum

New apprenticeship standards

Keep up to date with the range of apprenticeships available

Apprenticeships are being developed and released all the time through The Institute for Apprenticeships and Technical Education. The list below shows some of the brilliant apprenticeship standards available.

Find out more here: www.instituteforapprenticeships.org/apprenticeship-standards

Agriculture, Environmental and Animal Care	Countryside Ranger 	Provide daily management, maintenance, conservation and protection of the natural environment and inspire people about the natural environment.	Level 4
Business and Administration	Trade Union Official 	Develop and deliver union organising activities and campaigns that will recruit and retain union members and activities.	Level 4
Creative and Design	Jewellery, Silversmithing and Allied Trades Professional 	Engaged with the production of fine and detailed items that are made from precious metals and adorned with precious stones and other materials.	Level 3
Creative and Design	Camera Prep Technician 	Prepare camera equipment that is complete, works effectively, is correctly maintained and is appropriately configured and accessorised to be suitable for a given production or purpose.	Level 3
Creative and Design	Senior Journalist 	To inform the public – either through news, current events, or through the creation of authoritative features, opinions or analysis.	Level 7
Hair and Beauty	Advanced Beauty Therapist 	Provide, design and implement bespoke treatment plans.	Level 3
Health and science	Clinical Pharmacology Scientist 	Design, analyse, interpret and report clinical research and clinical trials.	Level 7
Transport and Logistics	Transport Planner (Degree) 	Designing and developing transport and travel systems.	Level 6

National Apprenticeship Awards 2020 winners announced



The best of England's apprentice employers, apprentices, rising stars and individuals who champion apprenticeships announced

The best of England's apprentice employers, apprentices, rising stars and individuals who champion apprenticeships were announced during the 17th annual National Apprenticeship Awards.

Apprentices, at all levels and from sectors including construction, engineering and business, alongside employers from the health, leisure and ICT sectors were announced as winners during the online broadcast, on 25 November 2020. Ten winners and 18 highly commended finalists were recognised from across all nine English regions.

The National Apprenticeship Awards shine the spotlight on business and individual success in apprenticeships, particularly poignant, given the many challenges employers and apprentices have faced this year during the pandemic. The national ceremony showcased examples of where apprentices have gone above and beyond in their apprenticeship to make a real difference.



To see the full list of winners and highly commended, visit:
<https://tinyurl.com/Y4T6DH3G>

The Government Economic Service Degree Apprenticeship Programme



Government
Economic
Service

Applications are opening soon!

Applications will open on 14th December 2020 for the Degree Economist Apprenticeship Programme with the Government Economic Service.

With 70+ vacancies available, this is a brilliant opportunity to work in a central government department or agency on some of the most important social, environmental and economic issues our country faces.

You can visit the GES Vacancy Snapshot profile for a deeper look into the scheme and to begin preparing for the application process:

<https://tinyurl.com/SWR256Z>



More information will be shared in the coming weeks on how to apply. In the meantime, you can find out more about the programme here: <https://tinyurl.com/Y44MJMC5>

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