

The Apprenticeship Scheme

Finance Apprentice

Apprentice Jordin Corbin,

“Personally, I think that the apprenticeship scheme run by the council is extremely good. The way that it is set up and geared towards helping us settle in a working environment while still helping us learn more, AAT for example, is very commendable. In terms of work, I feel that I have settled in well and have been accepted into my team with open arms and I feel like a valuable member of the team. As well as this, the support I have received from all my managers has made settling into work a lot easier than I might have been. I also believe that the work hours are very good because if I was made to work a rigorous 9-5 I may have found adapting to work life trickier. Also, the pay offered by the council also makes you feel like you are a valued employee. The minimum pay offered for apprentices is £2.65 where as the council offers nearly double that, which for me personally made me feel as though the council actually values apprentices.

Overall, I think that the Apprenticeship scheme is very good. It has meant that my transition from full time education to full time employment has been very smooth. “

Manager Martin Strange

“We have worked with apprentices for many years in Financial Services. Apprentices are employed initially for one year, and progress to a second or third year subject to satisfactory progress both in the workplace and at college (where they study for a professional – Association of Accounting Technicians – qualification). The majority of our apprentices have gone on to secure employment with us.

We believe the success of our apprentices is down to their hard work and the support they receive from both us and City College. We recognise that for many of our apprentices, this is their first experience of full time work, and we take this into account during the first few months of their employment, giving them a little more support than a “regular” new employee. As we have a number of teams providing a range of services, we rotate our apprentices around the teams so that they have experience of different types of finance work. This supports their college work and allows them to develop different skills with us.

As well as support from their line manager, we have a central point of contact for our apprentices who is involved with the recruitment, liaises with the college and provides additional support where required.

Why bother? We currently have eight valuable and successful members of staff who originally started with us as apprentices.”

Communications Apprentice

It's a steep learning curve coming to the council's communications team. They help all 800 council services promote their great work and our new apprentice, Ellie Bacon, is learning fast!

Media releases, web pages, social media and making short films and audio for broadcasters are all part of the workload which is supported by the team.

Ellie says: "Having this apprenticeship is such an amazing opportunity. I am not only gaining a great amount of work experience, but a qualification too. It has helped me get into the industry and gain as much knowledge and experience as possible."

Ellie is studying towards the NCTJ Advanced Level 3 Diploma in Journalism. This is the first NCTJ Apprenticeship Framework in the country being piloted, at Lambeth College; other cohorts include apprentices from the BBC, Radio 4 and Independent.

Housing

This is the first time Housing has been able to offer apprenticeships. We manage over 12,000 council homes and have teams involved from the point of homelessness through to managing tenancies. This is an opportunity for the apprentice to learn about housing and understand the varied career opportunities available within the sector.

Jack Weallans joined us on a work placement before embarking on the apprenticeship course. Here's what he has to say about his experience so far:

"I think the Apprenticeship is an amazing opportunity. It has introduced me to a field that I previously knew nothing about, and developed within me a passion and interest that will stay with me forever. I have gained in depth knowledge, and have felt like a valued member of the team throughout.

I am now certain that I want to pursue a career in housing, and with the hands on experience I am currently gaining, along with the qualification I will receive; I feel this goal is well within reach."