



EMPLOYMENT, EDUCATION  
AND TRAINING TEAM

GARFAN CYFLOGAETH, ADDYSG  
A HYFFORDDIANT

# Apprenticeships




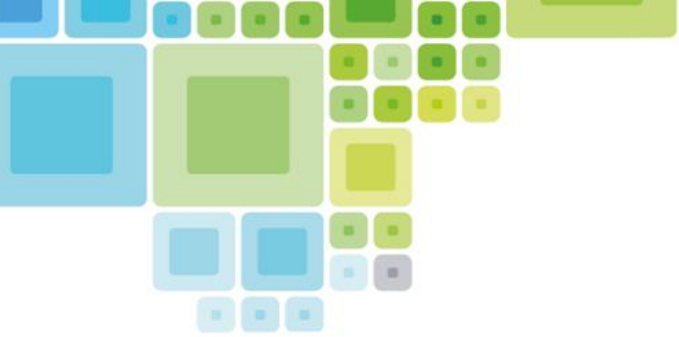
STRONG HERITAGE | STRONG FUTURE  
**RHONDDA CYNON TAF**  
TREFTADAETH GADARN | DYFODOL SICR



# What is an apprentice?

***“a person who is learning a trade from a skilled employer, having agreed to work for a fixed period”***

- Apprenticeships are a unique way to ‘grow your own’; they combine on-the-job training in your organisation with off-the-job learning, and provide employers with an effective way of growing their skills base.
  - The apprentice’s learning takes place in context and provides a real understanding of the working world, combining practical skills with theoretical knowledge. Apprenticeships can therefore offer a career route into your organisation and an invaluable opportunity to develop the expertise you need now and in the future.
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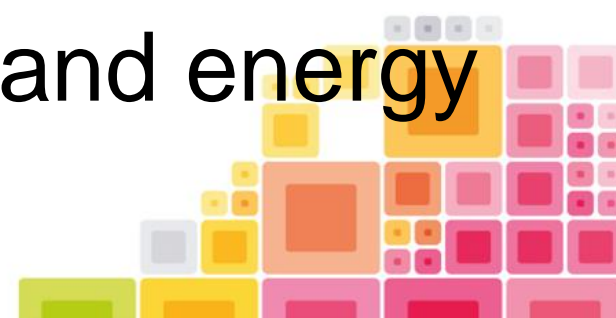


- Apprenticeships need to be embedded in a workforce planning approach with clear business benefits, as part of a long-term strategy on workforce growth and skills development
- Successful organisations see high-quality Apprenticeships as a way to grow an engaged, committed workforce that has the right skills to deliver high-quality products and services.






# Advantages

- Grow your team, whilst keeping staff costs down
  - Develop new recruits to meet your needs
  - Flexibility for existing employers
  - Build a committed workforce
  - Give your team new skills and energy
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# Benefits

Hiring apprentices brings a number of benefits to employers:

- 80% of employers have maintained or improved future skills in the business
  - 70% of employers have seen improvements in the goods and services they offer
  - 66% of employers have experienced improved staff morale
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# Levels of Apprenticeships

## Intermediate level Apprenticeship (Level 2)

Working towards work-based qualifications such as a Level 2, competence qualification, as well as Functional skills and a relevant knowledge-based qualification. The qualifications you receive are equivalent to five GCSEs at grades A–C.

## Advanced level Apprenticeship (Level 3)

These qualifications are equivalent to two A-levels.


## Higher level Apprenticeship (Levels 4 to 7)

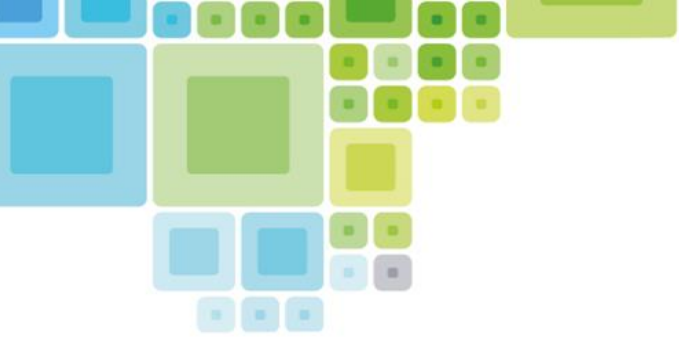
These qualifications are equivalent to degree levels.





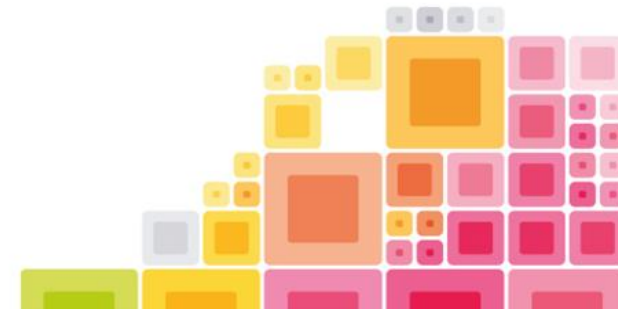
# Marketing

- Jobs Fairs
  - Advertise online
  - Popular recruitment websites
  - Schools
  - Distributing leaflets in the community
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# Recruitment


- Short listing Applications
- Group stage Interviews
- Assessment Centres
- Individual Interviews








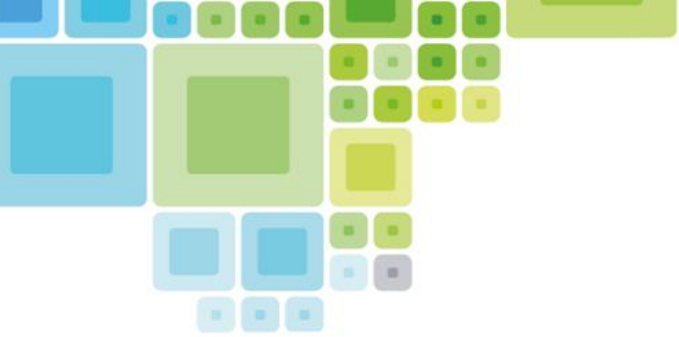
# RCT Council Stats

- Programme began in 2012
  - To date there have been 129 Apprenticeship Posts
  - 61 apprentices have completed the two year programme, resulting in:
    - 100% achieving their qualification framework which ranged from level 2 – 5
  - 89% gained employment
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# Jessica – Her Story

- Qualified Primary School Teacher
  - Decided on a career change and gained an apprenticeship with RCT Council
  - Now coordinating RCT “Careers & the Working World” programme
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# Contact Us

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