

# careermag

## FOR PARENTS

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Careers of the Future  
UCAS Application Key Dates  
Talking careers with your teenager  
The Apprenticeship Application Process

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Careermag for Parents

Issue 9 | September 2022





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# Don't rule out apprenticeships

As a parent, you want your child to get the best possible start in their career. There are many options available to young people when they leave school, but with careers guidance often limited to the more traditional academic routes such as university, you may not be familiar with the myriad of opportunities that an apprenticeship can open to a young person.



**A**s Chief Executive of NOCN Group, an educational charity offering a range of products to support apprenticeship delivery in the UK, I have seen a transformation in apprenticeships. In recent years, the introduction of the Apprenticeship Levy and the move from apprenticeship frameworks to employer-led standards have been two of the biggest changes, introduced to make apprenticeships a viable option for post-16 education.

The levy has created long-term sustainable funding for apprenticeships, giving employers more control to provide their staff with a range of training opportunities.

The move to employer-led standards has raised the quality of apprenticeships. The previous apprenticeship frameworks were developed by sector bodies and were qualification-led, meaning that the apprentice could achieve a qualification but not necessarily have all the skills needed to do the job. Standards are occupation focused and have been developed by employers. The learning happens throughout the apprenticeship and the apprentice is assessed at the end. They need to prove that they can carry out all aspects of their job. This means they develop the transferable skills employers are looking for and gain credibility too.

There are thousands of apprenticeship vacancies across more than 640 high-quality apprenticeship standards meaning that it's possible to pursue a career in anything from accountancy to space engineering. With excellent progression opportunities and increased earning potential, there's never been a better time to consider an apprenticeship.

**Graham Hasting-Evans**  
 Chief Executive at NOCN Group





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FOR PARENTS

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## About Careermag

Careermag publications are designed to provide quality, up-to-date information about careers and qualifications. Careers are not a linear path and you cannot know what you don't know. We aim to inspire and inform about all sorts of careers and opportunities, now and in the future. We look at all the pathways you can take, be that vocational, academic and/or professional.

We welcome your input! Please get in touch if you have any questions or something to contribute.

Contact the Editor at  
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Careermag is an excellent resource for schools, colleges and sixth forms. If you would like to receive bulk print copies, email Jodie at [info@careermag.co.uk](mailto:info@careermag.co.uk)

 **careermag**

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# Welcome to Careermag for Parents

**Pupils all over the country are heading back to school. For many of you reading this, your child will be entering the all important, last year of school/college or maybe they've just started at college. This can be a daunting time for both you and your child. But don't worry, we've put together a comprehensive guide to support you and your child along the way.**



There's so much to think about in the world of careers and sitting down with your teenager to explore their options, isn't always easy. Check out our guides on how you can talk careers with your teenager (pg 34-35). You'll also find key information about the UCAS application process, apprenticeship application process, some common myths surrounding apprenticeships and much more!

We also explore a range of sector spotlights, from working on the railway to green careers and hospitality.

So grab a cuppa, sit down with your teenager and discover the wide range of opportunities available.

As always, we would like to say a huge thank you to our sponsors, advertisers and our readers.

Best wishes,

**Careermag Director, Sharon Walpole**

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# Helping your child

As parents we all want to give our sons and daughters all the help we can to access career destinations that best suit their interests and aptitudes. The challenge is that we are often guided by our own experience which, though valuable, may well not cover some of the many opportunities that currently exist. Schools do all they can to help with this through their extensive career education programmes.

**Research shows that many young people begin to make career choices as early as in primary school and that many of their choices are stereotypical, gender biased or drawn from their parents' experience. It is therefore never too early to start conversations and look at different options as a family. Publications like Careermap contain a wealth of useful information and links and organisations like PiXL enable more than 2000 schools to work with a range of organisations to gain a vast range of insights and experiences.**



**Brian Lightman** has spent 40 immensely fulfilling years working in the British education system passionately committed to providing the very best education for all young people.

## So whatever stage your child is at here are some tips you might find helpful:

- A good starting point is to consider which subjects your child likes best. What are the career routes they might lead to? Look beyond the obvious ones like science leading to medicine or English to journalism as there are literally thousands of other possibilities.
- There are numerous online opportunities for virtual work experience, videos of people talking about their jobs, tours of universities and workplaces which can be accessed easily and at no cost.
- Once you have an idea of possible areas of interest explore the different routes into those careers. In nearly all cases young people will stay in full time education until they are 18 either following a traditional A Level or a more vocational route such as BTEC or the new T levels.
- University might be one of many possible routes which may be the one that most suits your child if they respond well to that kind of academic study? Which courses might be most appropriate and what is their track record of routes into employment? Are the arrangements for financing university study suitable for your circumstances?
- Investigate the vast range of apprenticeship opportunities. These go way beyond the traditional routes into trades and go all the way up to degree and even postgraduate level. And of course all costs are carried by employers.

Whatever route they choose there is no rush. People change career routes many times during their long working lives. The opportunities are endless. **The key is to keep as many doors open as possible.**

# Apprenticeship Myths



An apprenticeship has many advantages and continue to grow in popularity. Apprenticeship starts are up 26% in the 2021/22 academic year to 204,000. Despite this rise in numbers, there are still many misconceptions surrounding apprenticeships.

**We've got the facts and figures to bust some of the myths...**

## Apprenticeships are for people who don't do well in school

A very common misconception about apprenticeships is that they are only suitable for people who do not want to attend university or other higher education. However, the training and studying that goes along with the employment, is an important aspect of modern apprenticeships which leads to a qualification once the programme is done.

Depending on the level of apprenticeship, some apprenticeships may demand specific qualifications, such as at least five GCSE passes, including Maths and English. Some apprenticeships, however, may allow the apprentice to study for these certifications while completing the programme.

Apprenticeships are available in levels ranging from 2 to 7. Higher apprenticeships go from level 4 to 7 and are equivalent to a foundation degree and above.

Some apprentices prefer to finish a degree apprenticeship rather than attend university since it allows them to earn both an academic degree and job experience. Degree apprenticeships are available at levels 6 and 7 and are equivalent to a full bachelor's and master's.

## Apprenticeships are low paid

As an apprentice, your employer is required by law to pay at least the national apprentice rate for the hours you work, including training time, throughout the first 12 months of the apprenticeship.

This rate is revised on a regular basis and is now £4.81 per hour (as of April 2022). Although many employers will regularly pay more. For example, Jaguar Land Rover's Engineering Degree Apprenticeship scheme pays a starting salary of £18,500 per year, which grows by 10% every six months. Some apprentices even earn more than their graduate colleagues in the long run.

**"Remember, apprenticeships are also debt-free!"**

## Apprenticeships are only for trade careers

Apprenticeships used to be only available in positions where you were learning a trade, such as becoming an electrician, a plumber, or a heating engineer.

However, apprenticeships have expanded massively and hundreds of different apprenticeship standards exist, representing different work roles in a wide range of businesses and sectors. This includes everything from aviation to digital, animal care, hair and beauty, design, transportation, engineering, banking, care services and many more.

## Apprenticeships don't lead to a full-time job

Apprenticeships can actually lead to a full-time job. Upon completion of your apprenticeship, your employer will typically offer you a full time position. If you would like to move to a different organisation afterwards, that's ok too! You'll have gained lots of experience, skills and gained a qualification to boost your application for a different role.

**"Some apprentices even earn more than their graduate colleagues in the long run."**





# Get in-demand skills and you'll be in demand

Hear from some of our young people to find out what their experiences have been like



### Dylan Barber

Medical Apprenticeship



My dream position is to be a paramedic. This apprenticeship gives me the specific qualification to train to become a paramedic and opens up other opportunities too. It's a very practical apprenticeship. The tasks are set in the classroom but I spend a lot of time in the ambulance. I'm doing a lot more emergency care and now have to monitor patients with specialised kit and decide what medication to give.

Every day you're learning on the job. I feel privileged to go into someone's house and help them in their time of need. Starting out at 16 I feel like my experience working with patients has helped me to mature quickly and in the best way possible.

### Tazivashe Makusha

T Level in Design, Surveying and Planning for Construction



I enjoyed my T Level and the industry placement tremendously. The placement provided substance and practical application to what I was learning in college and provided me with a rough idea of the skills employers look for in potential graduates.

I've wanted to be a structural engineer since I was young and I'm delighted to have secured a place at Nottingham Trent University to study Civil Engineering starting this September.

### Romilly Horner

T Level in Education and Childcare



My mum is a teacher and she really inspired me to pursue a career in education and childcare.

As part of my T Level, I completed my industry placement at Charles Darwin Primary School in Norwich. That's where I discovered my passion for teaching. I've now been offered a full time role as a Teaching Assistant at the school.

## Help your child decide on their next step after exam results

For many young people, deciding on their next step in education and training after receiving their exam results can be daunting. The 'Get the Jump' Skills for Life content hub on the National Careers Service website has been designed to help them work out their next move.

It has all the post-16 and post-18 education and training options that are out there for them, all in one place, and shows how they compare and where they can lead to.

By directing your child to the site, they can learn more about T Levels, a mix of classroom and on-the-job training that are broadly equivalent to 3 A levels, or an apprenticeship where they can earn while they learn. There are also Higher Technical Qualifications which can teach them the new technical skills that employers are looking for.

Your child can find out about these options and chat with a careers expert for free advice by visiting the [website](#).

**GET THE JUMP**  
**SKILLS FOR LIFE**

**GET THE JUMP**  
**SKILLS FOR LIFE**



# Jobs of Tomorrow



Take yourself back twenty years ago. The phenomenon of the internet was still growing, not the commonplace thing we take for granted today. There were only **361 million internet users in 2000**, compared to a staggering **5 billion users today!**

This reflects that the world as we know it has become increasingly reliant on technology, and will continue to do so in the future. In light of that, we've put together a brief list of five jobs of tomorrow that your teenager needs to be aware of. Equipping the next generation with the right skills for future employment is something we need to be thinking about now.

## Software developers/ engineers

The need for workers in the IT industry is growing all the time. We are increasingly dependent on technology for our daily lives. Software developers and engineers are the brains that design and create the computer programmes we use, like mobile apps and games. Recent years have seen a huge demand in these industries. This is reflected in the pay offered in this sector. **According to PayScale, the average salary is £38,848, although it is possible to earn much more.**

Those who express an interest in IT may have what it takes to build a career in this sector. Some jobs might require a certain degree or certification or you can do an apprenticeship to learn and get qualified on the job!

Skills needed:

- Analytical thinking
- Knowledge of computer coding
- Problem-solving



## 2022/23 Apprenticeships at Royal Mail.

Postal, Driving, Engineering, Vehicle Maintenance and Finance.



<https://jobs.royalmailgroup.com/>



### Remote teachers

Online learning has become a more normal part of life. These days, things like online webinars are normalised, with online teaching available in a wide range of subjects and interests. Many training providers have maintained virtual-only teaching, citing better standards of learning as a result. There are also a range of jobs available teaching languages like English, which has become increasingly virtual, as we interact with people from the other side of the world.

**Did you know? Between 2007 and 2019, for example, the percentage of people who said that they had taken an online course grew from 4%, to 17%, before the start of the COVID-19 pandemic.**

Skills needed:

- Confidence in front of camera
- IT Skills
- Communication

### Care workers

The aging population is a global trend, not just in the UK. As we live longer, the demand for those to look after the elderly is set to rise further. However, the care profession doesn't just include looking after the elderly. Others areas of care include childcare, therapists and nurses. **It is estimated that almost 40% of future job opportunities in emerging professions will be created in the care sector.** That means there is likely to be huge demand for worker in the coming years, especially those who are highly skilled and trained. Roles within the care sector extend beyond those giving care first-hand. The need for administrative roles within healthcare is also projected to rise in the years to come.

Skills needed:

- Compassion
- Patience
- Resilience

### Content creators

You may have heard of the term digital influencer. If not, an influencer is someone who has a following (normally on social media), who are able to persuade (or influence) their followers to do things. Influencers make a living through things like partnerships with brands, or through advertising revenue on things they produce – like videos on YouTube or TikTok. At first glance it may not sound like a profession like the others on this list, but the influencer market is **estimated to be worth around \$13.8 billion today**, and is only forecast to grow further.

**Did you know? A 2019 poll found that more UK children would rather grow up to be YouTubers than go to space!**

Skills needed:

- Public speaking
- Time-management
- Awareness of trends

### Environmental engineers

The need to generate more sustainable sources of energy is already an extremely important topic in 2022. However, it will become even more so in the lives of our children and grandchildren. Environmental engineers will play a major role in supporting this process. The advancement of technology in future decades will help facilitate this, but people will play a key role in making this happen.

Environmental engineers will support the process of reducing air pollution and ecological damage to the planet. They also aid sustainable farming and will support the growing need for food for the future population. We are already seeing signs of this today, as we become increasingly aware of the need to protect the environment. Environmental engineers will be vital in doing this for future generations.

Skills needed:

- Mathematical knowledge
- Report writing
- Ability to interpret data



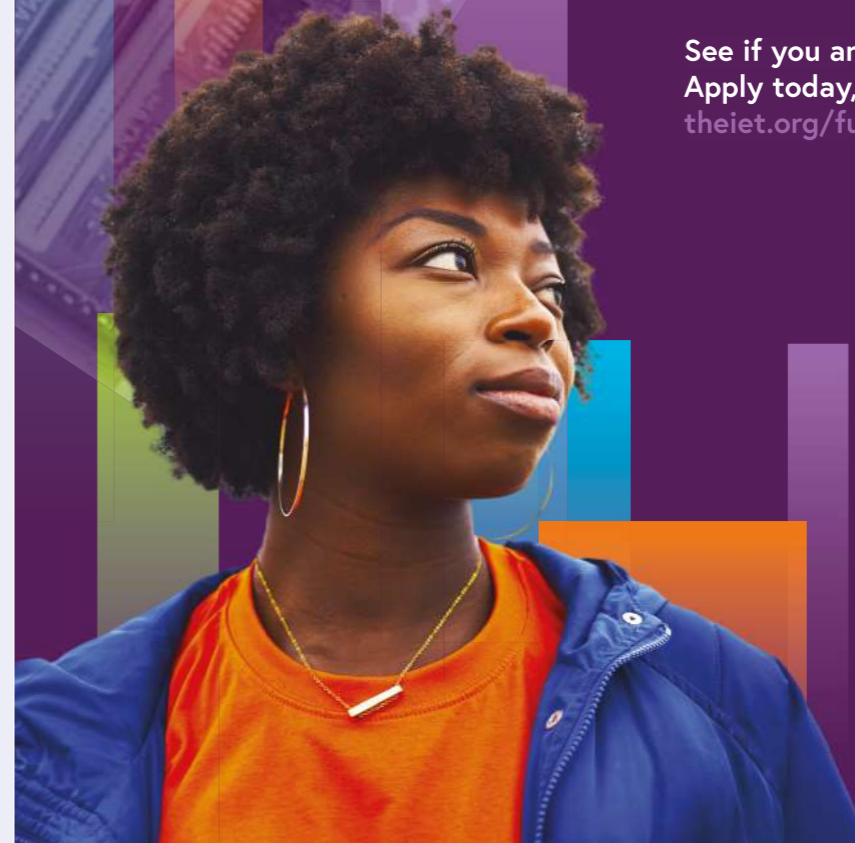
# Future Talent Awards

## Our Scholarships

From May 2022, we're offering scholarships to students, degree apprentices and apprentices who have faced financial challenges or personal obstacles, and scholarships for high-achieving students and degree apprentices who have a passion for engineering.

**Deadline for applications: 6 October 2022**

**See if you are eligible. Apply today, change your tomorrow:**  
[theiet.org/future-talent](http://theiet.org/future-talent)





www.alstom.com



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### SECTOR SPOTLIGHT

# Get Your Career on Track: The Railway Industry



The UK is hugely dependent on its railways, and opportunities in the sector are varied. It is one of the most used rail systems in the world, with millions of us using trains every single day of our lives.

**A**lthough **those using trains fell by up to 95%** during the height of the COVID-19 pandemic, numbers have risen sharply again since. Travelling by rail is also the **greenest way to travel** in the world currently (apart from walking of course!), and is seen as the future of public transport. With the current attitude towards tackling climate change, and creating a sustainable future for the next generation, the growth of rail seems inevitable.

It is a great time to encourage our young people into exploring their options in UK rail. There are a wide range of different roles available in the industry, from engineering to customer service.

Working in the rail industry can open up a range of opportunities – and now is the perfect time to get involved!

*There are over 1.5 billion passenger journeys made per year in the UK!*

www.careermap.co.uk



# How to get started



## Vocational courses

These vocational programmes are usually short-term and involve an introduction to the sector. They usually focus on technical programmes like engineering.

One of the courses offered by The Prince's Trust is based around the rail sector. In a partnership with Network Rail, they offer a **programme** where young people aged 18-30 can get into Rail Engineering for free.

Other **UK courses** offered include Level 2 and 3 NVQ Diplomas In Rail Engineering Track Maintenance and Engineering Technologies. These courses are often between 6-8 weeks and involve great practical experience that young people will need in the future for a range of different jobs.

## Apprenticeships

An apprentice will gain the practical experience needed whilst also engaging in off-the-job learning. Apprenticeships are offered by some of the UK's biggest rail employers, like Network Rail, Northern Rail and more!

You can also do an apprenticeship in a huge range of different things like business, IT, engineering and finance. Apprentices also earn a wage while on their programmes, so they are a great way to get into the world of work whilst also studying towards a qualification. You can apply for rail apprenticeships **here** through Careermap.

*The UK's first train station was Liverpool's Crown Street station. It opened in 1830, and you could only access it via a tunnel. Imagine that today!*

## University

University degrees are another option! The type of degree students will need depends on their interests and what type of role they want to do in the future. Students wanting to work in STEM (science, technology, engineering and maths) roles in rail will want to choose a degree relevant to this. For instance, degrees in engineering, like civil engineering are high in demand and invaluable in rail. Similarly, mechanical and electrical engineering are highly valuable qualifications to have in the rail sector. There are even specialised degrees in railway engineering that students can do if they know this is the sector they want to specialise in.

However, most university degrees will have some benefit to working in rail. Degrees like Project Management and Business are also highly sought after. They show evidence of working as part of a team and an awareness of the professional environments that future graduates will be working within.

*The proportion of train journeys rated as satisfactory in 2020 was higher for trains than for car journeys (train – 82%, car – 81%)*

## Driver training

Young people can also access training through the trainee driver training schemes through Rail Delivery. Their online **Trainer Drivers Academy** programme currently has over 16,000 drivers on it, and is supported by the UK government. Some of the UK's biggest rail employers are part of the scheme, and it is a fantastic opportunity for young people thinking about becoming a train driver.



## Skills needed to succeed



### Communication

Working in rail means the need to communicate effectively with colleagues and potentially passengers as well. Efficient communication is needed to ensure the safety of passengers and workers.



### Working under pressure

This is a skill needed for most jobs, but in rail this is particularly important. Rail is a fast-paced industry that constantly demands different things of employees. Working in rail often involves urgent fixes on railway lines, so there will be a need to react quickly to incidents.



### Flexibility

Working in rail can mean having to work unsociable hours at times, such as peak passenger times. It can also mean having to work at night sometimes, responding to high-priority issues with trains, as well as factors outside of the control of the railway companies.



### Health and safety conscious

Having a good awareness of health and safety in the workplace, and taking measures to implement them is a fantastic start. In a potentially hazardous industry, making the safety of passengers and colleagues a priority is a must for the rail industry.

Lightcast Global Occupation Taxonomy	Unique Job Postings in the last 12 months	Year-on-Year change in monthly postings (Jun 22 vs Jul 2021)	% Year-on-Year change in monthly postings (Jun 22 vs Jul 2021)	Month-on-month change in postings (Jun 22 vs Jul 2021)	% Month-on-month change in postings (Jun 22 vs Jul 2021)	Annual Median Advertised Salary
Rail Engineer	2,792	-31	-6%	-46	-8.73%	£30,016
Railway / Train Conductor	373	-9	-13%	-4	-6.15%	£25,984
Train and tram drivers	254	29	81%	6	10.17%	£51,072

Source: Lightcast Job Posting Analytics (formerly Emsi Burning Glass)



*The UK train station with the longest name is in Anglesey, Wales – it's called Llanfairpwllgwyngyllgogerychwyrndrobwllllantysiliogogoch (good luck with that!)*





## What jobs are available?

### Engineering roles

There is a demand for engineers in the UK's rail industry and a wide range of different types of engineering roles out there. Young people can find roles in civil engineering, which involves planning and constructing new railway lines for trains. There are also roles in mechanical and electrical engineering. These roles involve looking after the UK's trains and ensuring that they remain functional – nobody wants to break down on a train after all! This involves inspections and any maintenance to keep them in good working order. However, they also work on designing elements of new trains, such as the engines.

### Railway station employees

These types of jobs involve working on railway platforms or offices. These roles will usually involve a strong element of customer service, as employees will be greeting passengers and helping with queries. For example, workers may be selling or checking tickets, making passenger announcements, or answering general queries. A strong customer focus will be needed, as difficult working environments when faced with challenging passengers are likely scenarios faced by employees.

**The longest train journey you can take in the UK covers 785 miles or 1,263 km. It is a CrossCountry train, beginning in Aberdeen, Scotland, and ending in Penzance, Cornwall. It takes over 13 hours to complete the full journey.**

### Business

There are many different business roles available within the UK's biggest rail employers. Young people can find rewarding roles in finance and accounting for companies like Network Rail. There are also roles in strategy and planning, where employees can learn how to respond to the major challenges faced by the UK's rail industry.

There are also roles within procurement, where employees will deal with contracts and relationships between businesses and suppliers. There are even opportunities to be involved in property, which you may never have expected in rail!

There are many other business roles within the rail industry though, the opportunities are unlimited.

### Operations

Working as part of the operations team in the rail industry means helping with the day-to-day needs of railway lines, and keeping the UK on track. Safety is key in this role, with the safety of passengers and workers prioritised above all else.

Responsibilities in these roles can include managing the processes of the rail network, signalling operators, or responding to incidents or issues with the network. Roles can involve being on the ground level and responding to incidents within a team. However, there are also supervisor/management roles, who decide how to respond to incidents.

Search and apply for railway apprenticeships at Careermap: [careermap.co.uk/careers/apprentice?&fq=rail](https://www.careermap.co.uk/careers/apprentice?&fq=rail)

# My Apprenticeship Journey



## Charlotte Cox Apprentice

Charlotte is a signalling apprentice in her first year of the engineering apprenticeship scheme.

We caught up with her to find out about her journey so far.

### All the right signals

Why were you interested in the in the Network Rail engineering apprenticeship scheme?

"The scheme interested me because the wage was high enough to make it realistic for a mature student. It's a great opportunity with many progression prospects, even if you don't have the previous engineering experience. I previously worked in the healthcare sector for 7 years so it's what I was looking for. It's a career for life".

What do you enjoy most about the scheme?

"Earning whilst learning, practical sessions and the breadth of skills and knowledge I'm learning".

## Signalling

Signalling apprentices at Network Rail are responsible for maintaining the equipment that moves the trains safely in a highly complex and fast-moving environment. No two days are the same.

Our signalling systems keep millions of people safe. Every day we check, test, clean and fix thousands of signals throughout the country. This is done by taking and recording electrical and mechanical values of equipment.

Signalling covers a wide range of equipment and technology, from mechanical and electrical to computer-based systems, and safety and performance enhancement schemes. These systems make sure trains are safely spaced and switch from one track to another. They alert signallers to train movements, warn drivers and can stop trains automatically.

Signalling apprentices at Network Rail work in small close-knit teams to maintain the signalling equipment. They could find themselves working on major signalling failures to get trains running again and people home, or supporting a large engineering project with the refurbishment and renewal of points operating equipment.

Signalling is a technically demanding role where attention to detail, problem solving and the ability to work in a safety conscious way as part of a team are all crucial skills to have.

## "Diversity, Community, Achievement"

Can you tell us about some of the exciting projects you've been involved in?

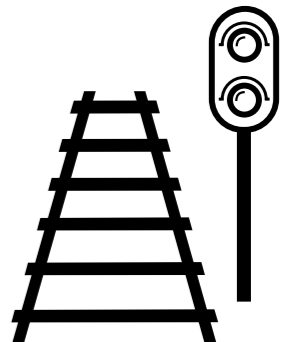
"I'm a Diversity and Inclusion Champion at Network Rail which allows me to get involved in lots of positive projects outside of my normal apprenticeship work. I was asked to mentor several students during my time living and learning at Westwood which I found really rewarding and have also lead many charity and mental health awareness events".

What type of skills do you think an apprentice needs to have?

"Diligence, determination, willingness to learn and succeed".

If you could sum up being an apprentice with Network Rail in three words what would they be?

"Diversity, community, achievement".





# UCAS Application Key Dates

Is your child thinking about going to university? Before they start their application, there's a lot to consider. Here's all the key dates they'll need to know along the way:

## 6 SEPTEMBER 2022

Completed 2023 entry UCAS Undergraduate applications can be submitted to UCAS.

## 3 OCTOBER 2022

2023 entry application deadline for most UCAS Conservatoires music courses.

## 15 OCTOBER 2022 (18:00 UK time)

2023 entry deadline for the universities of Oxford and Cambridge, and most courses in medicine, veterinary medicine/science and dentistry.

## 25 JANUARY 2023 (18:00 UK time)

2023 entry deadline for all UCAS Undergraduate and Conservatoires applications, except for those courses with a 15 October deadline.

## 23 FEBRUARY 2023 Extra opens.

## 30 JUNE 2023 (18:00 UK time)

Last date for receipt of applications with choices. Applications received after this deadline are automatically entered into Clearing.

## 4 JULY 2023 Extra closes.

## 5 JULY 2023

Clearing opens, and vacancies are shown in the UCAS search tool.

# ESCAPE STUDIOS

## Undergraduate degrees

### in Visual Effects, Game Art or Animation

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- Retail
- Active Leisure
- IT and Software
- Data and Digital



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Scan here to see all of our apprenticeship vacancies!



SECTOR SPOTLIGHT



# Loving Hospitality



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[www.careermap.co.uk](http://www.careermap.co.uk)

Hospitality: a fast-paced, dynamic environment where no two days are the same. Enjoy flexible working hours to suit you and opportunities for rapid progression from entry-level positions.



## CASE STUDY



# Jack Brotherton

DESIGNATE GENERAL MANAGER, BEN LOMOND (JARROW)

LEVEL  
3

TEAM LEADER  
SUPERVISOR

*"I like that I have the freedom to succeed, and that Greene King supported me through my training."*

#### WHAT IS YOUR APPRENTICESHIP JOURNEY?

I started a Level 2 Food and Beverage Apprenticeship when I was 24, then a Level 3 at 25 and a Management Development Programme at 27.

#### WHAT DO YOU LIKE BEST ABOUT WORKING FOR GREENE KING?

I like that I have the freedom to succeed and that they supported me through my training.

#### WHAT ATTRACTED YOU TO A GK APPRENTICESHIP?

I wanted to get some qualifications that were relevant to my job and also, Greene King paid for it! You'd be daft not to take them up on it

#### WHAT HAS BEEN YOUR HIGHLIGHT OF THE APPRENTICESHIP EXPERIENCE?

I was invited to the Houses of Parliament for an award ceremony. Also, the MP for North Shields showed me the House of Commons and the House of Lords. It was an excellent day!

#### WHAT IS YOUR FAVOURITE PART OF YOUR JOB ROLE?

I like the opportunity to learn new skills while I'm working, and I get to meet some really interesting people in the business that I'm managing.

#### HAS THE APPRENTICESHIP MADE YOU VIEW YOUR JOB ROLE DIFFERENTLY?

Yes, it makes you ask questions of yourself that you wouldn't normally ask and from there you learn new skills that make you better at your job.

#### HOW HAVE YOUR MANAGERS/WORKPLACE SUPPORTED YOU ON YOUR APPRENTICESHIP?

They have helped me by letting me ask questions and showing me the proper way to solve problems that I have faced.

#### WERE THERE ANY CHALLENGES IN YOUR ROLE AND HOW DID YOU OVERCOME THEM??

The main challenge I have faced is moving around to so many different businesses and the fallout that COVID caused. It affected so many people that I worked with, especially being stuck at home for months on end

#### WOULD YOU RECOMMEND AN APPRENTICESHIP TO YOUR TEAM OR FRIENDS?

Yes, as it is a great way of getting a new qualification while you are at work, and it makes you better at the job you are doing too!

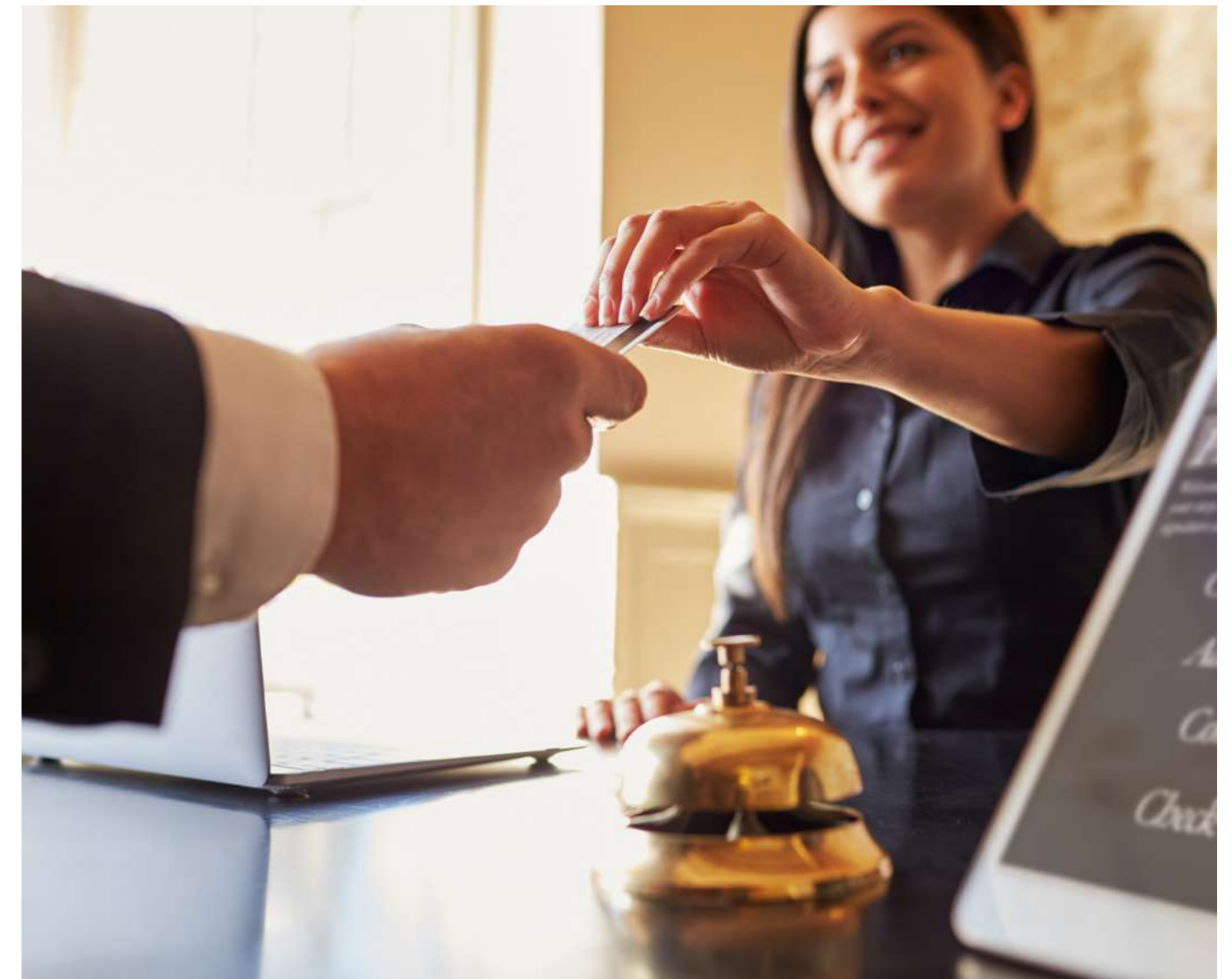
#### WHAT WOULD YOU TELL SOMEONE WHO IS CONSIDERING STARTING A GK APPRENTICESHIP?

Do it!

#### WHAT IS YOUR NEXT CAREER GOAL?

My next career goal is to get a General Manager position. I am currently an area designate and looking to make the business I currently work in a long term placement.

# About the hospitality sector



The hospitality industry is one of the UK's largest sectors, with more than 3 million jobs spread across the UK, you'll learn transferrable skills to thrive in an industry that's nationwide.

**45% of the Hospitality and Tourism workforce is employed in roles where staff behaviours (rather than high technical competence) make a crucial difference to a great customer experience. These roles include bar staff, waiters and waitresses, and kitchen porters**

From pubs and bars, kitchen, hotels, holiday parks, retail outlets and restaurants, there are endless opportunities to work in a social environment alongside supportive and like-minded people.

Despite the pandemic, the industry is booming. It needs talented

people, looking for an opportunity to develop skills and embark on a great career.

With a skills shortage across hospitality, there is opportunity for rapid progression. It's not unusual to be in a senior position well before you turn thirty.

Sponsored by





# Case Study

**Learners Name:** Louis Clayton

**Pub:** Lion & Snake Lincoln

**Job Role:** Supervisor

## QUESTIONS

### HOW DID YOU FIND OUT ABOUT THE PROGRAMME?

I was going to look at getting into teaching, so I went to university and worked at a Marston's pub during this time. I really enjoyed working in the pub and continued to work there after university. One day my GM referred me to a Level 2 apprenticeship which I completed and achieved a distinction in. This result and more encouragement from my GM made me want to complete my Level 3 apprenticeship.

### WHAT MADE YOU CHOSE TO DO AN APPRENTICESHIP?

I want to run my own pub one day as I love working in hospitality. The apprenticeship will help prepare me to achieve this goal with all the necessary training and experience that I will need.

### HAS THE APPRENTICESHIP PROGRAMME SUPPORTED YOUR CAREER DEVELOPMENT?

100% yes it has during both my Level 2 and Level 3 apprenticeships. I was able to see and learn things to bring into my workplace. For instance, I was able to bring student nights into my workplace thanks to the training I received on my apprenticeship.

### WHAT IS THE MOST USEFUL THING YOU'VE LEARNT DURING YOUR APPRENTICESHIP?

To believe in myself more. I have never been massively confident in myself especially when learning new things. The apprenticeship has taught me to trust myself more and relate situations back to my learning on the course.

### HOW DO YOU MANAGE YOUR TIME BETWEEN WORK/STUDY?

That's the best part of the learning – it's completed in work hours, so you are not using up loads of your free time at home. I try not to leave things until the last minute. Instead, I plan things in and make the time to do tasks.

### WHAT ARE YOUR CAREER PLANS AFTER YOU HAVE COMPLETED YOUR APPRENTICESHIP?

I want to keep progressing through the apprenticeship scheme. It is all paid for by Marston's so why wouldn't I want to learn more? It gives me knowledge, experience and a qualification all at the same time.

### WHAT IS ONE PIECE OF ADVICE YOU'D HAVE FOR PEOPLE JUST STARTING THEIR APPRENTICESHIP?

Use all the online resources. Ask your manager and Coach for support and about their experiences with things you are learning. Really embrace all the tools and resources at your disposal to get the most out of this great opportunity.



*Hospitality and Tourism employees are most likely to get promoted if they: have good communication skills, can develop themselves and have high-level management behaviours.*



### What can I do?

Hospitality is incredibly varied, from big brands to independent businesses, you'll develop transferable skills and a job for life. Help to run top hotels, work in front of house at restaurants and bars, start a career in the kitchen, or support big brands in their offices.

The settings are endless, whether it's events, conference centres, resorts, hotels, pubs, cafes, restaurants, or kitchens. Hospitality employers need a varied workforce to offer a high-quality service, so there are a range of roles on offer.

You could be preparing or serving food and drink, taking care of customers, or helping to manage the entire operation. With dedication, you can rapidly progress from team member to team leader and beyond.

### Hospitality skills

To get started, all you'll need is a willingness to learn and a positive attitude. You'll develop your technical skills in the role and through experience, supported by a like-minded team.

The skills you'll learn are varied. Working in a kitchen or hotel means close attention to detail and the ability to work at a high tempo, whereas front of House means engaging with customers with a friendly, personable approach.

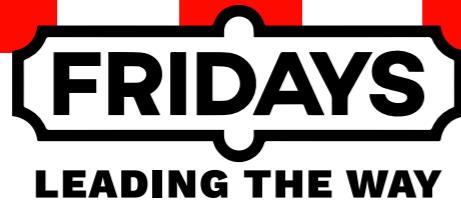
You'll be armed with both the technical knowledge and skills to develop in your role, such as in-depth knowledge of food and drink or how to manage teams.

### You could work in...

- Holiday parks • Hotels and hostels
- Restaurants • Bars, pubs and clubs
- Retail food outlets







## Kylie Tonkin

### Level 3 Senior Production Chef - Line Chef from Fridays Prestwich Greater Manchester

#### How did you find out about the programme?

A post on our HIVE L&D news platform.

#### What made you chose to do an apprenticeship?

I have always wanted to go back and do some form of school so to have this chance which I don't have to pay for is great for me.

#### Has the Apprenticeship programme supported your career development?

To get a nationally recognised qualification and make myself a more complete member of the team and be more ready prepared to take on any new roles that may pop up that I can progress into.

#### What is the most useful thing you've learnt during your apprenticeship?

I have only just started my course, so this is hard to answer but I am excited to learn about operating efficiently to make the shift more productive and being able to lead my team fully.

#### How do you manage your time between work & study?

I will try to be strict with my time and plan in extra time to do apprenticeship work before or after a shift or chip away at it little and often on days off.

#### What are your career plans after you have completed your apprenticeship?

In my future I would like to be a head chef of my own Fridays kitchen and hope I can work towards that with this course.

#### What is the one piece of advice you'd have for people just starting their apprenticeship?

If you have any problems talk to your trainer. They are a wealth of knowledge and are there to support you.



### Life in Hospitality

It's never going to be dull working in this industry. You'll meet lots of different people, build up a range of transferrable skills, and be involved in anything from small, intimate gatherings to huge conferences. Because of the skills shortage in hospitality, you'll be in demand while developing skills that will earn you a job for life.

There's no single path through an industry as diverse as this one. With determination and passion, you can rapidly progress from entry-level. Hours are generally flexible, focusing on late nights, early mornings, or alternating between the two.

The working environment itself can be dynamic, energetic and fun. You'll have lots of options for progression and moving between different posts. The industry can be seasonal, which means you'll face different challenges and busy periods across the year.

Most of all, you'll be part of a team in any role in the industry. It's a sociable role, as you could be part of a crew in a kitchen, a team of waiters, or a group of bartenders.

### Hospitality careers

From entry-level to manager, career paths in hospitality are usually clear-cut. In almost all cases, there are pathways to more senior roles including management positions. At larger national brands, there'll be chances to move between sites and roles too.

Front of House, kitchen, and manager roles can be found across all hotels, pubs, bars and restaurants. Hotels need housekeeping and reception roles too. There are a variety of support roles in Head Office, from business administration to HR, tech support and training and finance, there are routes for progression across all areas of hospitality.

### Hospitality training

Develop the skills you need to thrive in hospitality

#### Work-based and work-related qualifications

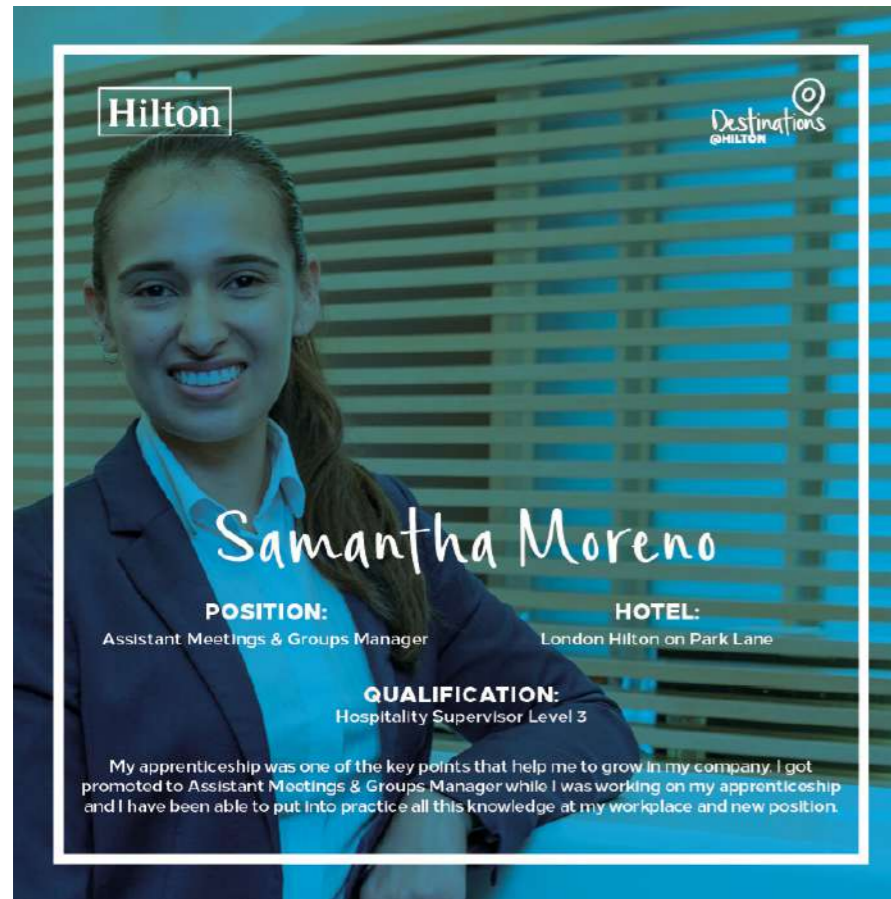
Relevant NVQ and BTEC programmes include:

- Hospitality
- Travel and Tourism
- Business

If you're looking for a management or business-related role, other programmes in accountancy, finance or management will also open the door to new careers.

**Around 8% of the UK workforce is employed in the Hospitality and Tourism sector. 86% of this workforce is employed in a restaurant, pub or hotel-related business.**





**Hilton** Destinations  
QHILTON

**Samantha Moreno**

**POSITION:** Assistant Meetings & Groups Manager **HOTEL:** London Hilton on Park Lane

**QUALIFICATION:** Hospitality Supervisor Level 3

My apprenticeship was one of the key points that help me to grow in my company. I got promoted to Assistant Meetings & Groups Manager while I was working on my apprenticeship and I have been able to put into practice all this knowledge at my workplace and new position.

**70% of Hospitality and Tourism businesses offer training, which is in line with the overall average for all industries in the UK.**



### Apprenticeships

Whether it's delivering first-class customer service or developing innovative dishes, apprenticeships are a popular way of training hospitality workers to industry-leading standards. You'll learn role-essential skills while getting paid, with training mapped to a variety of hospitality roles across the industry.

Programmes provide work-based training to develop skills in entry-level learners, supervisors, and managers. Apprenticeships are hands-on, developing specific skills for each role in a range of hospitality settings.

Hospitality apprenticeships are at three levels:

#### Intermediate Apprenticeships (Level 2) – equivalent to 5 GCSEs

- Hospitality Team Member Level 2
- Commis Chef Level 2
- Production Chef Level 2

#### Advanced Apprenticeships (Level 3) – equivalent to 2 A-levels

- Hospitality Supervisor Level 3
- Senior Chef in Production Cooking Level 3
- Chef de Partie Level 3

#### Higher Apprenticeships (Level 4/5) – equivalent to Certificate of Higher Education

- Hospitality Manager Level 4
- Operations Manager Level 5

#### A-levels, Highers and Bachelor Degrees

Useful A-Levels include:

- Travel and Tourism
- Leisure Studies
- Business Studies
- Languages

Industry-specific degree programmes in this area include Bachelor programmes in events or hospitality management, tourism and in culinary. You could also consider business and finance degrees. Language degrees could also be appealing to employers.

Find apprenticeships and jobs in hospitality near you at [careermap.co.uk](http://careermap.co.uk)

# Mitchells & Butlers



### Tom Bamber

**Anderton Arms, Ember Inns**



Before starting my apprenticeship, I was worried I would struggle due to my learning difficulties. I have mild Asperger's and moderate learning difficulties. However, it was the best decision I have ever made. I started with the basics, learning potwash, cleaning, prepping and supporting the wider team. I loved it! I began with the Level 2 Food Production apprenticeship, which I completed in February 2020. I even achieved a Distinction, which I'm so proud of! After this, I completed the Team Leader qualification, which I completed in December 2021. Now I'm looking to begin the Level 3!

Through completing the team leader apprenticeship, I have progressed to Kitchen Team Leader. This position is second in command to the Kitchen Manager. I run the Kitchen on his days off: placing orders, working on rotas, ensuring all health and safety is met and leading a team of 3 chefs. I hope to become a Kitchen Manager in the near future – I know with apprenticeships I can get there!

### Jodie Hendy

**O'Neill's, Oxford**



I recently completed a Level 2 Commis Chef apprenticeship through the Mitchells & Butlers Chefs' Academy. I was so proud to achieve a Distinction! Through the whole course everyone was so helpful, friendly and supportive of my journey – I received help from a Learner Coach, and Academy Tutor and my Manager so I could be my best. Completing the academy has given me a huge confidence boost in my own ability. I have seen the improvements in my everyday work. The apprenticeship has also opened up new opportunities for me – I had the opportunity to go to an award ceremony and cook for over 400 people. It was so different to my day-to-day job and a great experience I will always remember.

### Ben Adjei Klu

**The Crown, Shirley, Ember Inns**



This is Ben from The Crown in Shirley. This is part of the Ember Inns chain of pubs. Ben joined as an apprentice in 2021, working front-of-house serving our guests. Ben said "I really enjoying working for Ember Inns. Everyone is so friendly and helpful – I've learned so much already! I am working towards a Level 2 Food and Beverage. I have especially enjoyed the opportunity to earn while I learn. It has kickstarted my career and meant I have been able to use the money for driving lessons, and also to start saving for a car for when I pass".

### Mariya Pytlovany

**Argyll Arms, Nicholson's**



I completed a Level 3 Hospitality Supervisor apprenticeship and my confidence in my job improved so much! I particularly enjoyed documenting my business project. I introduced an idea to my business that made a huge impact, and I feel it can really benefit the business in the long run. I started the apprenticeship as a supervisor, and now after 2 promotions I am proud to be an Assistant Manager! Joining Mitchells & Butlers as an apprentice has given me a great career.





# Mitchells & Butlers



## Bianca Martens

Rayleigh Lodge, Rayleigh Essex



Bianca worked at the Rayleigh Lodge, in Rayleigh Essex, and has recently moved to Liverpool.

She was an excellent learner who always strived for excellence. She gained her Commis Chef Level 2 back in July 2021. She was very hard working always pushed herself to achieve. She also sat and passed her Level 2 Functional Skills exams and is looking forward to starting her Level 3 Senior Production Chef qualification soon.

She is currently on maternity leave enjoying precious time with her new baby.

## Connor Wright

PI Coventry Earlsden



Connor has completed his Food production level 2 apprenticeship with Lifetime Training already and is now progressing through his Senior Production Chef Level 3 apprenticeship.

### What inspired you to enrol on to another apprenticeship with Lifetime?

I enrolled on to another apprenticeship because this has helped me progress a lot in my role as a kitchen team member and it's helped me a lot.

### How does the apprenticeship fit around your role and private life?

It fits around my job and private life very well; my tutor is very understanding and works around my work hours and when I'm free.

### In what ways has the apprenticeships helped you in your promotion to Team Leader?

It's taught me the different ways of being manager and it's helped me because I'm still new to the role and I'm learning.

### What support has your employer and manager provided throughout your apprenticeships?

My Manager has given me lots of support and help and encouraged me to get on with it and get my certificate.

### Who is your Trainer and how have they supported you throughout your apprenticeships?

Mary is very supportive and works around my work rota, and she understands my needs and I'm very happy to have her as my tutor.

### What would you say to a team member who is wanting to enrol on to their apprenticeship?

Apply for an apprenticeship as they really help you to progress during your job role.

## Jack Suttie

Haywain, St Ives - Sizzling Pubs



He is coming to the end of his, Hospitality Team Member Food Production L2. He is someone that has been on this course for 24 months now, as he was only on a limited contact and didn't have enough hours to complete this course in the normal timeframe of 12 months.

Even though he has completed the work needed and had the Knowledge, Skills and Behaviours to go through after 12 months, he didn't let this get him down and continued to give his all to the course.

He was originally employed to work, Front of House, before he went in the kitchen and I feel this has given him the experience to understand the challenges that they experience, out front.

I hope that once Jack has completed his, End Point Assessment, then he will want to start the Level 3 course.



## CASE STUDY

# My Apprenticeship Story



NOCN Group's Assistant Management Accountant, Kieran began his career as a Finance Apprentice in 2019. As part of his apprenticeship, he achieved a Level 3 AAT qualification.

It was in Business Studies at sixth form, when tasked with writing a business plan as part of his coursework that Kieran made the decision to seek an apprenticeship in finance. He felt that this would help him learn from the best and earn a wage whilst doing so.

Kieran's main preconception about being an apprentice was that there would be a lack of trust and respect, within his role. Kieran was required to work on tasks that required a lot of concentration and attention to detail. His role and responsibility changed frequently to allow him to deal with different areas of the team functions. This approach enabled Kieran to become confident and develop the ability to provide support where needed during busy periods.

Once a week Kieran attended classes with Kaplan in Sheffield and revised the content learnt ready to sit his monthly exam. NOCN allowed time out of work for Kieran to revise and prepare, to provide him with the best chances of passing.

Kieran's Line Manager managed his daily workload and allocated tasks that coincided with the topics he was covering at college over the next month. They had bi-weekly 1-to-1 sessions to monitor progress and reflect on various tasks.

Upon completion of his apprenticeship, Kieran was delighted to be offered a permanent position within the finance team at NOCN Group and to progress his studies further.

Kieran's advice to those looking to complete an apprenticeship:

***"Just go for it, apprenticeships are the perfect combination of learning and gaining valuable experience that will increase your chances of employment after completion."***

For more information, please visit [www.nocn.org.uk](http://www.nocn.org.uk)





# A 7 Step Guide to Talking Careers With Your Teenager

Talking to teenagers about careers options can be a challenge, especially since the world of work is constantly changing. With technological changes, new emerging jobs and careers that don't even exist yet! It can often feel like a minefield trying to navigate the UK job market but we're here to help.



## Step 1:

### Ask your teenager what they enjoy at school or college

Subjects at school and college link to a whole host of careers. First off, ask your teenager what do they really enjoy studying? For example, do they have a love for maths and numbers? Perhaps a career in accountancy, software engineering or as a data analysis could be right up their street. Are they a wordsmith who loves writing? Careers in journalism, web content management or advertising could be the perfect match.

Ask your child to create a list of all the different subjects they study and give each one a rating 1-5, 1 being what they least like and 5 being their favourite. Then focus on their most enjoyable subjects and research careers related to them.

## Step 3:

### Suggest they do a psychometric test

Psychometric tests are a great way for your teenager to identify their skills, knowledge and personality. Some employers use them as part of their recruitment process too! There are lots of free psychometric tests that your teenager can find online to help them to learn more about themselves to support their career search.



## Step 2:

### Understand their strengths and weaknesses

Ask your teen to write a list of their strengths and weaknesses. Perhaps they are caring and a career in health and social care could be of interest. Maybe they are a tech whizz and would love to pursue a career in ICT. Or perhaps they are a fashion guru and a job in buying and merchandising could be the perfect fit for them.

Once your teen has created a list of their strengths, talk to them about careers that match well with their skillset. Additionally, look at your teens weaknesses and see which ones may need development if the skills is required for a career of interest to them.



## Step 4:

### Explain what opportunities are available to them in your area

If you're based in a rural area there is likely not to be as many opportunities available on the doorstep. Talk to your teenager about what opportunities are available, such as agriculture, gamekeeping etc and if they are interested in a particular career that means travelling outside of their hometown they understand the time involved travelling.

## Step 5:

### Encourage your teenager to carry out research

Research is essential to helping your teenager to discover what an industry is really like. They should think about the average salary, working hours, types of roles and responsibilities they'll have, industry growth projections and the entry requirements. Does the role require a degree? Can it be entered via the degree apprenticeship route or is traditional university a necessity? Answering these questions will help your teen to understand their next steps. Careerometer is a great starting point: <https://careermap.co.uk/careerometer/>



## Step 7:

### Encourage them to speak to their school or college careers team

Your teenager should make use of their school or college careers team, they can help your teen to:

- Develop their CV
- Understand the job market
- Identify skills
- Discover various career paths
- Connect you with employers

If your teenager knows what they want to do, they can search and apply for opportunities on Careermap.



## Step 6:

### Encourage your teenager to apply for work experience

Think of work experience as a try before you commit. It's a great opportunity for your teen to learn about what an industry is really like and the roles and responsibilities that they could undertake. Work experience will help your teenager to:

- Develop transferable skills and further develop skills they already possess
- Confirm if they are actually interested in a particular career or decide if it's not for them
- Build confidence in a workplace environment
- Bring careers to life
- Impress future employers and show their commitment to the world of work
- Makes a UCAS personal statement stand out from the crowd by showing evidence of being interested in a specific subject/industry

For further information on work experience, read our go to guide: <https://careermap.co.uk/why-take-up-work-experience/>



Apply Now





# EXAM RESULTS DON'T DECIDE FUTURES PEOPLE DO

The best jobs and highest salaries aren't just for university goers anymore. Amazon, Barclays, Vodafone, Cisco, Fujitsu... what better chance could your child get to start their career with the biggest-name brands out there?

A third of QA's recent tech apprentices are already making over £39,000 – with a further 30% earning between £25,000–£38,999. And they all learnt the in-demand digital skills that matter to them, in the place that matters to employers – the workplace.

[Click here to learn more about our apprenticeship opportunities](#)



## Switch On Your Career: Why Digital?

The digital industry plays a key part of the UK economy.



Digital sector worth more than **£400 million** a day to UK economy



Average wage **£47,701**



**27.5%** increase in job numbers since 2012



Total number of job postings in 2021 for digital careers **1,062,301**

### Top 5 occupations in industry with job numbers in 2021

Occupation	2021
Programmers and Software Development Professionals	167,745
Information Technology & Telecommunications Professionals n.e.c.	106,440
IT Specialist Managers	75,763
Sales Accounts and Business Development Managers	50,092
Information Technology and Telecommunications Directors	47,755



\*Data supplied by Emsi, a labor market data company: <https://www.economicmodeling.com/>

Sources: <https://www.gov.uk/government/news/digital-sector-worth-more-than-400-million-a-day-to-uk-economy>



# Creating the next generation of skilled workers

T Levels are a new, high-quality, work-focussed alternative to A Levels for young people once they've completed their GCSEs.

Designed to help bridge the gap between the classroom and the workplace, T Levels are two-year programmes which combine technical learning with vital hands-on work experience through industry placements.

## 5 things you need to know about T Levels:

- One T Level is equivalent to 3 A Levels
- They're developed in close consultation with business and current practitioners
- They include a substantial 'industry placement' that lasts at least 45 days to help young people develop essential workplace skills
- They provide a structured route into higher education and work
- There are 16 T Levels available now at selected further education providers, with another 7 T Levels set to launch in September 2023.

## Who is NCFE?

We're an educational charity and leader in vocational and technical learning. Over the past 170 years we've developed qualifications that have helped millions of individuals to progress in work and life.

## NCFE T Level Technical Qualifications

Alongside the Institute for Apprenticeships and Technical Education (IfATE), we've worked with hundreds of employers, industry experts and practitioners to develop technical qualifications that underpin T Levels in the following sector areas:

- Health and Science
- Education and Childcare
- Digital
- Hairdressing, Barbering and Beauty Therapy - *Launching September 2023 (Developed in collaboration with VTCT)*
- Craft and Design - *Launching September 2023*
- Media, Broadcast and Production - *Launching September 2023*



**Studying the Education and Childcare T Level has been what I expected and more! It's allowed me to grow not just as a person, but as a future education professional."**

**Ellie Hearn**, T Level Student



**Find out more about T Levels.**  
Visit [ncfe.org.uk/t-levels](https://www.ncfe.org.uk/t-levels)





So they have their results. ...  
what now?

The energy and utilities sector offers excellent training and progression opportunities. They can earn while they learn and achieve qualifications without paying tuition fees.



Why work in energy & utilities?

- An apprenticeship in the energy and utilities sector is an opportunity to train for a new role in a fast developing industry at the forefront of the fight against climate change.
- Apprenticeships provide on-the-job training and qualifications while earning a wage.
- Average salaries while in training for most energy and utilities related apprenticeships are higher than the average salaries for apprentices across all other sectors in the UK\*.
- The energy and utilities sector offers career paths for **Apprentices, Graduates** and **Professionals**.

Kick start their career today!  
[careers.energyutilitiesjobs.co.uk](https://careers.energyutilitiesjobs.co.uk)

\*Workforce Renewal and Skills Strategy 2020 – 2025

Find your Role: 



SECTOR SPOTLIGHT

# The Green Industrial Revolution

## The Push for Green



The continued push towards going green has contributed to many changes to our lifestyles and behaviours in an effort to protect the environment, and preserve and conserve natural resources, habitats, and biodiversity.

The value and importance of going green has also brought about plans and investments into the industry, which means the expansion and creation of a range of different careers and jobs. In 2020 the UK government outlined a ten-point plan for a 'Green Industrial Revolution' which looks to introduce a number of measures to fight climate change. Shifting away from petrol and diesel, moving more towards hydrogen and electric-powered modes of transport, creating more offshore wind electricity farms, and planting 30,000 hectares of trees a year are just some of the measures that have been outlined. The plan will see £12 billion of government spending and investment to create and support 250,000 highly skilled green jobs in the UK and encourage over three times as much private sector investment by 2030.

The UK isn't the only country taking climate change seriously, with the USA also pledging to go carbon neutral by 2050, and China by 2060. As such, the green industry is set to become an increasingly attractive industry to be involved in. Offering the chance to not only work in a rewarding environment but also in an industry that has a range of career opportunities and progression routes.



# Green Sectors



There are various career routes available in the Green Industry. Despite most sectors being relatively young, they all have enormous potential for skill development and employment. The industry has several different work opportunities throughout multiple dynamic segments. Some exciting sectors include:

## Renewable energy

The renewable energy sector is currently experiencing significant development in terms of employment as many organisations have begun to engage in renewable energy projects. We are all becoming more accustomed to clean and renewable energy sources, which range from wind turbines to solar panels, tidal barrages to biofuels. As global governments work to reach worldwide targets for lowering carbon emissions, they are now more crucial than ever.

## Water management

Water management involves supplying, cleaning, and rejuvenating our planet's most vital resource. At all levels of experience, positions in water and resource recovery offer competitive income and career progression.

Due to increased urbanisation, severe climate change, rising

customer demands, and cutting-edge digital technology, the water industry is expected to undergo a number of changes in the upcoming years. Businesses will face a complex set of issues as a result of these developments, but it will be worthwhile to address them in order to maintain their competitiveness in the market.

## Solid waste management

Unwanted solid material produced as a result of human activity is referred to as solid waste. This is mostly produced by domestic, commercial, and industrial activities.

The increased awareness of the benefits of proper waste management has been the key factor behind growth in this sector. People are more aware of the advantages and disadvantages of handling hazardous solid waste on human health as well as the environment. Effective waste

management benefits not just the environment and human health, but also society and the economy.

By lowering air, water, and soil pollution, waste management enhances environmental aesthetics and protects natural resources. Additionally, it lessens the production of dangerous greenhouse gases like methane and carbon monoxide, which contribute to the major issue of global warming.

## E-waste management

The term "e-Waste" is frequently used to refer to abandoned electrical or electronic equipment, which can either be disposed of or recovered, reused, and put on the market through material recovery. This includes products such as computers, televisions, refrigerators, air conditioners, and other contemporary electrical devices that contain hazardous substances.

A rise in disposable income makes it simple to purchase new, cutting-edge gadgets. The industry is being driven by the desire among the younger population to frequently replace outdated equipment with newer models of laptops, cellphones, and other gadgets. The business is also being helped by strict regulations set by some organisations regulating the disposal of e-waste.

## Green construction

Practises that make the development and use of the built environment as environmentally friendly as possible are referred to as "green construction." Green building focuses on minimising harmful effects on the environment and even introducing some beneficial effects, from the design phase to assembly to the functionality of the project after completion.

Given the significance of sustainability, the majority of emerging businesses and real estate firms are putting more of an emphasis on green building. This kind of cooperation between the building industry and the green industry has significantly increased the rate of job growth.



## Routes into a Green Profession

Given that there are a variety of different sectors that can be labelled as being in the green industry, and that there is also an urge for all industries to become more environmentally friendly, there are a range of careers available to someone looking to start a career that can have a positive impact on the environment.

The following are just a few of the different career options available....

### Environmental Consultant

Environmental consultants offer expert advice and assessment services to clients with the intention of reducing or eradicating environmental damage. This includes advice in areas such as recycling, flood risk, waste management, and the consequences of climate change.

You'll typically work for a consulting company and take on a number of government or commercial contracts that deal with a range of environmental challenges and make sure your client abides by environmental laws.

**Average Salary:**  
£23,000 (Beginner) -  
£43,000 (Experienced)

To become an Environment Consultant, there are several routes you can take:

- A university course
- An apprenticeship

Another fantastic approach to experience and sample environmental work is volunteering. It will also provide you with the chance to network and improve your talents.

### A university course

You'll usually need a degree in environmental science, environmental studies or a related subject like:

- biology
- chemistry
- geoscience
- ecology
- agricultural science

Employers are more frequently requesting a postgraduate degree in addition to some prior experience working in an environmental setting.

Entry requirements:

- 2 to 3 A levels, or equivalent, for a degree
- a degree in a relevant subject for postgraduate study

### Apprenticeships

An environmental practitioner degree apprenticeship is a great route to start a career in this field.

Entry requirements:

- 4 or 5 GCSEs at grades 9 to 4 (A\* to C) and A levels, or equivalent, for a degree apprenticeship



**Landscape Architects**

In both natural and artificial settings, landscape architects design, plan, create, and manage landscapes and open spaces.

As a landscape architect, it will be your job to create surroundings that are both inventive and visually beautiful while ensuring that any alterations made to the natural environment are sensible, sustainable, and suitable.

You'll work together with other specialists on a variety of projects in both urban and rural settings, such as designing city centres, sports venues, and motorways, in addition to parks, gardens, and housing estates.

**Average Salary:**  
£23,000 (Beginner) -  
£43,000 (Experienced)

To become a landscape architect, there are several routes you can take:

- A university course
- An apprenticeship

Another fantastic approach to experience and sample environmental work is volunteering. It will also provide you with the chance to network and improve your talents.

**A university course**  
You'll usually need a degree in environmental science, environmental studies or a related subject like:

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**Solicitor**

A solicitor represents clients and provides legal advice. Lawyers can specialise in environment and energy law and provide guidance on the legal requirements for the management of resources and the protection of the environment in this relatively specialised area of practice.

To become a solicitor, there are several routes you can take:

- a university course
- an apprenticeship
- working towards this role

**A University Course**  
In order to qualify, you must:

- take an undergraduate degree or equivalent qualification, in any subject
- pass part 1 and 2 of the Solicitors Qualifying Exam (SQE)
- complete 2 years (or equivalent if part-time) qualifying work experience
- meet the character and suitability requirements of the Solicitors Regulation Authority (SRA)

You don't need a degree in law, but you will need some legal understanding to pass the SQE. Some universities also require you to pass the Law National Aptitude Test (LNAT).

- Entry requirements
- 3 A levels or equivalent

**Apprenticeship**

To become a solicitor, you could complete a degree apprenticeship programme. You will need your employer's support to complete this route, which typically takes 5 to 6 years.

Additionally, you'll need to pass the SQE, show that you have appropriate job experience, and satisfy the requirements for character and practice fit.

Entry requirements:

- Employers are free to determine their own admission requirements.

**Work**

You could begin working for a law firm and receive on-the-job training such as the Chartered Institute of Legal Executives (CILEX) Level 6 Professional Diploma in Higher Law and Practice.

You would then need to:

- pass part 1 and 2 of the Solicitors Qualifying Exam (SQE)
- show you have 2 years (or equivalent if part-time) qualifying work experience
- meet the character and suitability requirements of the Solicitors Regulation Authority (SRA)

Ready to explore Green Careers?  
Search Careermap today!



APPRENTICE NATION

Supported by BT Lucozade

SHAPE YOUR FUTURE

We all know that ways of working and the types of job roles available have changed enormously over the last two years, let alone twenty! We've seen major changes in the ways we work, the kinds of places we work in and the types of job roles and opportunities available. So with all these changes and advances, how is it possible to keep up with it all and inspire future generations?

Apprentice Nation, supported by BT and Lucozade, is a careers training platform specifically set up to speak to 16 - 24 year olds about how to shape their future in the current climate. The platform uses the power of music to engage with young people; working with authentic music artists to talk about their career journeys to inspire and motivate others, particularly those who might not have previously been interested in career advice or guidance.

Members are rewarded for watching skills training videos and can exchange credits for rewards such as tech equipment, vouchers or an online mentor session with one of our industry experts.

With relatable Skills Leaders delivering content across the platform and at live events, Apprentice Nation is the big sister, uncle or best friend with knowledge about different career routes, opportunities for discovery and growth, helping young people to shape their future.

Apprentice Nation not only seeks to demystify alternative career routes but also provides information on opportunities across a broad range of industries. Supported by industry leaders from the likes of BT, Lucozade, Google, Samsung and more, who are available for mentor sessions via the platform reward scheme.

Some of the topics we cover, alongside employability skills and career planning, include:

- Finding Your Purpose
- D&I in the workplace
- Wellbeing



**Lennon, Cornwall:**  
Watching the Apprentice Nation content helped me secure my current role. I'm really enjoying my apprenticeship - it's a great career move.



**Chelsea, Harrogate:**  
The content on presentation skills and confidence has really helped me get ahead with my career plans.



**Wiktoria, London:**  
Having a mentor session was the first time I'd met someone in the professional world. Now my ambitions seem less scary. The Apprentice Nation videos also help to get me motivated and I loved hearing Stefflon Don's advice in real life at the Birmingham concert.



**Liam, Bromley:**  
A lot of the videos on CVs and interview techniques have been really helpful. I absolutely loved the workshop I attended which gave me lots of ideas to help shape my future

Invite your young person to sign up to [www.apprenticenation.co.uk](http://www.apprenticenation.co.uk) today to unlock their potential and start shaping their future.

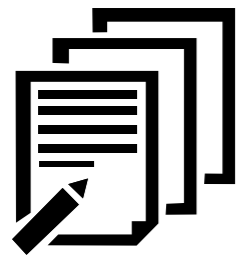




# The Apprenticeship Application Process: 6 Step Guide For Success

If you've just finished school or college, you're likely to be thinking about your next steps. If you're considering an apprenticeship then first things first, you'll need to gain an understand of the application process. We've put together a guide of the typical process and what you should expect.

## Step 1



### The Application Form

Most employers will ask you to fill out an application form as part of your apprenticeship application. This can vary depending on the employer but you will typically be asked the following: your personal details including name, contact number and email address, your education and previous work experience (if you have any).

You might also need to answer questions about why you would like to work for this particular employer, what your strengths and weaknesses are as well as further information.

## Step 2



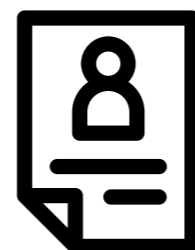
### CV

The CV is a great way for you to showcase your skills, work experience and qualifications. It helps the employer to get to know you a little better.

Although you may not have had a job previously, you could have committed to a work experience programme. However, remember that it's not essential for an apprenticeship but will certainly help you to stand out from the crowd and employers love it!

**Find out more about perfecting your CV.**

## Step 3



### Cover Letter

Your cover letter accompanies your CV when you're applying for an apprenticeship and needs to do three important things.

Firstly, it needs to act as your introduction to the recruiter or employer. Secondly, it needs to help you begin building rapport with them. Finally, it needs to encourage them to read on and open your CV.

**Find out more about Apprenticeship Cover Letters.**

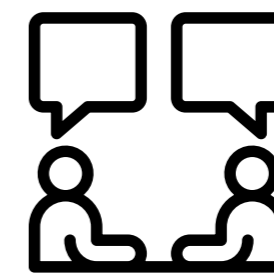
## Step 4



### Psychometric Tests

Psychometric tests help the employer to see if you're the right fit for the job. They help you to identify your skills, knowledge and personality.

## Step 5



### Interview

You've made it to the interview stage, well done! Now it's time to shine in your interview. This could take place online, over the phone or in person.

**Explore interview support guides.**

## Step 6



### Assessment Day

An assessment day is a combination of tasks and different activities that will test how suitable you are to the job. You will be joined by other candidates too so employers can compare your qualities, abilities and performance.

**Good luck with your application!**

**Search and apply for apprenticeship**



We'd like to meet you. Explore our apprenticeship scheme today.



Katie (She/Her)  
Winchester, UK

Apprenticeships at IBM are all about picking up skills for the workplace and embarking on a long and successful career.



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CASE STUDY

# Meet Jade Carino



## Software Engineer at IBM UK Labs

### What made you decide to come to IBM as a school leaver?

I wanted to start working full-time right away so that I could gain practical experience as well as knowledge. I also wanted to start gaining eminence in the technology industry and begin growing a professional network which I felt would be best achieved by starting a full-time role as opposed to going down an academic route. Additionally, I wanted to start earning a good salary and be financially independent from a young age.

### What hints or tips would you pass to those who are interested in applying to IBM as a school leaver?

I would encourage you to research IBM and find the projects or products that IBM has worked on that you find the most fascinating and make sure you explain what about them interests you – this will show you have a genuine passion for technology. I'd also advise you to be yourself and let your personality and individuality stand out in your application as IBM values having a diverse workforce.

### What's the best thing about your current role?

The best thing about my job is that it's so varied and I am never just doing one thing. I have my responsibilities as a Software Engineer which involves designing and developing code for a team within the Labs, and in addition that I get to make presentations to my department and external customers, I get involved in hackathons and patenting and I also have public engagements such as speaking with school leavers and going to awards and events.

### What support was available to you when starting at IBM?

When I joined, I was introduced to a cohort of new school leavers who had joined IBM just before me, so I had a large support system of people going through exactly the same thing as me. I also have a manager who is specifically a manager for early professionals so is knowledgeable on the school leaver schemes and very supportive. I also had a mentor and buddy from my team who helped me to settle into my role. IBM also has several Business Resource Groups for people who want to join a community of people similar to them.

### What's the best thing about being at IBM?

The best thing about being at IBM is working for a reputable company that has high eminence in the technology industry. Any project I work on has a genuine impact for the company and in the industry which allows me to have a real sense of pride in my work.

Search and apply for IBM apprenticeships:  
<https://www.ibm.com/uk-en/employment/entrylevel/>





# WHY CHOOSE AN APPRENTICESHIP?



NOCN works in partnership with employers and training providers to deliver high quality End Point Assessments for Apprentices, but what are the benefits of an apprenticeship?

- Gain hands on experience with industry professionals
- Earn while you learn, training is provided on-the-job
- Achieve industry recognised qualifications
- Improve your employability, with practical work experience
- Enjoy student discounts, apprentices are entitled to an NUS discount card
- Improve your earning potential, once qualified apprentices can earn up to 14% more than graduates





## The NHS is all doctors and nurses, right?

Definitely not! As the biggest employer in England the NHS has more than 350 careers for your child to choose from!

**Apprenticeships are a great way into an NHS career through a mix of on-the-job training, real life working experience and classroom learning.**

### What your child could do

The NHS has so many different apprenticeships to choose from!

If your child would like to provide hands-on care for patients, an apprenticeship in maternity or pharmacy might suit them. There are degree apprenticeships in the NHS too, for example physiotherapist or radiography. Or your child could start as a nursing associate and put their qualification towards a nursing degree apprenticeship.

Is your child interested in doing something a bit more behind the scenes? No problem! They could choose an apprenticeship in HR, IT, Finance, Estates & Facilities, Business Administration or Management.

As long as you share our values, we want to talk to you.

### Choose a level

Apprenticeships are provided at different levels, depending on where your child is able to start:

**Intermediate apprenticeships** – Level 2 – equivalent to GCSEs level

**Advanced apprenticeships Level 3** – equivalent to A-levels

**Higher apprenticeships Levels 4, 5** – equivalent to a foundation degree

**Degree apprenticeships Level 6 and 7** – equivalent to a full Bachelor's or Master's degree

### The NHS values

To work in the NHS your child will need to share our values and will be tested on them in an interview. So encourage your child to have a think about what they mean to them and how they could talk about them:

- **Working together for patients** - teamwork across the NHS makes life better for the people we serve
- **Respect and dignity** - it's a quality not a qualification to be able to treat our patients with respect
- **Commitment to quality of care** - whatever NHS career your child chooses, we want people with high standards
- **Compassion** - we want people who really care to come and work for us
- **Improving lives** - your child can make patients' lives better, whether they're a secretary or a surgeon
- **Everyone counts** - each and every person working and volunteering in the NHS makes a difference and helps people, whatever career they're in

### Take the next step

Encourage your child to:

- Try the **Health Careers quiz** for ideas of what they could do.
- Take a look at our **booklet and apprenticeships information**.
- Register with the **Health Careers website** for information based on careers they're interested in.
- Have a good look around the **NHS Jobs website or gov.uk** for opportunities and vacancies in their area. Set up an alert so they don't miss opportunities!



**More than 350  
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