

Careers and Skills – Aspiration Training - Transcript

Gary Woodman: Interviewer – CEO of the Worcester Local Enterprise Partnership (WLEP)

Scott Dalziel: Interviewee – Head of Employer Engagement at Aspiration Training

Gary Woodman: Hello my name is Gary Woodman, I'm chief executive of the Worcester local Enterprise Partnership (WLEP) and welcome to this episode of the Making Connections Skills and Careers podcast series from the Career's Hub Team. Could you tell me a little bit about your business and what you do there?

Scott Dalziel: Hello my name is Scott Dalziel and I'm Head of Employer Engagement at Aspiration Training.

Gary Woodman: The first question is are employers and training providers still taking on apprenticeships during the current COVID-19 crisis?

Scott Dalziel: Yes, this certain sector very much so. Apprenticeships help people start careers develop skills with some great employers, but we have to be realistic, due to COVID-19. The huge economic situation we face will have an impact on employers and training providers. Looking ahead we need to keep all options open for young people and those options are strong apprenticeship programmes that are more digitally enabled such as with remote enrolments. The recent announcement the Prime Minister that young people be guaranteed an apprenticeship is a welcome boost and further emphasises their significance.

Gary Woodman: What are the benefits of a young person following this route, to be an apprentice. What will that mean for their career?

Scott Dalziel: Apprenticeships are structured training programme which give you a chance to work towards qualification. They help you gain the skills and knowledge you will need to succeed in a chosen industry with the potential to progress in your career. Apprenticeships give you fantastic experience in the working world and training gives you a real chance to put your skills into practise and help you gain more confidence in the working environment plus, you will earn while you learn with apprenticeships offering a varied learning experience.

Gary Woodman: What are the sectors that you can really recruit into to get an apprenticeship in? I think often it's thought about kind of the trades engineering manufacturing but there are other opportunities.

Scott Dalziel: At Aspiration Training we offer apprenticeships across various sectors including, childcare, health and social care and dental. We also offer business skills apprenticeships that can benefit any sector. We work closely with their employees to understand any apprenticeship vacancies they may have an hour dedicated recruitment team over was on hand to source candidates. We currently have employees proactively seeking to recruit apprentices across our various sectors and we are more than happy to speak to anyone who would like some more information.

Gary Woodman: And how will the recruitment process work? Do they have to have an interview with the employer?

Scott Dalziel: All available job opportunities are posted on the National Apprenticeship Service website and associated job boards providing a thorough overview of the specifics of each role. Under the current climate we are closely monitoring government advice in terms of lockdown

legislation however, it face to face is not possible we are more than happy to facilitate video interviewing between employer and learner. Start dates are set by the employer and is clearly communicated to successful candidates.

Gary Woodman: And once they've gone through that recruitment and progression stage, what's the opportunities beyond say the first year or second year of their apprenticeship?

Scott Dalziel: Whatever industry you looking to work in, apprenticeships offer real prospects in real opportunities. There's been a marked shift in opinion amongst employees in recent years in terms of the value they place on apprenticeships and they're fast becoming knowledge one of the most effective pathways to career success leading to higher levels or potentially managerial positions.

Gary Woodman: What are the challenges that employers need to think about for both current and future recruitment?

Scott Dalziel: In the current climate employers should adhere to all HSE guidelines for safe working practises including potentially offering PPE for interviews. For both future and current recruitment, they should align with the quality apprenticeship provider who will have young people keen start an apprenticeship and support them fully with the onboarding process. Parents concern about apprenticeships has always been a challenge so employ should think carefully about that what they want the apprenticeship to do how they advertise, and it should clearly demonstrate progression opportunities within any role.

Gary Woodman: And if I'm interested in kind of finding out more about apprenticeships, what do I do now, where do I go to find out more?

Scott Dalziel: The National Apprenticeship Service is part of the Skills Funding Agency. They are a government agency that coordinates apprenticeships in England. There you can find up to date advice on all aspects regarding apprenticeships. You can also contact one of our business development managers For more information or look on our website. For more information you can contact www.skills4worcestershireshire.co.uk and you can also contact Aspiration Training via our website which is www.aspirationtraining.com.

Gary Woodman: If you're a young person listening, make sure you go to the Skills for Worcestershire website where you can find a range of support on offer to help you decide the career pathway for you. So that's www.skills4worcestershireshire.co.uk. Thanks for listening.