

Careers and Skills – Kidderminster College – Transcript

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

Beth Newton: Interviewee – Employment Engagement Manger- Kidderminster College

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?

Beth Newton: Hi my name is Beth Newton, Employment Engagement Manger at Kidderminster College

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

Beth Newton: Yes, employees from all sectors are taking on apprentices including, hairdressing, childcare, accountancy, construction and many more.

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

Beth Newton: An apprenticeship is a real job with training and paid wage. Apprenticeships are great way to develop a rewarding career in a number of sectors including, childcare, hairdressing, construction, accountancy, business administration and many more. The benefits of an apprenticeship are that you receive both on and off the job training which, will build up required knowledge, skills and behaviours which, employers are looking for, as well as earning a wage this is the first step on the career ladder.

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.

Beth Newton: There is a huge variety of areas that you can chose to do an apprenticeship in. Here at Kidderminster College, we offer a whole host of apprenticeships including, hairdressing, childcare, construction, electrical, accountancy and many more.

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

Beth Newton: All vacancies are posted on the National Apprenticeship website. You could also ask access vacancies through the Kidderminster College website. You will need to apply for vacancies online. Once we have received your application, we will contact you. If you meet the requirements, you will be invited for telephone apprenticeship suitability interview, with one of our advice and guidance specialists who will give you more information regarding the apprenticeship. If the employer shortlisted for interview this may be conducted face to face or remotely over the telephone. If successful you will start work with your employer and begin your training in September. It will be the employer's choices as to how they interview you. This maybe face to face with social distancing measures or, it might be remotely by telephone or video link. Kidderminster College recruits all different times of the year September January and April so the next cohort will start in September.

Gary Woodman: 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?

Beth Newton: Progression opportunities for apprentices are very good. Here at Kidderminster College a high number of our apprentices remain with their employer once their apprenticeship programme is complete. There are also opportunities to progress onto the next level apprenticeship. During your apprenticeship you will gain the knowledge, skills and experience that employers are looking for and these can be transferred between employers.

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

Beth Newton: As a result of COVID-19, employees and college providers are having to think of new ways to work and train. Many employees are working from home and here at Kidderminster College were able to deliver much of the training remotely and the learning through video links and portals. It's a challenging time but, for both employers and training providers we are thinking of clever and inventive ways to work and train.

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

Beth Newton: If you would like to find out more about how to apply for apprenticeships please either visit the National Apprenticeship Services website or the Kidderminster College website. Alternatively, if you would like to discuss your options with one of the colleges advice and guidance specialists please ring 01562 82515 or you can email BAT@kidderminster.ac.uk.

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 <http://www.skills4worcestershire.co.uk>. Thanks for listening.