

Incentives

Apprenticeships Opening Doors to a Better Future

Apprenticeships are really helping businesses harness fresh young talent, enabling them to improve productivity and become more competitive. ITEC engages with a huge variety of employers throughout the region and their young employees are successfully contributing and enhancing their organisations on a daily basis.

ITEC apprentices have either been recommended by Connexions advisors, or apply for advertised apprenticeship vacancies. In many cases employers encourage and support young employees into apprenticeships to gain nationally recognised qualifications (NVQ's).

Although there's no set rate of pay, all employed apprentices must receive a wage of no less than £95 per week and surveys show some roles offer a weekly wage of £120+

We're proud of the success ITEC learners are making with local employers, read their stories and contact us if you think the apprenticeship route is the way forward for you.

Gateshead – 0191 490 4670
Newton Aycliffe – 01325 320 052
Middlesbrough – 01642 232 550
www.itecne.co.uk



Healthy Career Progression



Kaine Liddle and Jordan Stevens

West Cornforth Medical Centre offers ITEC learners vocational work experience, giving Practice Manager, Linda McCann an opportunity to assess their strengths and weaknesses before settling them into specific job roles. Employed by IntraHealth, an innovative company working exclusively in the NHS Primary Care Sector, their local GP surgeries offer excellent prospects.

With a Business & Administration Apprenticeship learners gain work-based skills holding them in good stead for their careers and higher qualifications.

ITEC learner Laura Auston's been with IntraHealth at West Cornforth and now their Peterlee HQ since 2006 gaining accounts experience and has been encouraged to study for her AAT accounts technician qualifications. Terri Rimington transferred from West Cornforth to Darlington gaining supervisory experience covering for the Office Manager and is also PA to the local Medical Director working across 3 practices. Terri credits her original NVQ's with giving

her the confidence to progress in her career and balance life with a young family.

Working between the medical centre and West Cornforth Pharmacy, 18 year old Jordan Stevens has just completed her Foundation Apprenticeship and will continue her Advanced Apprenticeship when she completes her Medicines Counter Assistants course. ITEC colleague Kaine Liddle, also 18, admits he's surprised to be working in a medical centre but loves every minute, proving to be just the person to keep everyone organised and with a head for figures he's following in Laura's footsteps.

Positions with Wilton based CPI attracts high calibre applicants in the international scientific and industrial communities as they maintain their world-wide reputation bringing together companies, universities, technology and expertise to develop new products and processes for the process industry employing "the brightest and best."

CPI's (Centre for Process Innovation) HQ at the Wilton Centre, Redcar, functions with a small team providing full admin support and their most recent recruit 22 year old Junior Administrator, David Cooper is quickly proving to be a real asset. Previously unemployed for 3 years, David found local apprenticeship opportunities online and contacted ITEC's Louise Hogarth who was immediately impressed by David and forwarded his CV to Valerie Briggs at CPI who was struggling to recruit at junior level from local employment agencies.

With only a six month data entry temp job since leaving school and college, David couldn't be happier. "I had no idea how varied apprenticeships were, when my dad was young it usually meant

engineering but I'm here gaining experience in an internationally known centre of excellence for UK processing."

Val says "CPI is delighted to say that David is proving to be a key member of the admin team. In the short time David has been with us he has taken ownership of key responsibilities and has shown great enthusiasm and commitment, as a result of this David has been given a permanent position within the company. This is a fantastic opportunity for anyone thinking of taking an apprenticeship from ITEC as it gives them the opportunity of gaining a qualification together with experience in a working environment."



Apprenticeship Ambassadors

ITEC staff can often intuitively feel which learners will suit particular employers, just as employers instinctively recognise a job applicant being 'right' for them. It was this sequence of events that led Dean Russell, HR Manager at Fabricom Offshore Services Ltd., based at Quorum Business Park, Newcastle, to shortlist two ITEC learners for interview.

Ashley Beaumont (17) and Joshua Shepherdson (18) spent time at college after leaving school but were both attracted to the benefits of work-based apprenticeships, anticipating potential opportunities alongside real day-to-day challenges. During their interviews, Dean readily acknowledged ITEC had submitted two young people with real potential and had no hesitation in offering them positions.

In just eight months Dean has been left in no doubt about their potential to the company. With Joshua's educational strength he could have easily chosen a traditional academic route to a degree but believes work-based qualifications give him the best of both worlds, and exposure to work with the senior management team has given him a real platform to produce work of a very high standard. Ashley's excellent attitude when carrying out complex tasks with minimum supervision will move her forward into areas of work not normally available to an apprentice.



As a subsidiary of the global energy group FABRICOM GDF SUEZ and a market leader providing professional services to the oil, gas and power industries, Ashley and Josh are coming to terms with the importance of company procedures to meet national and international requirements of legislation, clients, and not to mention their Business & Administration Level 2 NVQ's which they both completed in short timeframes before starting their Level 3 Advanced Apprenticeships.

Dean Russell, HR Manager at Fabricom Offshore Services Ltd said, "Both Ashley and Joshua's workplace performance has been excellent and when I was presented with the opportunity to nominate individuals for the VQ Learner of the Year Awards I had no hesitation in putting them both forward, their interest in, and enthusiasm for their roles makes them both excellent ambassadors for vocational training and we will certainly be using this route again when recruiting for apprentices later in the year."

Media Master

Daniel Moorhouse chose GCSE and AS level subjects to match his ultimate goal to work with computers. Disappointing AS levels put plans for university in jeopardy but thanks to hard work and an apprenticeship, Daniel has now secured a place at Hull University to study Computer Science.

Daniel joined ITEC to gain extra qualifications and hands-on experience with an IT Users (ITQ) NVQ which has far exceeded his expectations, supported by Paul Butler, ICT Manager and David Turpie, responsible for Media Design at Carmel RC College in Darlington. Encouraged by ITEC's Laura Bell, Daniel quickly had a placement at Carmel followed by an offer of employment as he was readily accepted as part of the team. Quickly demonstrating his ability to take responsibility and produce work to an outstanding standard, he also works independently, carries out research and has gained numerous new skills.

Kevin Ferguson, Daniel's ITEC assessor acknowledges his programming and web design skills already match standards not far removed from university graduates to which the redesigned school website is testimony.



Daniel Moorhouse and Carmel's David Turpie



ITEC's responsibility towards all learners throughout their time with us is crucially important in respect of their safety, and also how we recruit the members of staff they'll come into contact with. "Safeguarding" covers the full range of preventative measures in place to protect young people and vulnerable adults from potential dangers. In response ITEC has gained approval to deliver LSIS "Safer Recruitment and Safeguarding Learners in the Further Education Sector" and all their ITEC colleagues receive training to raise awareness of company policies and procedures ensuring learners are kept safe so they can learn and thrive.

To maintain the momentum and fully endorse safeguarding, several staff are now completing the more intensive LSIS module based online interactive course which makes extensive use of multimedia, and provides links to other resources, both on and off-line.

As staff become familiar with their responsibilities and have a heightened awareness to situations, several incidents have been reported concerning learners in the workplace which may previously have gone un-noticed. In each case, policies and procedures were adhered to resulting in a satisfactory conclusion for the learner and their employer.

Residents of Low Fell, Gateshead and surrounding areas moving home have a new team of estate agents to call upon. Bradbury & Co, led by Maureen Bradbury and partners, have extensive knowledge of the housing market from senior positions with some of the UK's largest estate agents.

A demanding business launch gave Maureen an opportunity to introduce a new trainee sales administration role. With hefty initial expenses and overheads, additional wage costs needed real justification and Maureen was handed a life-line when she contacted ITEC's Business Development Consultant, Suzanne Evans who suggested applying for the 'Age 16-17 Grant'. Aimed at supporting small and medium sized businesses not normally in a position to recruit an apprentice, the £2,500 grant is additional to training costs already met by the National Apprenticeship Service.



Danielle Kane
Trainee Sales Administrator

With a successful grant application, Suzanne submitted CV's and following interviews 17 year old Danielle Kane was selected. Danielle's helping take pressure from the partners, faxing, invoicing and handling correspondence as her knowledge of the business improves. She's also helped with a local leaflet drop and with her colleagues will assess its' success. Danielle's work must reach the high standards of the Bradbury team and will provide excellent evidence for her Business & Administration Apprenticeship.

Often the best GCSE grades are in subjects we enjoy compared to those we don't enjoy and struggle with. That's why choosing a route for higher education should reflect strengths, academically or vocationally, or to a particular job or employer's needs.

Nathan Hendry left school with 11 GCSE's, then 3 A levels and an AS level from college but knew it was time to follow the vocational route for real hands-on experience in the workplace. Nathan needed to know if his love of computers could actually lead to a real job and he's achieved exactly that employed as ICT Technician at Tudhoe Grange School, Spennymoor.

Willing to take on varied responsibilities



Controlling Career Choices -
Nathan Hendry with Network
Manager Matt Purcell

he's completed an IT Practitioner Level 2 and he's started his Level 3 IT Professional Advanced Apprenticeship. Network Manager, Matt Purcell is totally supportive and proud of Nathan's progress. "Nathan has shown excellent progress since starting with us in 2008. He's proven his abilities through hard work and commitment and has become a real asset to our team." Nathan's plans could now include university as he'll have all the necessary credentials.

