CARFAN CYFLOGAETH, ADDYSG AHYFFORDDIANT

EMPLOYMENT, EDUCATION TRAINING TEAM



Employment, Education & Training (EET) Team

Maria Jones & Caryl Griffiths - Senior Apprenticeship & Graduate Coordinators

WHY?

Why did RCT Council establish it's Apprenticeship & Graduate Programme?

Workforce Planning

- Skills deficit
- Aging workforce / succession planning
- Upskilling



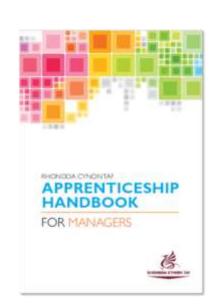


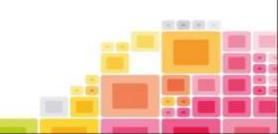
- Growing our own talent to fit our needs
- Employment opportunities for local people
- Expand, upskill & re-energise our workforce
 - Rewarding



WHAT MAKES THE PROGRAMME DISTINCTIVE?

- Investment / SLT support in the EET Team
- Dedicated team
- Support Package
- Apprentice & Graduate Manager Resources
- Framework knowledge
- Variety of levels (2-5) / career pathways
- Collaborative Working





APPRENTICESHIP SUCCESS

325 Apprentices recruited, 218 completed placements

- Internal employment = 171 78%
- External employment = 27 **12%**
- Overall job outcomes = 90%
- Further education = 10
- Placement extended = 4
- Overall success = 95%

GRADUATE SUCCESS

80 Graduate Officers recruited, 50 completed placements

- Internal employment = 37 74%
- External employment = 12 24%
- Overall job outcomes = 98%
- Further education = 1
- Left early = 1
- Overall success = 98%









- Highways
 - -25 Apprentices
- Corporate Estates
 - -20 Apprentices
 - -16 Graduate Officers
- Civil Engineering
 - -27 Apprentices
 - -12 Graduate Officers







RECRUITMENT

- Changed Timescales
- Career Fairs
- Adapted application forms
- Workshops
- Website
- Marketing Campaign
- Evaluation

TARGETED RECRUITMENT

- Workshops
- Attend Open Days (Unis/Colleges)
- Industrial placements
- Webinars
- Live Social Media Events
- Network 75
- Reel / social media content

LESSONS LEARNED

Be adaptable -

- Moved placements
- Changed frameworks
- Changed recruitment timescales
- Expanded assessment bank
- Manager involvement in selection processes

Stay relevant -

- Digital marketing materials
- Workshops
- Careers Fairs
- Evaluations / feedback



2022 INTAKE

Apprenticeship Programme

x45

Apprentices

recruited



Graduate
Programme
x20 Graduate
Officers
recruited



AWARD WINNING



- Princess Royal Training Award 2022
- Apprenticeship Awards Cymru Macro Employer of the Year Award 2018 & 2021
 - PPMA Awards Highly commended 2021, CIPD Wales Awards Finalists 2021
 - Rate My Apprenticeship Awards Finalists 2021
 - Association for Public Service Excellence Apprentice of the Year Award 2018
 - LACA Wales Region Emerging Talent Award 2018
 - Apprenticeship Awards Cymru Tomorrow's Talent Award 2018
 - Association for Public Service Excellence Apprentice of the Year Award 2020
 - Apprenticeship Awards Cymru Apprentice of the Year (Foundation) 2021
 - Apprenticeship Awards Cymru Tomorrow's Talent Award 2021

CASE STUDIES

Apprentice A - Mechanical Apprentice

- Completed L4 Building Services
- Job progression to Trainee Mechanical Engineer
- Further development BEng Building Services Engineering

Apprentice B - Building Surveying Apprentice

- Completed L3 Construction & The Built Environment (Surveying)
- Job progression to Trainee Building Surveyor
- Further development L4 Construction & The Built Environment (Construction Management)



Pedro Vecina Galian Corporate Project Manager Corporate Design





Thank you for your time

