

A look back on our first year of completing the new level 2 apprenticeship standard

We started to deliver the new standard back at the end of 2019 but covid decimated that group and only two students made it to EPA. However, they both passed and are both still working for McDermotts as groundworkers.

In 2020 we managed to get going again and I am delighted to share the news that every single apprentice who completed the apprenticeship passed their EPA. All of them are still employed within construction and several of them have gone on to further education to gain more qualifications.

24% of our groundworkers got distinction overall and 68% got distinction in one or more element

We want to improve on those results and are aiming for 100% pass first time and 30% distinction

What have we learnt?

Taking time to recruit the right apprentices onto the programme is essential to ensure they complete the course and we have worked very closely with our employers this year to recruit high calibre students.

Employer support to maintain student standards of attendance and punctuality really does make a difference.

We need to make sure students keep their learning logs up to date throughout the programme so we can see if they are falling behind and offer more targeted support. We have introduced a more robust IQA process this year and will keep you informed throughout the year at our 10 week reviews.

We need to talk about End Point Assessment throughout the programme.



Welcome to our new apprentices

We have had a very busy August recruiting and signing up 26 new learners to start their groundwork apprenticeship Autumn 2022.

We want to welcome back some regular employers namely Fitzgeralds Civil Engineering Contractors, McDermotts Building and Civil Engineering, MV Kelly, Haystoun Construction Ltd and Hobday Solutions.

We are looking forward to working with four new employers: Wash Construction Ltd, Alliance Groundworks and Civils Ltd and, Lavin & sons LTD.



Our new students starting in September and October 2022



Do you pay the CITB levy?

Apprenticeship grants are available of £2,500 per year and £3,500 payable on achievement.

Is your apprentice age 16-18?

If you recruit an apprentice aged between 16 and 18 you will be eligible to receive a £1,000 payment.

When is this paid?

You will receive £500 after 90 days and a further £500 after twelve months

Our 2022/2023 Intention

We want to build on the success of our first year of EPA and improve the number of distinctions.

We want to work even closer with our apprentice employers to deliver high quality training and allow all our apprentices to reach their potential.

We also want to increase our apprentices' understanding of the world of work and help them to build on their current skills to help them develop a long-term career in construction.

We have extended our wider learning topics (see below) and improved our careers training and will be asking previous apprentices to return to talk about how they are getting on post apprenticeship.

Our inaugural apprentice employer Network Meeting

Every time we sign up a new employer it reminds us that there is already a wealth of experience amongst our different employers, and we should try and harness this.

We will be inviting all our employers to our first network meeting in December where you can share best practice and give us any feedback directly on ways that you think we can improve. We will also ask you to complete our annual employer voice survey.

We will take this opportunity to review how the first 4 weeks of the training has gone and if necessary, make changes going forward. We recognise that there is always room for improvement.

Training dates for Autumn 2022 apprentices

Week No	Group 1	Group 2
1	12/09/22	03/10/22
2	19/09/22	10/10/22
3	31/10/22	21/11/22
4	07/11/22	23/01/23
5	09/01/23	20/02/23
6	06/02/23	20/03/23
7	06/03/23	17/04/23
8	08/05/23	22/05/23
9	03/07/23	10/07/23
10	01/08/23	08/08/23



Wider Learning

To help us develop the whole person we have planned in more wider learning topics this year and invited external speakers in to deliver some of the sessions.

Prevent and Safeguarding

We are all responsible for safeguarding and this is a recurring theme throughout the course. We have invited our local police prevent team to come in during their first week of training with us to talk about local risks. We also talk to students about how to stay safe online.

Sexual Health and Sexual Consent

This is a difficult subject but we start by showing this video about consent <https://www.youtube.com/watch?v=pZwvrxVavnQ> In addition this year we have invited Umbrella Training in to deliver a session on this topic.

Our planned wider learning topics include:

British Values

We will relate this directly to construction for example how some health and safety legislation (rule of law) has come about by pressure from the public for safe working practices (democracy).

Equality, diversity and inclusion

This builds on the British Value of mutual respect and tolerance for those with different faiths and beliefs and we look at the implications for construction of working with different ages, disabilities, race and gender.

Mental health and healthy eating

The pandemic has had a huge negative impact on the mental health of many people, and many young people have found it hard to adjust back to normality. We look at the lifestyle of groundworkers and what impact that could potentially have on their health and wellbeing and signpost support for them to access should they need it.

Careers advice and guidance

Towards the end of the programme we talk to the apprentices about next steps and we will be bringing in previous apprentices to talk about how their career has progressed since qualifying.