

JANUARY 2022: ISSUE #1

THE APPRENTICESHIP SPHERE

EEVTRAINING'S MONTHLY NEWSLETTER



INSIDE SCOOP

Happy New Year from all of us at EEV Training. It's 2022 and we are excited for all the ventures and challenges which awaits us. This year we hope to continue to inspire, and create change. So far January has been the month of tackling myths and misconceptions about apprenticeships. If you would like to find out about what are common myths then be sure to follow us on our Instagram, Facebook and LinkedIn.

DON'T MISS OUT ON THESE EVENTS

DATES FOR YOUR DIARY:

[National Apprenticeship Week 2022 – 7th – 11th February 2022](#)

This years theme is 'Build the Future' We have events lined up for both apprentices and employers.

"Bag Yourself an Apprenticeship" -
Wednesday 9th February 2pm-2:45pm

[Write Your Future: Exclusive Webinar Event](#)

Friday 11th February 2022 2pm-3pm
More info down below.



**THIS MONTH,
WE'RE LOOKING AT:**

APPRENTICESHIPS AND THE SKILLS

GAP ARE APPRENTICESHIPS THE ANSWER TO THE SKILLS GAP?

What is the skills gap? The skills gap is when the skills a workforce needs is not reflected by the skills the employees or job seekers currently possess. This makes it difficult for individuals to find jobs and for employers to fill in their positions. A recent research report conducted by Deloitte found that their "study reveals that the skills gap may leave an estimated 2.4 million positions unfilled between 2018 and 2028, with a potential economic impact of 2.5 trillion." The root cause for this problem is that learners are not taught the skills required in the work force during their academic career. So how do apprenticeships help with addressing this issue? In our previous newsletter we discussed how up-skilling your workforce can help retain talent. Up-skilling or hiring an apprentice also helps companies and organisations to hire an individual who would be trained to possess the exact skills your company requires. Apprenticeships provide great opportunity for those who are brilliant candidates for a job but require more training or knowledge in order to successfully take on a job role. At EEV Training we work with you to analyse your training needs and offer a range of apprenticeships and courses which would be a great match for your company. We then provide off the job training for the apprentices which makes

WRITE YOUR FUTURE

Last month we told you we have an exciting event coming up where we inspire and create networking opportunities for our apprentices and employers.

Today we bring to you Write Your Future, a webinar where we host every day people who have made great successes.

This months theme is "How to fail forward."

Samuel Kirton is this months speaker, here is a small excerpt about the event:

"Failure is something we all subconsciously teach ourselves to avoid, we see failure as a sign of our inability to do a thing or in worse cases an inadequacy in ourselves. Failure can sometimes be seen as a sign that we are not

good at something like a sport or we should not pursue a particular aim or objective like a career or dream. A good example of these lessons we are teach ourselves can be seen in the childhood experiences we may have had. If you were not good at maths in school, you grow up telling yourself you are not good at maths and avoid anything that requires math. the reality is, it could have been that you had a bad teacher at school, you could have been in a class that didn't allow you focus or simply you just didn't give yourself the best chance because you rather watch tv than do your homework. There are many factors that contribute to us failing at any given task or objective and it's important for us to understand each of them so we can correctly understand the reasons for our failure and the attached lesson we must take away.

In my talk I aim to use my personal experiences to highlight the various lessons failure has taught me and the importance of applying those lessons to the next situation so that I benefit from past failures rather than be broken by them, this is what fail forward is all about. Fail forward to is about personal development that looks to change our perspective of failure and the issues that come along with it such as fear, insecurity, low self-esteem and any past experience that holds us back from pushing ourselves to reach the next level in our lives.

There is no success without failure and until we learn to understand how to fail, we will never experience the fullness of success our potential can achieve."

up only 20% of their total working hours. Off the job training is done within the normal working hours of the apprenticeship and is a vital part of completing the apprenticeship successfully.

Remember, that if you are doing an apprenticeship you are actively helping reduce the skills gap!



IF THIS PIQUES YOUR INTEREST THEN BE SURE TO SIGN UP TO OUR WEBINAR AND BE SURE TO BRING YOUR EMPLOYERS ALONG TOO! THIS IS HAPPENING ON THE 11TH OF FEBRUARY



5 TRANSFERABLE THAT EMPLOYEES ARE LOOKING FOR

You are likely to have a whole set of transferable skills that you can showcase to an employer. whether you gained it from sports, hobbies or voluntary work.

1. LISTENING ATTENTIVELY-

Being a good listener is important, it allows you to understand what is expected of you but also demonstrates that you care about what other people have to say. You may have gained this skill whilst being in education or in the classroom.

2. INITIATING NEW IDEAS-

New ideas are necessary for improvement being interested in new possibilities creates passion and having new things to work on allows you to gain momentum. You may have gained this skill when facing a problem and needing a new strategy to tackle it.

3. MANAGING TIME WISELY-

Time management affects your productivity at work. It is important to achieve your goals but also prioritise tasks which need attention and time management allows you to do this. You may have gained this skill when working on multiple assignments at once whilst reaching deadlines.

4. SOLVING PROBLEMS-

Problem solvers can judge and act quickly when problems arise. Sometimes things are time sensitive and require quick solutions. You may have gained this skill during extra curricular activities such as sports or Duke Of Edinburgh.

5. PROVIDING SUPPORT FOR OTHERS-

This helps build relationships with your colleagues and allows you to have a more pleasant work environment. You may have gained this in your friendships.



MY MANAGEMENT APPRENTICESHIP JOURNEY SO FAR

BRADLEY WATSON - CO-DIRECTOR, WIPERS CIC

We caught up with Bradley Watson to find out why he chose the apprenticeship route to upskill and develop new management skills and knowledge.

Bradley Watson is co-director of Wipers CIC, a youth justice social enterprise based in London

Bradley told us: "My skill set did not particularly fit my title as co-director and I wanted to do better. To be fair, it's just a title. Even though I'm a co-director, it's quite daunting having that title so I'm doing this apprenticeship as it will help me develop myself for more management duties. I have a small number of colleagues who report to me so this apprenticeship will help me become a better manager."

We talked about how an apprenticeship can help empower disadvantaged youth, but through Bradley's discourse it is evident that doing an apprenticeship has also empowered him. It has allowed him to feel more confident in his title and also as part of the senior management team - being someone people can come to for support.

Deciding to do an apprenticeship was an easy decision for Bradley: "Wipers was already a referral partner for EEV Training and EET Group and I got talking to a member of the EEV Training team and they told me they have more work based apprenticeships and asked if I'd be interested. I read about the programmes on the website and I thought, yeah this would be so ideal for me with what I'm doing at the moment. It goes hand in hand with my work, so it was quite an easy decision to make. The great incentive with the government where they fund 95% of the programme costs also really helped.

My relationship with EEV training is really good and the communication is good. The staff members they always get back to you as soon as possible. They check in to see if the work is being done or if there are any problems you've got. With being a referral partner as well if I wanted to refer a young person to do an apprenticeship course, they come back straight away and tell me they have been booked on. I recommend those that haven't done a mainstream education or didn't really get the qualifications they desired to get into any college. So, I would recommend it to those that aren't in employment education or training and I'd recommend it to friends and family."

WIPERS

"Wipers work with young people who are caught up in the criminal justice system. So some of them that have been in trouble with the law, and we do things such as mentoring and group work. Basically, to support them and to help them come away from a life of crime. So we do stuff such as like, prevention work so maybe supporting them in to education, supporting them into employment that sort of thing. We also do work in schools and youth centres. Delivering workshops about various topics."

The work Wipers is largely surrounding those who have fallen into a life of crime. There are many reasons as to why some may turn to crime, be it poverty, those from a lower-class background being unable to reach the standards of success set by the middle-class known as 'status frustration' or simply because they are peer pressured into it. This led to the question on whether apprenticeships could possibly empower disadvantaged and disengaged youth. "I find that apprenticeships it gives you the opportunity to work and make money. So if you come from a disadvantaged background where it might be harder to get the qualifications you might need and then get a job. With an apprenticeship you could get both skills and qualities tend to kind of make it in life and make a successful career. It empowers them because it lets them make their own informed decisions" says Bradley. Perhaps it is the power of autonomy to "make their own informed decisions" which empower the youth so much. Often due to the inability to conform to societal pressure due to external circumstances it may be hard to follow the mainstream route into success. This leads to crime such as theft and robbery to help fit the persona of a 'successful person.' Apprenticeships allow those who cannot necessarily afford to be out of work or spend thousands of pounds on an education to obtain both. Earning while you learn may be particularly appealing to these groups of people.

However, why would someone who already has a career and income want to do an apprenticeship? Talking to Bradley has allowed us to see how powerful doing an apprenticeship can be no matter what stage of your career you are at. Like Bradley, many feel like their title is just a 'title' or have impostor syndrome. Having that confidence that you deserve to be in the position you are in can be largely helped by doing an apprenticeship or simply up-skilling yourself. Becoming more skilled in your role with us today, get in contact with us to find out more about what you can do in your current role.

NOT SURE OF WHAT CAREER YOU WANT TO GO INTO?

If you, like many others are feeling lost or are unsure of what career would best suit you due to your many passions, then have a look at the Skills Assessment Tool on the National Careers Service website.

You will answer a series of questions to help identify your skill set and be matched with the best suitable role and sector for you!

<https://nationalcareers.service.gov.uk/skills-assessment>