Our Apprenticeship Schemes
Apprenticeships combine employment with studying towards a nationally recognised work based qualification which has been designed around the needs of employers. Apprenticeships are offered in a vast range of qualifications and whilst most of the studying takes place in the workplace, there are some technical elements which may require travel to the college.

Our Apprenticeships

We have been fortunate to recruit a consistent number of high calibre apprentices who have brought a significant benefit to the council. The Apprenticeship Scheme has enabled the apprentices to be well equipped with a range of transferable skills, and to develop their experience, which is of principal importance in this difficult economic climate.

The council offers two types of Apprenticeship schemes – Corporate Rotational Apprentices and Static Apprentices.

**Corporate Apprentices** = they have 2 year contracts, they rotate every 6-12 months between different teams, they are partly supervised by the Apprentice Coordinator, there are 2 set recruitment intakes each year.

**Static Apprentices** = they have contracts from 12 to 24 months, they remain in one team, they are recruited at any time in the year.

Apprentices typically work for 37 hours per week and for schools, work during the school closure periods as well. The 2 set recruitment intakes for Corporate Apprentices are 1st October and 1st April, so the advert is usually out 2 months prior to this.

“Over the years we have retained a high number of the apprentices who have come through on the scheme and who have gone on to continue in their development and form careers across a broad spectrum of areas. It is inspiring to see the progression of our apprentices to employees undertaking responsible roles within the council”

Mohammed Mehmet
Chief Executive
Benefits of Apprenticeships

Benefits to the Apprentice

- Gaining a nationally recognised work-based qualification that has been designed to meet the needs of employers.
- Learning and developing job-specific skills that employers value
- Earning a salary whilst training
- Receiving other training related to the job
- Starting a professional career
- A support network during the Apprenticeship including an Apprentice Coordinator, an Apprentice Placement Supervisor and support from managers and colleagues.

Who can be an Apprentice?

Anyone in Wales can be an Apprentice providing they’re:

- 16 years old or over
- Eligible to work in Wales
- Not in full-time education

What types of Apprenticeships are there?

There is a wide range of apprenticeships available and at Denbighshire County Council we have so far had Apprentices in the following fields:

- Engineering
- Catering
- Business Administration
- Customer Services
- ICT
- Youth Work
- Housing
- Social Media
There are three different levels of Apprenticeships and most of ours start at Intermediate and then progress to Advanced, although this does depend on previous qualifications gained. All qualifications are now called QCF’s as they are competency based frameworks, previously they were called NVQ’s.

The levels of apprenticeship are:
- Intermediate – Level 2 QCF
- Advanced – Level 3 QCF
- Higher – Level 4+ QCF; in some cases these are a broader vocationally related qualification which could be a Foundation Degree.

**Studying**

Whichever Apprenticeship you decide to do, your studying and qualification will consist of:

- **Competency Qualification**: you must demonstrate competence in performing the specific skill, trade or occupation which the framework relates to. Often this is done by writing assignments for specific modules designed around the skills required for that role i.e. the Business Administration framework would have a module on written communication.

- **Technical Knowledge**: you must demonstrate that you have achieved certain technical skills, knowledge and understanding, as well as knowledge and understanding of the industry and its market relevance to the skill, trade or occupation to which the framework relates.

- **Key/Functional Skills**: Key skills may be working in a team, problem solving communication and/or using new technology. Functional Skills would be Maths and/or English, or a GSCE with enhanced content for these subjects. This will depend on the framework and previous qualifications gained.

- **Module on Employee Rights & Responsibilities**

**Any Questions?**

Should you have any questions regarding Apprenticeships within the council, please do not hesitate to contract the HR Team on 01824 706200 or email hrdirect@denbighshire.gov.uk