

careermag FOR PARENTS

Talk careers with your child

A comprehensive guide featuring:

Supporting your child to get going

Interview prep

Why we need to get talking about money

Work readiness & Wellbeing

Encouraging your child to take up work experience

Post 16 & 18 options

Exam stress

& MUCH MORE!

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Careermag for Parents

Issue 8 | March 2022

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meaningful change.



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Gaby (She/Her)
London, UK

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FOREWORD

Future proof skills for career success

For young people, deciding on the next steps after leaving school or college can be a tricky path to navigate. There are a number of different options available – and broadly speaking, currently 40% of young people post-16 choose the academic route offered by A levels, progressing to higher education. The remaining 60% chose a vocational route, such as BTECs, or work-based learning pathway such as Apprenticeships. One of the most important questions to consider at this point is ‘how best do I learn? Through traditional classroom-based learning or a more hands on or practical approach?’



Freya Thomas Monk is SVP for Vocational Qualification & Training at Pearson where she is responsible for Pearson's UK technical, vocational and apprenticeship qualifications delivered by colleges, private training providers and employers.

Since joining Pearson in 2004, she has led teams spanning strategy, school services, operations and digital product development as well as the English language assessment portfolio. Freya has extensive experience working in the UK, US, India and other markets, and is committed to promoting global education.

Freya is Chair of Governors of a primary school and lives in London with her family.

The make-up of the workforce and careers has dramatically changed over the last few years with greater automation, more digital-enabled roles and transformation happening across almost all business sectors. To be successful in the future world of work, we all need to be ready to flex and adapt to these changes. Vocational and technical paths, such as apprenticeships, will continue to play a crucial role in supporting our economy in the years to come – providing young people and adults with the learning and skills they need to enter new and evolving industries and careers.

For those that prefer the ‘hands on learning’ approach, Apprenticeships are a smart way for young people to enter the world of work. With a focus on practical learning in real-life scenarios, they offer the opportunity to gain skills on the job while learning and equip a diverse range of learners with the right mix of knowledge, technical and soft skills that employers are looking for. They also offer career opportunities in key industries with significant skills gaps, such as healthcare, construction and engineering.

That's why at Pearson we're putting a renewed focus on Apprenticeships. The concept may have been around for hundreds of years, but the modern version has a crucial role to play in these changing times, offering an opportunity to help young people kickstart their career, reskill or upskill, in a shifting landscape. As well as providing Apprenticeship solutions for employers, since 2017 Pearson UK has been offering apprenticeships to support our own talent pipeline – with over 300 colleagues taking courses at Advanced, Higher or Degree/Master Levels. It's been a pleasure to see these colleagues thrive and excel, and the positive impact they have had in developing career aspirations, confidence and skills is clear.

As we look to the future, it's vital that we embed the right skills in the educational journey so that young people and adults are equipped to be flexible and adapt to whatever the future of work holds.



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- ▶ *The opportunity to move into a permanent position*

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DEVELOPING
TOMORROW'S
TALENT TODAY

Issue 8 March 2022

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About Careermag

Careermag publications are designed to provide quality, up-to-date information about careers and qualifications. Careers are not a linear path and you cannot know what you don't know. We aim to inspire and inform about all sorts of careers and opportunities, now and in the future. We look at all the pathways you can take, be that vocational, academic and/or professional.

We welcome your input! Please get in touch if you have any questions or something to contribute.

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Welcome

Dear Parents, Carers and Guardians,

Being a parent is so rewarding—but it can also be so HARD! Especially, when trying to help your child to navigate their post 16 and post 18 options. For young people this can be a particularly daunting time, with exam stress and thinking about their next steps after school or college. We understand that this can feel challenging for you too. A lot may have changed since you left school and you might not always feel best placed to support your child when they ask ‘what should I do next?’.

We've put together a comprehensive guide to help you, help them. This issue covers a wide range of topics from helping your child during exam stress, to why work experience is important, supporting your child with work readiness and much more!

Rachel Johnson, CEO of PiXL, says “*never underestimate the influence you have on your child's attitude to school. You don't need to know the curriculum inside out, some research has shown that by just showing an interest in your child's education and asking questions, you can have a huge impact on their motivation and attitude. Focus on what you can do: support, question, reassure, encourage – it may make all the difference!*”



So grab a cuppa, sit down with your child, and explore the wide range of opportunities available in this issue of Careermag for Parents.

As always, we'd like to thank our contributors, advertisers and readers!

Careermag Director, Sharon Walpole

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Your child doesn't need to know where they're going to get going



Not many of us know from a young age the type of work we want to do when we grow up. Most of us need time to figure it out, and plenty of us enter into jobs without realising the breadth of opportunities available.

There's a broad range of training and education routes available to young people today, offering better options than ever before so they can make a choice that suits their preferred way of learning and the career they have in mind. Take some time to look at all the possible pathways with your child and help them work out their next step.

Talking makes it easier

Since the onset of the pandemic, more than a third of parents don't feel informed to support their children with future career choices.

Talking Futures is designed to give parents, carers and guardians the information they need to have more informed conversations with their child about their future working life.

It is funded by The Gatsby Foundation. Gatsby created the Benchmarks for Good Career Guidance for secondary schools and colleges in England. Having steered good progress within education, Gatsby is strengthening the support available for parents. Because they are the biggest influencers in children's lives when it comes to jobs and careers.

As a parent, you can feel under pressure to know everything about the options available. But you don't need to be an expert to be supportive. By understanding your child's aspirations, you can look for ways to guide them to where they want to be.

Visit www.TalkingFutures.org.uk for information on different education pathways, practical guidance on how to kick start a conversation and signposts to other useful sites.

TALKING
FUTURES

Help your child to 'Get the Jump' on their next step in education or training

For many young people deciding on their next step in education and training can be daunting. The new 'Get the Jump' Skills for Life content hub on the National Careers Service website has been designed for young people to help them work out their next move.

It has all the training and education options that are out there for them, all in one place, and shows how they compare and where they can lead to.

By directing your child to the site, they can learn more about T Levels, a mix of classroom and on-the-job training, or an apprenticeship where they can earn while they learn. There are also traineeships, which can help your child get the support and skills to find their way into an apprenticeship or work and Higher Technical Qualifications, which can teach them the new technical skills that employers are looking for.

Your child can find out about these options and more at gov.uk/get-the-jump

GET THE JUMP
SKILLS FOR LIFE

[Visit Talking Futures](http://www.TalkingFutures.org.uk)

[Visit Get the Jump](http://gov.uk/get-the-jump)

My Apprenticeship Journey



Charlotte Cox Apprentice

Charlotte is a signalling apprentice in her first year of the engineering apprenticeship scheme.

We caught up with her to find out about her journey so far.

All the right signals

Why were you interested in the in the Network Rail engineering apprenticeship scheme?

"The scheme interested me because the wage was high enough to make it realistic for a mature student. It's a great opportunity with many progression prospects, even if you don't have the previous engineering experience. I previously worked in the healthcare sector for 7 years so it's what i was looking for. It's a career for life".

What do you enjoy most about the scheme?

"Earning whilst learning, practical sessions and the breadth of skills and knowledge I'm learning".

Signalling

Signalling apprentices at Network Rail are responsible for maintaining the equipment that moves the trains safely in a highly complex and fast-moving environment. No two days are the same.

Our signalling systems keep millions of people safe. Every day we check, test, clean and fix thousands of signals throughout the country. This is done by taking and recording electrical and mechanical values of equipment.

Signalling covers a wide range of equipment and technology, from mechanical and electrical to computer-based systems, and safety and performance enhancement schemes. These systems make sure trains are safely spaced and switch from one track to another. They alert signallers to train movements, warn drivers and can stop trains automatically.

Signalling apprentices at Network Rail work in small close-knit teams to maintain the signalling equipment. They could find themselves working on major signalling failures to get trains running again and people home, or supporting a large engineering project with the refurbishment and renewal of points operating equipment.

Signalling is a technically demanding role where attention to detail, problem solving and the ability to work in a safety conscious way as part of a team are all crucial skills to have.

"Diversity, Community, Achievement"

Can you tell us about some of the exciting projects you've been involved in?

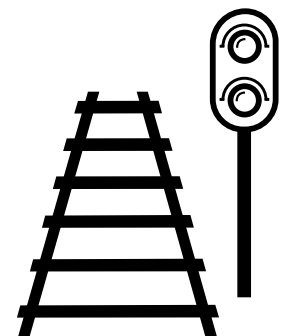
"I'm a Diversity and Inclusion Champion at Network Rail which allows me to get involved in lots of positive projects outside of my normal apprenticeship work. I was asked to mentor several students during my time living and learning at Westwood which I found really rewarding and have also lead many charity and mental health awareness events".

What type of skills do you think an apprentice needs to have?

"Diligence, determination, willingness to learn and succeed".

If you could sum up being an apprentice with Network Rail in three words what would they be?

"Diversity, community, achievement".



Apprenticeship Interview Questions

What Can Your Child Expect?

This guide will fill you in on apprenticeship interview questions and what to expect.



Your child has nailed the apprenticeship application and now they've been invited to an interview. They are probably feeling many mixed emotions... From excitement to worry, happiness and nervousness! But don't worry, those feelings are all completely normal.

Here is a guide to help your child take a step closer to securing their dream apprenticeship. We cover:

What apprenticeship interview questions might be asked?

Identifying weaknesses

What to avoid doing when attending an interview?

What questions to ask the interviewer?

How to answer "why are you interested in this role?"

What skills would you like to improve during this apprenticeship?

What Apprenticeship Interview Questions Might Be Asked?

Q1. Tell Me About Yourself...

This is often one of the most dreaded questions in an interview. It can be easy to share too little information about yourself and then on the other side of the scale you can share too much and ramble on.

Look at this as a question for the employer to get to know a little bit more about you. They don't want to hear about your holiday in Spain back in 2011. Your potential employer will want to know what type of person you are and what you enjoy doing to decide whether their position is right for you.

Keep it short but not too short. A minute is roughly the amount of time you need to answer this question without cluelessly rambling.

Top Tip! Avoid discussing topics which can be seen as disputable, such as politics etc.

Q2. Why Do You Want This Apprenticeship?

This apprenticeship interview question should be easy to answer. If it isn't, why would you apply for it in the first place?

Don't fall at the first hurdle. Make sure you recognise your reasons for applying for this particular apprenticeship. We're sure you scrolled through many apprenticeships but why did you choose this one in particular? Once you know the answer to that you need to convey it to the interviewer.

Think about all the things that drew you to the apprenticeship to begin with. Did you like what the company stands for? Are you interested in the course content? Like the idea of being able to gain a qualification while developing work-related skills and experience.

Top Tip! Although earning a wage can be a big bonus to an apprenticeship, remember your employer will be much more impressed if you choose an apprenticeship due to the other benefits such as learning and working.



Q3. What Are Your Strengths?

When answering this question it can be so easy to drivel on about a lot of buzzwords you've seen online. This makes your answer sound generic. Try talking about your strengths and link them to past experiences.

Linking your strengths to past experiences can be difficult when you're applying for an apprenticeship. This might be your first ever potential job but remember your previous experiences don't have to be based on work.

You have experience of working to deadlines when getting your homework in on time. Experiences of completing a project at school as a team. Or arriving at school on time shows you are able to be punctual.

These are all skills that an employer will look for when hiring an apprentice. Many employers realise that you won't have tons of experience but that doesn't necessarily matter!

Top Tip! If you're still worried you might need more skills you can always do a week's work experience or volunteer at a charity shop to show you're committed. Also, check the employer's job description on the vacancy you applied for and explain how you possess those skills.

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What Apprenticeship Interview Questions Might You Be Asked? Cont.

Q4. What Are Your Weaknesses?

This is the question often most dreaded by those attending an interview. Your employer doesn't want to trick you and make you fall at the final hurdle. It's a simple way of getting to know which areas you recognise that you need to improve on.

Admitting to weaknesses shows strength. And by recognising these weaknesses and explaining how you plan to improve on them is a way of showing you are honest and able to reflect on your own performance.

Don't attempt to answer this question by turning a negative into a positive like 'I'm too efficient and end up completing my work before the deadline'. It doesn't look good. Also, don't answer with 'I'm not a morning person which makes me frequently late to school/college/work'.

Whether we like it or not we all have weak points, it's how we react and aim to improve on these that's the strength. Additionally, you should ensure your weakness isn't something you're required to have to fulfil your job role and that the weakness is fixable.

For example, you could answer this question with, 'I get nervous when speaking in front of large groups, this is something that I am proactively trying to improve on through practice, research, podcasts and any opportunities which arise. Despite getting nervous when speaking in large groups I am keen to develop in this area and learn by challenging myself. However, I am able to communicate effectively in smaller groups.'

Top Tip! Never say 'I don't have any weaknesses', we all have a weakness!



Q5. Why Do You Want to Work for This Company?

Do your research on the company. Is there a value that you and the company both share? Do they have charity events? What is the company culture? Do you see this being a place where you feel you would genuinely fit in and enjoy working?

Remember you're not the only person going for the interview. By doing your research and finding out more about the company you will stand out from the crowd.

Q6. What Skills Would You Like to Improve During this Apprenticeship?

Apprenticeships are all about learning on the job. They are about developing your skills and career. This is a common question and you need to think about where you would like to be once your apprenticeship is over.

Would you like to learn more about networking? If you feel uncomfortable when approaching people and talking to them then this is a great opportunity to build your confidence and develop excellent communication skills.

Looking to give your presentation skills a boost? Maybe you speak too quickly or quietly and you need to develop voice control. You can then go on to explain how you are going to overcome the challenge. Perhaps you're considering a course to teach you the skills you need to successfully present in front of people.

Do you need to work on your organisational skills? Perhaps you're easily forgetful during high pressure times. These are all skills which can be taught. You could say that to deal with this you write everything down and make a plan each day on how you're going to manage your workload and prioritise. These are skills which can be improved throughout your apprenticeship.

Now you might be asked about personal skills you'd like to improve. Here are some what personal skills would you like to improve example answers:

'I would like to improve my skills in the area of being flexible. Sometimes I struggle with swapping from one task to another but I have already shown a huge improvement in this area in how I handled my revision for my A-Level/GCSEs. During my revision I scheduled my workload and switched to different subjects to ensure I built my knowledge in a range of areas.'

'I would like to improve my skills in the area of problem solving. I believe that paying close attention to detail will allow me to build upon my current skills in this area so I can find the solutions to my problems. I have already highlighted my abilities to problem solve when faced with a troubling maths question. I would like to continue learning personal skills so I can thrive in this role.'

Apprentice interview questions can seem daunting but with preparation it really doesn't need to be!



A community of solvers addressing the biggest challenges for business and society

Our purpose is to build trust in society and solve important problems. Helping clients and communities address the biggest challenges they face has never been more important. Our global strategy, called The New Equation, brings our purpose to life by bringing our people together to solve problems, often in unexpected ways to reflect the unique challenges of our times. Developing our people is fundamental to our inclusive culture where your uniqueness and innovation is valued and fresh ideas and new perspectives are powered by the latest technology.

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What Questions to Ask at an Apprenticeship Interview?

Now it's over to you to think of apprenticeship questions to ask the employer. This is your chance to find out whether you think the apprenticeship you're applying for is perfect for you. An interview is a two-way street and it's your turn to find out more about the company and potentially your role there.

Here are a few questions which you could ask:

- What are the qualities of someone who you have seen succeed in this role?
- Is there a permanent position available at the end of my apprenticeship?
- Will there be opportunities for further training and development?
- What are the visions for the company over the next 5 years?
- What is the company's culture like?

What to Avoid Doing When Attending an Interview?

Whether your interview is online or a face to face interview, there are a few things which you should avoid doing when going to an apprenticeship interview. Some of these go without saying. These include:

- Turning up late or joining the online video call late
- Turning up completely unprepared
- Appearing like you don't care
- Chewing gum
- Negative body language
- Dressing inappropriately
- Badmouthing previous employers/teachers
- Talking too much
- Not paying attention



Search for an apprenticeship:

Now you know the apprenticeship interview questions to expect. You're ready to nail the interview process. Still looking for an apprenticeship? You can find your dream career in a matter of seconds at Careermap:

<https://careermap.co.uk/careers/apprentice>





SECTOR SPOTLIGHT

How to get into Banking

Take the first step to a rewarding career

The banking sector offers a diversity of opportunities. From auditing to finance, fraud and much more! It's a great sector to be a part of. Interested in forging a career in banking? This guide will provide you with all the information you need to know to take the next step.

The UK banking sector consists of private UK banks, building societies and international banks. Banks and building societies support their individual customers and businesses to manage their finances, money, as well as accessing products such as loans, insurances and mortgages.

There are a wide variety of jobs available in the banking sector. Here are some of the roles available:

Internal Auditor: This role involves analysing and reviewing banking and financial processes internally. You'll review models, gather data to manage and mitigate risks as well as ensure banks meet industry regulations requirements.

Finance: This can include putting controls in place to manage risk and advising customers. You could also be working in Financial Crime where you'll be identifying criminal activities such as terrorist activities, human trafficking and arms dealing.

Fraud: Working in fraud will see you helping to keep customers and the bank safe by providing support and appropriate education to prevent fraud and scams. Should fraudulent activity occur, you will also support the customer with the necessary steps.

Contact Centre Advisor: Here you will answer the phone to assist with any questions and provide support with whatever the customer may require.

Branch Network: In this role, you'll be the first point of contact for customers coming into the branch. You'll need to understand the customers needs and requirements to deliver support and advice on services and fraud awareness.

Mortgage adviser: You'll be required to help customers to find and apply for the right mortgage for them. You will need to get to know more about them and their financial situation to offer the correct products and advice.

Investment Banker: As an investment banker, you'll be responsible for advising companies, governments and institutions on short and long term financial plans to achieve their financial goals.

Don't forget, there are a variety of other roles too. Some that you might not have even thought of such as markets, digital, technology and even human resources!

You could be working in Financial Crime where you'll be identifying criminal activities such as terrorist activities, human trafficking and arms dealing



SET IN MOTION

AN EARLY CAREER AT YBS

From our Emerging Talent Programmes in Customer, Digital & IT, and Technology Services to our keen focus on growth and development, there isn't a better place for young people to set their first careers in motion than YBS. We put our community first, whether that's the members or the colleagues in our branches who help make real life happen for them. If they're ambitious, passionate about the greater good, and ready to innovate, they'll fit right in here.



Qualification pathways

University is no longer the only route into the sector. However, it is still a viable route and it all comes down to what is right for you. Pathways into the banking sector include:

Useful A Levels can include:

- Maths,
- Business,
- Accounting
- Economics

Useful BTECs include:

- Business and Finance

Useful T Levels include:

- Accounting
- Finance
- Management and administration

Useful University Degrees include:

- Banking and Finance
- Financial Economics and Banking
- Banking, Finance and Investment
- Mathematics with Finance and Investment Banking
- Economics with International Finance and Banking

Apprenticeships

Banking apprenticeships are offered at level 2 to level 7. If traditional university isn't for you you can get a debt-free degree, while gaining experience and getting paid via the apprenticeship route. You can do banking apprenticeships in the following areas:

- Senior investment and commercial banking professional
- Financial services professional
- Financial services customer adviser
- Investment operations administrator
- Investment operations specialist
- Investment operations technician
- Financial services administrator
- Debt adviser

Level 2 (Intermediate) -

This is equivalent to 5 GCSEs

Level 3 (Advanced) -

This is equal to 2 A Levels

Level 4/5 (Higher) -

This is equivalent to foundation degree and above.

Level 6/7 (Degree Level) -

This is equal to a Bachelor's or Master's Degree

Banking apprenticeships are a great way to gain on the job experience, while studying for a nationally recognised qualification. As an apprentice, you'll be in a real job, with real responsibilities. This will enable you to gain industry-specific skills and transferable skills too!

Entry requirements will vary depending on the level or apprenticeship you're looking to apply for and the employer so it's always advisable to check on the employers website for these details.

Did you know that many of the leading high street banks offer apprenticeships?



Employers that offer apprenticeships in banking

Did you know that many of the leading high street banks offer apprenticeships? Not only will you gain experience and a nationally recognised qualification but you'll also get paid.

Here are just a handful of employers that you could be working for:

Barclays: Apprenticeships at Barclays are offered at intermediate and/or higher in the following areas: Operations, Technology, Equity Research, Functions (compliance, finance, internal audit and risk), User Experience Design.

HSBC: HSBC offers Branch network, Contact Centre Adviser and Banking Agent at foundation and degree level.

Santander: Offers Corporate and Commercial Banking (Level 6), Financial Crime (Level 3) and Fraud (Level 3).

Lloyds Banking Group: Here you could be an apprentice in Internal Audit, Group Finance, Group Corporate Treasury, Markets and Islands business. Apprenticeships at Lloyds Banking Group are offered at Level 4, Level 6 and Level 7.

NatWest Group: Customer Service, Business Administration, Digital, Technology and Data, Relationship Management. These apprenticeships are offered at level 2 to level 6.

Yorkshire Building Society: Yorkshire Building Society offer apprenticeships in Customer Service, IT and Digital, Technology. Apprenticeships at YBS are offered at level 3 and level 6.

Bank of England: Bank of England offer apprenticeships at level 4 in Associate Project Manager (JustIT), Data Analyst (JustIT), Information System Business Analyst (JustIT), Professional Accounting/Taxation Technician (BPP). They also offer degree apprenticeships in Data Science, Digital and Technology Solutions and Professional Economist.

How much will I be paid during an apprenticeship?

All apprentices are entitled to the National Minimum Wage for Apprentices. From April 2022, the National Minimum Wage for Apprentices will rise from £4.30 to £4.81. **Find out more here.**

It's worth noting that many banking employers pay their apprentices more but this is the minimum you are entitled to.

Skills to succeed

There are a wide range of skills needed to succeed in banking but don't worry if you don't possess this just yet! Some you will have already gained from school and college, while others you will build when you start out in your banking career. Here are some of the skills you will need:

- Problem solving and analytical skills
- Close attention to detail
- Communication skills
- Team work
- Time management
- Ability to prioritise
- Decision making skills
- Excellent customer service and a positive attitude
- Numerical skills
- Able to work well under pressure

More info

Now you've got all the information to hand, it's time to start thinking about whether a career in banking is right for you.

Already certain it is? Search and apply for banking and finance opportunities at www.careermap/careers/apprentice

Choose a career that matters

Our apprenticeships give you the chance to take part in a variety of work, learn from the experts and achieve an industry-leading qualification while you earn.

We want passion and integrity, as well as ambition and aptitude – so visit www.fca.org.uk/careers/early-careers to find out more and register your interest.



Why we need to get talking about money

Mortgages... interest rates... loans... income tax... what do you wish you'd been taught at school? And how can we ensure that our children and young people today feel prepared to manage their own finances, now and in the future?

It can be a surprise to learn that young people form money habits and behaviours that will stick with them for life by the age of 7. We know, as adults, how difficult it can be to navigate our way through savings, bills, mortgages and debt, and perhaps wish we'd been taught more about all this when we were still at school. For a young person growing up today, these difficulties are magnified; how can we teach a child how to budget when we live in a near cashless society where most of our transactions are contactless? How can we protect our children from the endless scams we receive on a daily basis, and the lure of 'buy now, pay later' and in-game or in-app purchases? It has never been easier to gamble, fall victim to financial crime, and enter a spiral of bad financial decisions which will have an impact on the rest of a young person's life.

That's where Young Enterprise steps in. We are a national charity, working to improve young people's lives through financial and enterprise education. We believe that giving your child the knowledge they need in this important subject in turn leads to making better financial decisions, now and in the future.

It all begins at primary school, where our *Money Heroes* programme, supported by HSBC UK, provides fun and engaging activities and resources for teachers and parents, completely free of charge. Through our beautifully illustrated books and fun activities to our board game and digital game for slightly older children, we're making learning (and making decisions) about money relevant and fun for younger children. We've also created some podcast episodes specially for parents, based around top tips for having conversations at home about money. Our podcast guests, including Olympic champion Sir Chris Hoy, discuss the challenges of tackling financial education with their own children.

But learning about money doesn't stop there. Young Enterprise offers a range of financial education programmes to support young people, in the classroom and at home, while they are at secondary school. Their teachers can support them in their financial education using one of our digital programmes such as 'Employable Me' or 'My Money Matters', covering wide-ranging topics including learning about their options post-16, the world of work (including tax and understanding payslips), university finance, and learning how to be financially independent when they leave home.

Copies of our financial education textbook *Your Money Matters*, originally funded by Martin Lewis OBE (the MoneySavingExpert), were delivered completely free of charge to every state-funded school in the UK (with tailored editions for Northern Ireland, Scotland and Wales), ensuring that every young person aged 14-16 (and beyond) has access to this unique textbook on money-related issues, which their teachers can use in a variety of lessons including PSHE, Maths and Citizenship. The textbook can also be downloaded by parents free of charge from www.young-enterprise.org.uk/yymm.

If you're looking for more ideas or guidance about how to talk to your children about money, we offer an advisory service which is free to use. All our staff are education specialists and can be contacted at advisory@y-e.org.uk or by calling **020 4526 6389**.

We're here to get your children talking about money, because we know that knowledge is power. From choosing between university and starting an apprenticeship, how much pension contribution to make, how to budget to pay rent and bills, and how to be careful when faced with the temptations of credit cards and gambling, let's ensure our children know their best options. We have real potential to change the narrative around financial education to show it as an enabler and opportunity-maker. In an audience survey, 96.5% believed that more could be done to promote the positive impact between financial education and social mobility, and it was observed that having financial confidence and being financially capable has the potential to open up other opportunities.



For more information about Young Enterprise, visit www.young-enterprise.org.uk. The Money Heroes programme for primary-aged children can be accessed at <https://moneyheroes.org.uk>.



Supported by



HSBC UK



**Money
Heroes**

College and school leavers

Build your career in a fast-paced environment, where each day brings new challenges

We are passionate about our role in providing vital buildings and infrastructure across the country, committed to the idea that what we do makes a real difference to people's lives.

If you're looking for hands-on, practical experience, while working towards a professional qualification, our Trainee Development Programme is for you.

 Visit: gallifordtry.co.uk/careers

Benefits

-  People-orientated, progressive, values-driven culture
-  28 days' holiday
-  Agile work choices
-  Continuous Professional Development
-  Private healthcare and wellbeing programme
-  Volunteering days

Follow us:



Galliford Try



@gallifordtry

More green time, less screen time with a summer adventure

The Outward Bound Trust has 80 years of experience in equipping young people to face the challenges that lie ahead, taking them out of their comfort zone, increasing their resilience and raising their aspirations. And, thanks to their Adventure Fund, financial circumstances don't need to be a barrier. As a charity, they provide funding to support young people to access their adventures, no matter their background.

HELP your teen make the most of their long summer holiday

Perhaps your 15-year-old needs a confidence boost to steady them in their final year of GCSEs. Or, with a bit more self-belief, your 16-year-old would be happier about moving on to college or an apprenticeship. Maybe you have a 17-year-old who could benefit from an experience that will help them to work out what they want to do next, and where.

For parents and anyone supporting a young person it's more important than ever to take action to boost their life skills and wellbeing.

Last year, The Prince's Trust annual survey of young people's happiness and confidence returned the worst findings in its 12-year history. With 43% of young people saying their anxiety had increased due to the pandemic, 47% felt they had no control over their lives and 69% reported their lives as being on hold.

At the same time universities, colleges and employers are looking for young people with a great set of soft-skills. They need able communicators who are good at self-management, teamwork and leadership. It's a big ask.

WILD hills, lochs and lakes hold some of the answers

The Outward Bound Trust's summer adventures range from 5 to 19 days, and each one is designed to inspire young people to believe they are more than they ever thought possible.

On our adventures, young people leave the familiar behind to make the most of nature's playground. Depending on their age and the centre, there's gorge scrambling, rock climbing, cutter sailing, canoeing and walking mega mountains. They'll be encouraged and guided by dedicated, skilled instructors and they'll start to talk through problems and cheer each other on.

In the evening, it's about taking turns to cook dinner for each other and playing card games. Bed could be a mountain hut or camping out under the stars in a tent or bivvy bag.

Looking for a horizon-expanding activity for your teen this summer? One that they'll genuinely want to go on? The sweet spot could be an adventure in the wild to build their confidence and skills.



**THE
OUTWARD
BOUND TRUST**
80 years of adventure



Young people learn so much when they're having fun

Oli Blomfield, Head of Summer Adventures and Early Careers Development at Outward Bound says:

"Our summer adventures take young people to some of the most beautiful parts of the country, with wild hills, lakes and lochs in England, Wales and Scotland. And they'll leave with plenty of soft-skills that the world wants – self-management, problem-solving, communication and sociability are as critical to success in life as good grades."

"Young people learn so much when they're having fun and are being tested in an unfamiliar but safe environment. They'll learn valuable new skills and gain experiences that will make any application form stand out from the crowd. For those doing their gold Duke of Edinburgh, it can also tick the residential box."



SEE and hear a change for the better

Pammie's son Jasper was 16 years old when he came to Outward Bound. Pammie says a lack of self-belief was holding him back.

"We researched the Outward Bound course and felt strongly that it could help. Whilst the start of the course was a struggle for him, he then began to make friends and started to show interest in the expedition. He began to want to help others, made friends, began a romance; he climbed higher and farther, generally showed interest and engaged himself. I could see and hear a change for the better on his calls home."

"Jasper was given lovely feedback from his instructor. He returned home to us glowing, head held high and proud of what he had achieved. He has gained confidence, now knowing he can do "it" if he wants to (whatever "it" may be)."

"Back at school embarking on his GCSE year, we hope his achievement will lead to another - being accepted onto an expedition which will take him around the world for over eight months on a tall ship. He'll be volunteering and finishing off his schooling at the same time."



Everything is included in the price: food, accommodation, kit and equipment. Prices start at £499 for a five day adventure with one night away and range up to £1,900 for our 19-day adventures. Find out more, including about our Adventure Fund: www.outwardbound.org.uk/summer-adventures



Let's grow!



Apprenticeships with Amazon provide more than just a job. From associate positions, through to management, **it's the beginning of a career that could truly change your life.**

Whatever background, qualifications or aspirations you might have, Amazon offers opportunities. Whether it's in operations, information technology, engineering, software development, fashion or marketing, **we put you in prime position to train and gain new skills. And with an apprenticeship, you get paid while you learn**



"When I first discovered this apprenticeship, I thought it was too good to be true – but hey, look at me now!"

Amy Harris – Advanced Mechatronics Apprentice

"I'm excited the qualifications, experience and skills I obtain during my apprenticeship will give me a great base to work upwards from in the future."

Jacques Hugo – It Network Engineer Apprentice



Applications open now.

Go to **www.amazonapprenticeships.co.uk**

Apprenticeships with amazon

Oli Wheatley

Software Development Engineer Apprentice



I studied GCSE Computer Science during secondary school, after which I progressed to studying for A-Levels at college where I studied Computer Science, Business and Physics.

I knew I wanted to get a degree upon leaving college, so I had the choice between University or a Degree Apprenticeship. I didn't feel that university was right for me as I didn't want the debt and would prefer to be in a working environment since I learn better with a hands-on experience. I also feel like it will give me a leg up in career after I have finished, having 4 years of industry experience at such a successful company, and a degree at the age of 22.

My day to day includes attending team meetings, designing and writing high quality code, testing code and coming up with new ideas for my team's products. I also spend some time working on course work for the apprenticeship. I spend a lot of time working on customer facing features which is awesome because I can see my effect on the business and so can Amazon's customers.

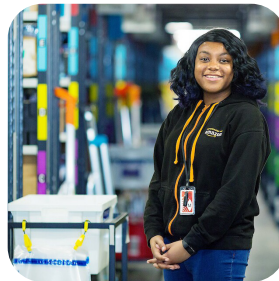
I have learned about the application of software development in the workplace, which is often missed in traditional education. Things are done very differently in the workplace in contrast to the classroom and this apprenticeship is a great opportunity to bridge the gap. The program has also taught me about how to act in a professional environment and has helped me to grow up fast from being a teenager since I'm in a workplace most days. (That's not to say it isn't extremely fun.)

The experience in the workplace coupled with the degree provides a phenomenal foundation for a career in software development. The skills I have learned will allow me to adapt to new jobs throughout my career. I plan on climbing the software engineering ranks in hope of one day becoming a Principle Engineer.

An apprenticeship is a great opportunity to learn both in a classroom and in a practical workplace. I also find it motivating because you never do anything for the sake of it, everything you do has an impact on the customer which is great since you can make a real impact straight away. It also helps that you have no student debt yet still get all the great benefits of being a student. Amazon's Software Engineering Apprenticeship puts you in a great position for a future career in software development and Amazon is extremely supportive the entire way.

Shannia Daley

Operations IT Apprentice



"Apprenticeship programmes like the one I'm on at Amazon are fantastic for anyone who wants to continue learning or training but doesn't want to go to university or college. The Amazon Apprenticeship programme is perfect

for anyone aged 18+ who has either GCSEs, A-levels or good life experience. You'll have the opportunity to get paid while you learn and the hands-on experience is second to none."

Here are Shannia's top tips for wannabe apprentices to find the perfect role.

1) Do your homework. It sounds obvious but research the type of apprenticeship you want. Do you want something engineering based? Or is IT more your thing? By understanding what sort of role you really want, you'll be able to identify the perfect apprenticeship to help you achieve your ambitions.

2) Pick a company that matches your ambitions. I wanted to work with the best people, the best technology and the best equipment, so I chose Amazon. Choosing a leading company in your industry will give you unrivalled exposure and opportunities.

3) Throw yourself into it. When it's time to leave the classroom and start the practical side of the apprenticeship, make friends, ask questions and really become part of the team. The people here are accommodating with their time and they're also super-helpful. But best of all, they're great fun. The fun nature of the team helped me settle quickly and was a key factor in helping me learn the ropes.

4) Watch and learn. You really can learn a lot by paying attention to everyone around you. I feel that the way some of my mentors conduct themselves teaches me so much and sets a standard for how I want to work myself. I find their way of doing things a real inspiration and that helps me learn the basics of the role quickly. You're learning from the best in the business while getting paid – what's better than that?

5) Organise your time. The combination of learning in a classroom and working in a real-life setting is brilliant, but it does require some forward planning. Remember that everything you do on an apprenticeship is important and you must learn quickly how to balance your time so you're putting the time into the theory as well as the practice. There are lots of time management tools available online that can help you to prioritise your classroom and work schedule.

What's that coming over the hill?

It's #NCW2022!

Now in our eleventh year, we're even more committed to bringing your students an amazing week of experiences with partners familiar and new who are all committed to opening minds, eyes and aspirations.

Our motto is EMPOWERING POSITIVE CHANGE THROUGH CAREERS EDUCATION and every year we deliver the biggest annual celebration of Careers in the UK.

First things first, let's show you the resources available to prepare for NCW – they're all accessible from the wonderful **FREE** resources store at www.NCWResources.co.uk

Suggested starters for your NCW:
Get onto Twitter and follow @CareersWeek and have a look down the timeline for examples of our partners and what they're offering.

We're also on Instagram at @CareersWeek as well as having a presence on Facebook.

In the Twitter and Instagram bios follow the new Linktr.ee links to all the resources – easy to get and download and **ALWAYS FREE**.

Please get involved on social media and remember the official Hashtag: **#NCW2022** on all platforms.

Plan | Download | Enjoy | Share

YOU.

The theme this year is YOU – whatever your students want to be is up to them – with your guidance and support they can design a future that makes them feel like they belong – wherever, however, doing what they dream of.

Let's get them confident to claim the person they want to be.

THE VCF IS BACK!

Our Virtual Careers Fair for NCW 2021 was visited by nearly 500,000 people and it's back for you – bigger and more varied than ever, there's a host of new partners, excellent content to engage and inspire your learners and it's still free and easy to navigate with no sign-ups needed.

Get to www.NCW2022.co.uk for free access to a world of careers inspiration.

#NCW2022

VIRTUAL Careers Fair.

The High Performance Podcast.

We're having to pinch ourselves at NCW headquarters - we can't *quite* believe we have secured a partnership with the High Performance Podcast – a hugely influential look at people in the public eye who have made momentous success, life-changing decisions and overcome some incredible challenges, sometimes thrust upon them and sometimes as a result of mistakes they've made themselves.



Created by BBC presenter and author Jake Humphreys and psychologist and author 'Liquid Thinker' Professor Damian Hughes, the HPP has now recorded more than 100 episodes and features such legendary guests as Mark Cavendish, Fern Cotton, Bear Grylls, Mary Portas, Tim Peake, Steph Houghton and Tyrone Mings. NCW has access to hundreds of video clips, a tailored introduction for your students from Jake and Damian and a High Performance Assembly. Get across to the VCF Floor 2 and get involved.

Resources and inspiration for students across the UK are available all year round and we recommend you get to Social Media and follow @CareersWeek.

National Careers Week
NCW
7TH – 12TH MARCH 2022





SECTOR SPOTLIGHT

Health and Social Care



Not all heroes wear capes

Is your child interested in starting a career in health and social care? The opportunities are endless. Although careers in this sector can be extremely challenging they are also highly rewarding. If your child is caring and wants to make a difference in the lives of others, it could be the right sector for them.

Health and social care professionals are key workers and given the world of today, they have been working in exceptional times as they are fundamentally fighting for people's lives and helping to end the COVID-19 pandemic.

Providing care and support is at the heart of the health and social care sector.

Health care workers are at the forefront of providing quality healthcare and crucial services like promoting health, delivering health care plans and treatments, as well as preventing diseases. Social care workers provide support and care to vulnerable people. They work with a range of people from children, elderly people and families in crisis.

About Health & Social Care



What can I do?

There is a broad range of jobs available in health and social care. Working in the sector can involve being employed by the NHS or a private organisation.

You will be helping people from all walks of life: the elderly, adults, children and babies. You could be providing support to people with mental health problems, physical and learning disabilities as well as people suffering from other medical conditions or helping to combat COVID-19.

Below is a list of just a few of the opportunities in health and social care:

Nurse: A career as a nurse involves providing treatment and support to patients who are injured or sick. They also give emotional support to patients and their families while organising care plans, analysing and recording patient conditions and assisting the doctor.

Care workers and home carers: Carers look after people of all ages, from young to old, those who are suffering from illnesses, have a disability or unable to cope by themselves. A carer will help them with everyday tasks like shopping, cleaning, washing, dressing, cooking and laundry.

Medical practitioner: Medical practitioners are also known as consultants, GPs and doctors. They diagnose, treat and care for patients suffering from illnesses, infections and diseases, as well as looking after patient wellbeing.

Midwife: A midwife is responsible for delivering babies and providing antenatal and postnatal advice as well as support for women, their babies and family.

Don't forget there are lots of opportunities behind the scenes in health and care, for instance, HR, Medical Secretary, Call Handlers and much more.

Skills

To work in the health and social care sector, you will need a range of skills, but most importantly you will need to be caring and passionate about helping people. Other skills can include:

- Sociable
- Understanding
- Resilient
- Hard-working
- Able to deal with emotionally charged situations
- Good communication skills
- Work as part of a team as well as independently
- Time management

If you don't possess these skills already, many will be developed as you qualify and while working on the job.



Technology in health and social care



Technology is transforming the health and social care sector in many ways from how professionals treat patients to developing new cures. It sounds futuristic, but 3D printing, robotics and health informatics are just some technologies already in use. Who knows how technological advancement will impact the health and social care sector in the future!

Emerging technologies are set to change the health and social care sector while saving thousands of lives in the process. As technology unites with health and social care services new job roles will occur. For instance, 3D printing will become essential in healthcare. Imagine creating living organisms such as skin. And the ultimate aim is to create vital organs which will save so many lives. What was once a fantasy is quickly becoming a reality!

Pathways and qualifications

Each health and social care career will have different pathways to qualify. It all depends on your personal preference and the career you're keen to pursue. Let's take a look at a few of the routes available to you:

Vocational qualifications

There is a diverse range of health and social care qualifications you can do without having to go to university.

Relevant NVQ and BTEC programmes include:

- Health and Social Care
- Adult Social Care
- Healthcare Science
- Maternity support work

This is not an exhaustive list but it gives you an indication of the routes available.

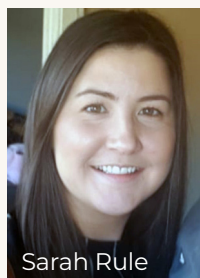
Some NVQs and BTECs can also pave the way for a degree. Many can be done part-time, which means you can work and study. Have a look at the following organisations:

- IHM (Institute of Healthcare Management)
- RCN (Royal College of Nursing)
- SCIE (Social Care Institute for Excellence)



Case Study

Health & Social Care Careers Behind the Scenes



Health informatics is at the heart of improving healthcare outcomes, we caught up with NHS apprentice Sarah Rule to discuss her role as a Cyber Security Analyst apprentice:

I am currently working in the Cyber Security Team as a Cyber Security Analyst for NHS Wales Informatics (NWIS). I started with NWIS as an apprentice after applying for one of four places available. The job role not only included working with the Cyber Security

Team but it required me to study for a Cyber Security and Networking Degree alongside it, which is funded by WG. This was a fantastic opportunity, and allowed me the opportunity to study for a degree while learning on the job, and better still earning while I did it all.

While approaching my GCSE's, I was unsure of what I wanted to do after Year 11. Apprentice jobs weren't advertised as much as they are now. I knew that I would have much preferred this way of learning and earning if I had more information while in school.

I wasn't in love with the idea of staying in school for another 2 years then going to university. As much as I wanted to keep learning, I really wanted to work as well. I wanted both. Even though it wasn't straight after finishing school, the apprenticeship gave me the opportunity I was looking for all those years ago!

I highly recommend going down the apprenticeship route, it has allowed me to learn new skills as I learned 'on the job'. It has given me the confidence and knowledge where, after a two year apprenticeship, I am a full time permanent member of staff with NWIS.



A Levels, Highers and Bachelors Degrees

A Levels

Health and social care studies at A-Level will help you to expand your knowledge in health, early years covering care and education and social care. Studying health and social care will also help you to gain an insight into what issues are affecting the industry while also investigating real-life situations.

Do you already know that you want to go to university? Head to UCAS and find out which qualifications will be needed for each course. There are hundreds of variations and combinations, so look carefully!

Degree programmes

Degree level qualifications include higher national diplomas, higher national certificates, foundation degree, bachelor and master degrees. A wide variety of universities offer degrees related to health and social care, such as:

- Health and social care
- Nursing
- Midwifery
- Paramedic
- Medicine
- Radiography

Apprenticeships

The level of Apprenticeship available varies slightly depending on the part of the sector you enter. Broadly, though, there are four levels:

Level Two (Intermediate) – equivalent to GCSEs / Standard Grades

Level Three (Advanced) – equivalent to A Levels / Highers

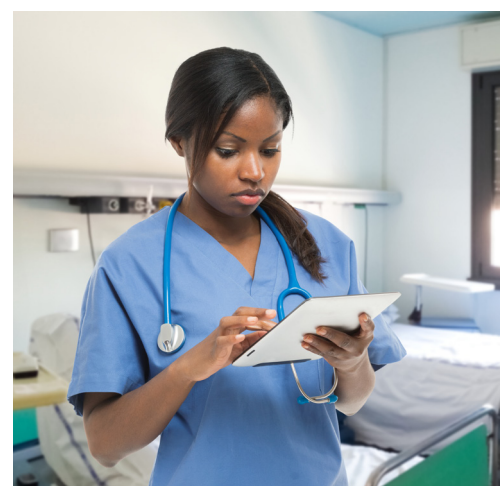
Level Four / Five (Higher) – equivalent to Foundation Degree / Advanced Highers

Level Six / Seven (Degree) - equivalent to Bachelor's or master's degree

Health and social care apprenticeships are ideal for young people looking to learn on the job. You will combine on the job training with theory relevant to the health and social care sector. A few health and social care apprenticeships include:

Adult care worker / Ambulance support worker / Healthcare practitioner
Community health and wellbeing worker / Medical statistician
Enhanced clinical practitioner / Orthodontic therapist / Clinical scientist
Clinical pharmacology scientist / Clinical associate in psychology
Forensic collision investigator / Clinical dental technician
Health and care intelligence specialist / Hygiene specialist
Healthcare cleaning operative / Physician associate / Health play specialist
Sonographer / Public health practitioner / Nurse / Midwife / Lab technician

This list is by no means exhaustive, you can visit the Institute for Apprenticeships to find out more.



More info

If you want to find out more about working in health and social care, check out the links below:

www.healthcareers.nhs.uk/
Careermap.co.uk

Lifetime Training, the UK's largest apprenticeship provider, could help your child with their first step onto the career ladder

We offer apprenticeships in the following areas:

- Health and Social Care
- NHS Trusts and Hospitals
- Public Sector and Civil Service
- Childcare and Teaching
- Business and Professional Services
- Customer Service
- Hospitality
- Retail
- Active Leisure
- IT and Software
- Data and Digital



We also offer professional qualifications in Adult Care and Childcare and Teaching.

Find out more, register your interest or access our advice and guidance by visiting us today **lifetimetraining.co.uk**



Scan here to see all of our apprenticeship vacancies!



How can parents encourage their child to take up work experience

Work experience and virtual work experience are essential for helping your child to prepare for the world of work. It's also a great opportunity to learn about a certain role and motivate them for the future while also boosting their employability skills.

What is work experience?

So first off, what is work experience? Work experience is the knowledge and experience you build while working in a particular role and industry. They are usually short term and are delivered in one of the following ways:

- A one or two-week block placement with an employer
- Job-shadowing in the workplace
- Industry visits
- Summer programmes
- Digital or virtual work experience programmes

Why do work experience?

Work experience is different from the environment your child will be used to at school. Young people entering the world of work, will work alongside people from various backgrounds and ages.

By gaining experiences of a workplace, they'll discover the roles they enjoy and whether it's the career path they want to follow. In turn, this will help them to set goals as a particular role might require certain grades or qualifications to meet the entry requirements. This will keep your child focused and motivated during revision and exam preparation.



“The only source of knowledge is experience.” Albert Einstein

Other reasons for committing to work experience includes:

- Get a glimpse into the role and industry you might like to work in
- Understand different roles and the career paths to enter the role
- Stand out from the crowd when applying for jobs and university
- Relate future job applications to the experience and skills you've gain in the workplace
- Connect school and college subject to the workplace
- Meet new people for networking
- Boost future employment prospects

How to decide on a work experience programme?

Ask your child what type of job roles interest them. For some parents, your child may know the answer to this. For others, your child might still be a little unsure. Don't panic! They don't need to have it all figured out just yet but it's a good idea for them to start thinking about it.

For parents of teenagers who already know what job role they'd like to enter, you should encourage your child to apply for work experience related to that role.

For example:

- Your child wants to become a nurse, your child could explore work experience programmes within the NHS.
- Your child wants to be a chef, you could ask local restaurants or apply for work experience at large food chains.
- Your child would like a career in accountancy, they could ask local accounting firms or apply for a work experience programme with the likes of BDO or PwC.

If your child is still unsure about what career they would like to enter, then ask them about the subjects they enjoy at school or visit our Career Guides:

careermapping.co.uk/guides/career-guides/ so they can research what it's like working within different sectors.

- If your child enjoys English, then a career in journalism, marketing or publishing might be right up their street.
- Perhaps your child enjoys Math then a career in engineering, banking or accountancy could be for them.
- If your child has a love of Science, then working in laboratories, as a vet or nurse could be the perfect match.

**Our posters linking curriculum learning to careers can also be spotted around schools and colleges, so encourage your students to check these out for inspiration.*



Where to find work experience?

Now you and your child have considered the type of programmes that they might be interested in, it's time to find one! First off, think about the following:

Step 1:

- Are there any friends, family or neighbours that work at an organisation that offers the type of work experience my child is looking for?
- Is my child looking for virtual work experience or in person work experience?
- Would they like to work for a small medium enterprise (SME) or large organisation?

Step 2:

If your child is looking for local opportunities, they can do a web search, explore Yell, Google My Business or Thomson Local.

Don't forget, some schools and colleges may be able to support your child with finding work experience programmes so it might be worth an ask too! You can also check your councils careers page to see if there are any work experience opportunities on there.

There are also a number of organisations that connect young people to work experience opportunities such as:

Springpod: www.springpod.com/

Movement to Work: www.movementtowork.com/

Founders 4 Schools: www.founders4schools.org.uk/

Speakers 4 Schools: www.speakersforschools.org/

If your child is looking at joining a larger organisation, we've compiled a list of just some of the employers who offer work experience programmes below:



Location: East of England

Date: Various

Find out more about jobs in:

Water parks, human resources, water recycling, leakage & water networks, wholesale & customer service, information services & IT, finance, scientific, environmental, brand & communication

As a student on work experience at Anglian Water, you will get stuck in with the team and help to make a real difference, plus you'll be gaining employability skills ready for your future! Where possible, our dedicated recruitment team will try to find a place for you that suits your preferences.

Find out more!

BAE SYSTEMS

Location: Online

Date: Various

Find out more about jobs in:

Business, Engineering, AIR, Applied Intelligence, Electronic Systems, Land, Maritime Naval Ships, Maritime Services, Maritime Submarines and Shared Services

Work experience is a great way to consider your career choices and give you a better view of opportunities available. You'll get a taster of the possibilities on offer and a chance to develop the experience, skills and behaviours employers are looking for.

Find out more!



Location: Online

Date: 1-5th August 2022

Find out more about jobs in:
Accountancy

We've created the Explore BDO Virtual Insight Programme for students in years 11-12 who are from low socio-economic backgrounds to show them what's exciting about a career at BDO. They'll get to join a range of virtual sessions, meet our senior leaders and industry experts whilst developing professional skills that they can add to their CV. It's a great springboard into our school leaver apprenticeship programme.

Book your space!

**Location:**

Check with your local NHS organisation

Date: Various

**Find out more about jobs
in a wide variety of NHS roles**

Any kind of caring or customer service experience is useful when applying for an NHS job or apprenticeship. But check out our tips for young people on finding work experience in the NHS.

Find out more!

**Location:** Across the UK**Date:** Various

**Find out about jobs in:
engineering; HR & finance; cyber;
healthcare; combat; music; logistics**

The Army has 4-day residential work experience programmes running across the UK for 14-18 year olds. You'll get a taste of Army life, developing team-building, confidence and leadership skills.

Book your space!



Location: Woking, Holborn, Sale, Aston, Glasgow, Nairn Telford

Date: Applications for next year will open in Dec 2022

**Find out more about jobs in:
Business, consulting, professional services, technology**

Spend a week in a world class digital organisation. Capgemini work experience is a great way to gain skills and experience.

Find out more!

**WILLMOTT DIXON** SINCE 1852**Location:** Across the UK**Date:** Various

Find out more about jobs in: Construction

Work experience is a great way to get an insight into working at Willmott Dixon and is an ideal opportunity to experience the different jobs available, whether you are new to the world of work or looking for a change in career.

Book your space!

**Location:** South West**Date:** Various

**Find out more about jobs in:
Engineering and construction, corporate business, science and the environment**

To give students an insight into the inner workings of a water and sewerage company, we offer a unique week-long work experience programme. Depending on the pathway you select, your week will involve working across five different departments that fall within your chosen pathway.

Find out more!

NATIONAL WORK EXPERIENCE WEEK™ 2022

brought to you by careermap.co.uk

National Work Experience Week: 25th-29th April

Students, parents and teachers can all explore a mixture of live and interactive discussions and CPD webinar events with employers as well as gaining virtual workplace insights.

Whether you want to gain an understanding of a particular sector, find out what it's like to work for a leading employer or sign up to one of their work experience programmes, this is a great taster session to get your foot in the door.

Keep up to date, sign up here:
<https://nationalworkexperienceweek.co.uk/>



UNLEASH YOUR CHILD'S POTENTIAL WITH A QA DIGITAL APPRENTICESHIP

We are always looking to empower and inspire future tech apprentices. If your child is just starting out and eager to build new skills – we will empower them to develop the tech skills and knowledge they'll need for success in their career.

Proudly inclusive and hands-on, our Digital Apprenticeships have supported over **30,000 learners shape their futures and transform their careers** by securing their access to **the most powerful learning network in the UK:**

- We are the largest Microsoft Gold Learning Partner in the UK.
- We hold the highest overall pass rate among UK tech training providers.
- We specialise in the latest technologies.
- We'll help your child get on-the-job experience, earn a salary and work towards an industry-recognised qualification all the way up to Masters level.

Real world skills – the way you want them

A staggering 91% of our apprentices go straight into full-time work, while 70% feel more confident and better prepared for work life than most people their age. Proudly inclusive and hands-on, our digital apprenticeships are geared towards getting your child ready for the world of work. Delivered by expert tutors through a mix of workshops, lectures and practical mock assessments, your child can specialise in:

- IT
- Software Development
- Cyber Security
- Digital Marketing
- DevOps
- Cloud Computing
- Data Analytics & AI



Find out more about our **Apprenticeship programmes** using this link: <https://bit.ly/QACareermag>

CASE STUDY

Meet IBM Apprentice: Emma Foster

Emma is a Junior Management Consultant Apprentice currently working as a Business Rule Tester for the HMRC CDS project. We asked Emma:



What made you decide to come to IBM as a school leaver?

In September 2020, I started at the University of Leeds to study maths and economics but quickly came to realise that the university lifestyle was not for me and that I would much prefer to start working as soon as possible. This led to me looking into apprenticeships and I was always drawn to the business focused pathways, but I also had a keen interest in getting into a technology-based company as I feel that this is the best industry for innovation and development. When looking at apprenticeships, IBM really stood out to me as it is a company that is highly thought of globally and has made some of the biggest achievements in the progression of technology and then when I started to look more deeply into the company and discovered more information through the application process, I knew getting a job at IBM would allow me to have so many amazing opportunities and develop my skill set more than other companies I had looked into.

What hints or tips would you pass to those who are interested in applying to IBM as a school leaver?

I would say to be yourself throughout the whole application process, one of IBM's values is to treasure wild ducks and that stands true through the whole company. Those experiences and skills you have are what set you apart from the crowd and IBM will recognise the greatness of these if you share and show them during the application process. Once you are part of IBM, I would say to take every opportunity that comes your way (within reason) and push yourself outside your comfort zone, you will be surrounded by a great support network from your colleagues to your foundation managers that you are able to grow your skill set in a safe environment that welcomes failures, as long as you show you have learnt from it the next time round.

What's the best thing about your current role?

The best thing about my current role is that even though my role is a tester, I also contribute to my team in many other ways through being a part of the external documentation team to owning and improving the training hub, as well as holding 30-minute games sessions for my team on a

Wednesday afternoon and organising social events to keep the team spirit high whilst we are all working from home. I wear many 'hats' and can get involved with so many different aspects of my team that I am constantly developing and growing my skill set which is allowing me to gain a better insight into what type of path I want my career to go down.

What support was available to you when starting at IBM?

When I started IBM, I had a 2 week induction with all the other new apprentices meaning we formed a close bond as a group so when I left induction, I knew I had at least 15 other people in the exact position to me that I would be able to talk to and trust if I was struggling or wanted some extra guidance. Aside from that, I was assigned an experienced apprentice as my buddy during my first week who was super helpful and supported me whilst I was settling into IBM as we would have weekly calls where I could ask her anything I wanted, or she would show me how to use different tools. She has since finished her apprenticeship and is now my mentor. It is amazing to have someone who was in my position a few years ago guide me through any difficulties I am facing as she can relate to the situation I am in. I also have monthly calls with my Foundation Manager to monitor my progress in my role/apprenticeship and to ask for any advice I need to ensure I am putting myself in the best position in my apprenticeship and my practice.

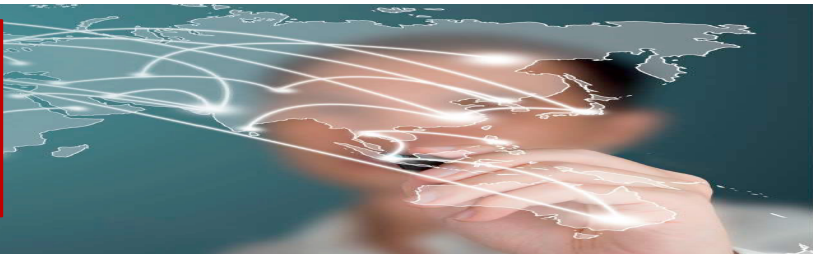
What's the best thing about being at IBM?

The best thing about IBM is that the opportunities are endless, there are so many different projects and teams within the company that you have the chance to work in almost any role you desire, as well as the decision of when you want to change roles or projects being in your control. You can decide what path you take and that allows you, especially as an apprentice, to try many different roles and projects without the fear of failing but with the chance to develop all kinds of different skills. Everyone in IBM wants you to do well and will help you with whatever goal you have, as long as they can see you are working hard yourself to achieve this, and I think that is rare to find such a consistent trait throughout a large company.

Search and apply for IBM apprenticeships:
<https://www.ibm.com/uk-en/employment/entrylevel/>



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Combining value-added and management services with traditional fulfilment and distribution, our customised, integrated logistics solutions drive efficiency, improve quality and create competitive advantage.

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Want to know more , visit our Apprenticeship careers page :

<https://careers.dhl.com/global/en/dsc-apprenticeship>

More about our Application process :

We use a combination Application process, followed by on line testing and culminating in a virtual Experience day, where Members of the Teams where the roles are located, will use a number of group and individual exercises to make the final decision on which Candidate would succeed within the role.





SECTOR SPOTLIGHT

Logistics & Supply Chain



Logistics and supply chain staff are incredibly in demand! There is a wide variety of opportunities available, from manufacturing, distribution, warehousing, trucking and supporting roles such as business, human resources and more! Get armed with all the information you need to start a career in logistics and supply chain.

The logistics and supply chain industry is constantly evolving, with new technology and customer expectations increasing greatly, there are plenty of opportunities. Are you a person that thrives on challenges? Are you passionate about meeting customer expectations? Do you want to help make the world go round? If so, a career in logistics and supply chain could be right up your street!

New and emerging technologies are enabling organisations within the industry to increase productivity and efficiency, while reshaping the marketplace. There are various careers in logistics and supply chain. Here are a handful of the roles you can work in:

Supply Chain: As a supply chain operator, you'll be responsible for managing the movement of goods, for various customers across different sectors. You could be working with manufacturers to suppliers and customers to ensure goods are delivered at the right time and to the right place.

You will likely be involved in working with procurement managers and buyers to source products, liaising with suppliers and customers, ensuring targets are met and tracking goods through to delivery plus much more. You could also be responsible for identifying and fixing supply and stock issues, preparing and presenting supply and stock analysis reports, managing activity and supporting the supply chain process by liaising with operations and client services to ensure stock levels are maintained.



Driver: A delivery driver is responsible for delivering goods. Their daily duties can include: collecting goods from a store, warehouse, collection point, packaging these into their vehicle and then delivering products to the correct destination by the deadline.

You will also need to communicate effectively with the customer, ask them to sign any paperwork as required and if there are any issues with delivery, keep the customer updated.

Warehouse manager: As a warehouse manager, you'll be responsible for receiving, storing and dispatching a wide range of goods. You'll also need to ensure that health and safety standards are in place and being met. You'll often need to liaise with customers, transport organisations and suppliers too.

Don't forget, this list is by no means exhaustive and there are plenty of other opportunities within the industry such as supporting roles like finance, IT and much more!

Working hours

Working hours can include early starts, late finishes, weekends and shift work. However, this isn't always the case! It often depends on the role so be sure to check the job description when applying to ensure the role is right for you!

New and emerging technologies are enabling organisations within the industry to increase productivity and efficiency, while reshaping the marketplace





How much will I be paid during an apprenticeship?

All apprentices are entitled to the National Minimum Wage for Apprentices.

From April 2022, the National Minimum Wage for Apprentices will rise from £4.30 to £4.81.

Find out more here.

It's worth noting that logistics and supply chain employers may pay their apprentices more!

Qualification pathways

There are a number of qualification pathways you can choose from to kick-start your career in logistics and supply chain. There are no right or wrong routes either, it all comes down to you as an individual and what is best for you. Pathways into logistics and supply chain include:

Useful A Levels:

- Maths,
- Business,
- Geography,
- Economics,
- Modern Foreign Languages

Useful BTECs:

- Business
- Supply Chain Management
- Transport Planning
- Warehousing and Storage Principles

Useful University Degrees:

- Logistics management
- Logistics management and marketing
- International trade, logistics & business communication
- Business purchasing and supply chain management

Apprenticeships

If you're looking for an alternative to traditional academic routes, then an apprenticeship could be right for you. Logistics and supply chain apprenticeships are offered at level 2 to level 7 and enable you to gain hands-on experience while working towards a nationally recognised qualification AND getting paid!

Here are some of the apprenticeships you can do in logistics and supply chain:

- Express delivery sortation hub operative
- Urban driver
- Transport and warehouse operations supervisor
- Express delivery manager
- Supply chain leadership
- Express delivery operative
- International freight forwarding specialist
- Supply chain practitioner
- Supply chain operator
- Supply chain warehouse operative
- Large goods vehicle (LGV) driver C + E

Apprenticeship are offered at:

Level 2 (Intermediate) - This is equivalent to 5 GCSEs

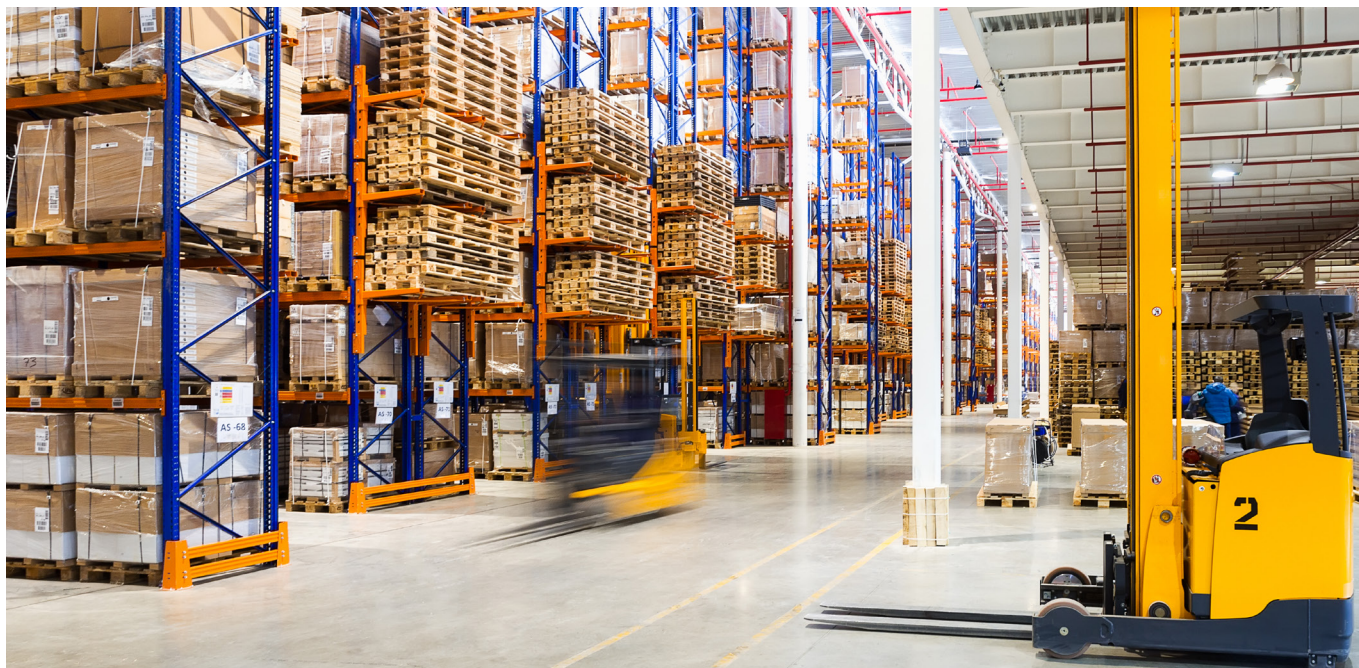
Level 3 (Advanced) - This is equal to 2 A Levels

Level 4/5 (Higher) - This is equivalent to foundation degree and above.

Level 6/7 (Degree Level) - This is equal to a Bachelor's or Master's Degree

Apprenticeships are a really great route! During one, you'll be in a real job with real responsibilities, gaining skills and building industry knowledge.

Entry requirements will vary depending on the level or apprenticeship you're looking to apply for with a specific employer so it's always advisable to check the job description for these details.



Employers that offer apprenticeships in logistics and supply chain

A wide variety of employers offer logistics and supply chain apprenticeships. Some you might not have even thought of! Not only will you gain experience and a nationally recognised qualification but you'll also get paid.

Here are just a handful of employers that you could be working for:

DHL: DHL operates in logistics and supply chain and offers a range of apprenticeships from level 2 to 7. They include working in supply chain and warehousing, transport planner, team leader supervisor, vehicle technician, paint and body technician, mechanical electric technician, engineering, administration, finance, data customer services, HR or IT.

Wincanton: Wincanton operates in the logistics sector. Apprenticeships range from level 2 to 7 and lasts for a minimum of 12 months and one day, up to 48 months. They offer over 70 different programmes, from driver and warehouse to specialist areas such as HR and finance.

Aldi: Aldi operates in the retail sector but offers a Drivers Apprenticeship that lasts 12-15 months long, in which time you'll be working towards your Cat C+ E licence. They also offer a Logistics Apprenticeship that takes 12-15 months to complete.

Asda: Asda operates in the retail sector but offers a Business Services Apprenticeship where you could be overseeing supplier management.

Morrisons: Morrisons operates in the retail sector but offers a 3-year programme in logistics at degree level.

Jaguar Land Rover: Jaguar Land Rover operates in the automotive sector but offers a supply chain and logistics apprenticeship at degree level. This programme will last for 4 years and you could be working in supply chain operations and logistics, supply chain planning or strategy.

Gist: Gist operates in logistics and supply chain and offer various apprenticeships including:

- Level 3 Leadership and Management
- Level 6 Supply Chain Management Degree
- Level 3 Engineering (Maintenance and Operations/HGV Maintenance)
- Level 3 Data Analytics Technician in our Network Planning team

As you can see there are also lots of supporting roles within the industry too, from finance to IT and much more!

Skills to succeed

Wondering what skills you need to succeed in the industry? Some you will have already gained from school and college, while others you will build when you start out your career in logistics and supply chain. Here are some of the skills you will need:

- Adaptability
- Ability to work under pressure
- To meet deadlines
- Organised
- Customer service
- Good communicator
- Industry knowledge
- Teamwork
- Conflict management
- Responsible

Don't possess some of these skills? Don't worry! You'll be able to gain them on the job, while improving the ones you have too!

More info

Know that a career in this industry is what you're looking for? Search and apply for logistics and supply chain opportunities at www.careermap/careers/apprentice



What does your future look like?

Are you ready to lead by example?

Operations could be the career you've always dreamed of

Discover Graduate roles in Operations

Apply Yourself

amazon



Full marks for the **#ProtectStudentChoice** petition

The #ProtectStudentChoice campaign has a clear and straightforward aim: to ensure that as many young people as possible have the choice to study BTEC qualifications for the future.

In January, the petition gained over 108,000 signatures, alongside a letter to Secretary of State for Education, Nadhim Zahawi MP, that has been signed by 118 MPs and peers, 25 of whom oppose limiting young people's educational choices.

For many young people, studying vocational and applied general qualifications will continue to be a more effective route to higher education or skilled employment than taking a more traditional route.

BTECs are a different type of qualification that provide a different type of educational experience, one that combines the development of skills with academic learning, they are highly respected by employers and play a vital role in widening participation in higher education.

More than 250,000 young people study BTEC and similar vocational and applied general qualifications each year; removing the choice to study BTECs will lead to students taking courses that do not meet their needs or dropping out of education altogether.

As we wait for Parliament to consider debating the petition and the detail of new legislation, we would like to thank all of those who continue to support this campaign and advocate on behalf of learners having the right to as many paths to success as possible.

Find out more at  **protectstudentchoice**



choice.org





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Would you like to be part of a team creating amazing buildings and infrastructure across the UK? Then take a look at the Trade and Technical Apprenticeship and Professional Apprenticeship opportunities we have on offer.

Whatever programme you choose, you will become fully immersed in your experience at Laing O'Rourke and you'll get lots of support from your teams to develop and learn as you work. Head to our website to find out more.

www.laingorourke.com/careers



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Post 16 & 18 options

There are a lot of options to choose from at these key stages in your life. Understanding your options will be important in finding out what's right for you. The right choice for you will depend on many different factors including your current situation and the career or job you have in mind.

Follow our flow chart to help discover your options!

DO YOU WANT TO STAY IN FULL TIME EDUCATION?

YES

NO

CONTINUE YOUR STUDIES

Post 16 options include a range of subjects that lead to qualifications to keep your options open. This includes GCSEs or A levels. While courses like T Levels or BTECs allow you to focus on a certain career path.

For post 18 options, you may need to improve your results before taking your next step. If you want to progress to a higher level of learning, you could study at a university, college, Institute of Technology (IoT) or a National College. There are also opportunities to learn online as well as to study part-time.

FULL TIME WORK

You may be considering starting full time work if you're 18+. Get straight into the working world and start earning!

You will need to update your CV and write a cover letter before you begin your applications. You could even get the skills to start your own business.

Start your search [here](#)

STILL NOT SURE?

You might still be unsure about your next steps, but don't worry you're not alone! Having an understanding of the different options is an important part of the process, and you may need to carry out further research to help decide.

You can research different industries, careers to help make things clearer. You may also want to consider taking a gap year before continuing with your studies or getting into work.

DO YOU WANT TO COMBINE WORK AND STUDY?

NO

YES

DO YOU HAVE WORK EXPERIENCE?

COMBINE WORK AND STUDY

Gain practical skills, get work experience and a qualification that employers need. This could be in the form of an:

- Internship
- Apprenticeship
- School Leavers Scheme

Through a combined approach you can improve your skills and get work experience at the same time. Some options also allow you to earn while you learn!

Start your search [here](#)

NO

VOLUNTEER

Volunteering is a great way to strengthen both your job and study opportunities!

You can develop your skills and experience whilst also giving back to your community and helping others.

Thinking about working for yourself?

We can help you get started.



Self-Start, in partnership with Sage, helps you if you are thinking of:

- Starting your own business
- Setting up a side-hustle alongside existing employment
- Finally going freelance

Self-Start is a free online platform to help you:

- Meet people with the knowledge that can support you on your journey
- Chat 1-1 with real business owners to have your questions answered
- Learn the basics of working for yourself like writing a business plan or managing money
- Develop at your own pace as your idea develops, around-the-clock, and always for free

How does it work?

- Create your free account. It only takes 2 minutes.
- Verify your email address.
- You're in! Meet Self-Start's mentors and explore your lessons.
- Let's go!



Have your questions answered:

- How do I know if my idea will work?
- What does a business plan look like?
- Do you need cash to start a business?
- Am I compliant with the law and protecting my idea?
- What if I fail?
- How do I find my first customer?
- When will I start earning enough to live off?

Let's go!

Sign up for free here:
sage.connectr.co.uk/selfstart

Self-Start in partnership with Sage is delivered to you by Connectr



Careers in the Merchant Navy. A career like no other



This is an exciting opportunity for young people to get a career in the Merchant Navy “nothing to do with the Royal Navy”. The Merchant Navy is commercial shipping encompassing: Cruise Liners, Ferries Offshore, Container ships, tankers, cable layers, Dredgers, Tugs, etc.

Now we are no longer part of Europe our trade with the rest of the world is set to grow and 95% of all of our trade is imported or exported by sea so the future opportunities look fantastic.

We are looking for highly motivated individuals to be our next Captains or Chief Engineers or Senior Electro Tech Officers

The training is three years long with multiple entry levels either HNC, HND or Foundation degree.

The three years is divided into 5 Phases:

- Phase One at college completing academic studies.
- Phase Two at sea completing practical training.
- Phase Three at college completing academic studies.
- Phase Four at sea completing practical training.
- Phase Five at college finishing academic studies and exams with the issue of your certificate of competency, which allows you to work on any ship anywhere in the world.

The training is all Higher Education and fully sponsored and you receive a training allowance for your own use. At the end of training, you should be debt free and looking forward to a starting salary approx. £30,000 potentially tax free.



For further information please visit
www.sstg.org

Application form:
www.sstg.org/application

Merchant Navy Info:
www.sstg.org/careers/merchant-navy

Entry requirements:
www.sstg.org/careers/apply-now/fact-sheets/academic-requirements

Sponsorship:
www.sstg.org/careers/about-sstg/sstg-sponsorship

Companies we work for:
www.sstg.org/careers/about-sstg/our-members

Case studies:
DECK
www.sstg.org/cadet-training/deck-cadet-training

ENGINEER
www.sstg.org/careers/engineer-cadet-training/case-studies

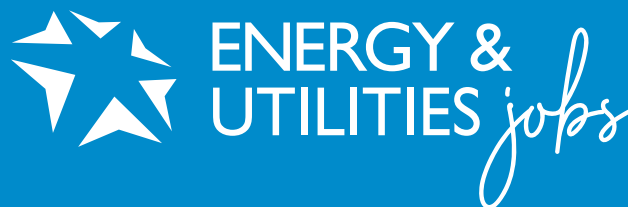
ETO
www.sstg.org/cadet-training/eto-cadet-training



Apprenticeship vacancies requiring green skills rose by 68% in 2021*

The push to reach net zero by 2050 will open up thousands of apprenticeship opportunities.

If your child is looking for a career with purpose that will help the country tackle climate change, there's never been a better time to consider an apprenticeship in the energy and utilities sector.



Why work in the sector?

- An apprenticeship in the energy and utilities sector is an opportunity to train for a new role in a fast-developing set of industries at the forefront of the fight against climate change.
- Average salaries while in training for most energy and utilities-related apprenticeships are **17% higher than the average salaries** for apprentices across all other sectors in the UK.
- It is a genuine job, with training, meaning they can earn while they learn and gain a nationally recognised qualification.

They could be part of the green revolution!

careers.energyutilitiesjobs.co.uk

*Compared to 2020





Helping your child to cope with exam stress

There are few things teenagers hate more than a sense of unfairness or injustice, and exams may just be one of those few things! This year then, many young people will have their stress levels compounded at their perception of what seems like an unfair set of exams. Friends and siblings only a couple of years older have too had the disruption of the pandemic, but this year's cohort will have to sit externally assessed exams and that may seem daunting.

Parents and carers may wish to raise this with their children. Even just acknowledging the tumult and turmoil they've added over the last couple of years may go some way to opening the door for increased communication.

A major cause of stress regarding the exam is the sense of the unknown. It might be helpful to make sure you have a copy of their final Summer exam series – start with the end in mind and help them plan backwards from this.

Next, organising (and sticking to) a schedule is the undoing of many a competent adult – never mind a nervous, hormonal teenager! Work with them on planning out their time together. Start by filling in when they definitely WON'T revise. Put all the birthdays, family and friends' events and all the fun stuff in first! This will help them to keep their stress and panic in perspective. Counting down to a series of exams can prove really worrisome and so helping them to see they have time left both for relaxation and revision may prove comforting.

It might help to make an appointment with your child's Head of Year or member of the Senior Team to make sure you know about the various sources/tools they have for revision.

You might not know the content of their History specification or understand all of the Biology content but knowing the log-ins to websites and apps, having a sense of how long activities should take and what tasks they might do will help you to coach them through their independent revision.

Lastly, a huge part of dealing with any form of stress is trying to mitigate against it through looking after your health and wellbeing. Making a concerted effort to talk to them about their sleep patterns (e.g. electronic devices in their rooms); their diet and how much time they are able to spend outdoors will undoubtedly better equip your sons and daughters for the revision and exam periods.

And just think, when it's all over, you'll both know you'll have done your best and no one can ask more than that!



Dominique Gobbi

is the Deputy Lead for PiXL Secondary and PiXL Post-16

PiXL
partners in excellence

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At Arcadis our mission is to improve quality of life. For more than 130 years, we have done this in cities and local communities around the world by applying our expertise in sustainability, design, engineering, consultancy, and project and management services. Our careers inspire, challenge and define you.

At Arcadis, your child will have the opportunity to build the career that's right for them. We take the time to listen, to understand and provide the support they need to achieve their ambitions.

Learn more about our Early Careers opportunities at careers.arcadis.com

Improving quality of life.