

CARFAN CYFLOGAETH, ADDYSG  
A HYFFORDDIANT

EMPLOYMENT, EDUCATION  
AND TRAINING TEAM



# Employment, Education & Training (EET) Team


Maria Jones & Caryl Griffiths - Senior Apprenticeship &  
Graduate Coordinators



# WHY?

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

### **Workforce Planning**

- Skills deficit
  - Aging workforce / succession planning
  - Upskilling
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# BENEFITS

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



# WHAT MAKES THE PROGRAMME DISTINCTIVE?


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





# APPRENTICESHIP SUCCESS


**325** Apprentices recruited, 218 completed placements

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

**80** Graduate Officers recruited, **50** completed placements

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

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







# RECRUITMENT

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

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




# LESSONS LEARNED

## **Be adaptable –**

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

## **Stay relevant –**

- Digital marketing materials
  - Workshops
  - Careers Fairs
  - Evaluations / feedback
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# 2022 INTAKE

**Apprenticeship  
Programme**  
x45  
Apprentices  
recruited



**Graduate  
Programme**  
x20 Graduate  
Officers  
recruited



# AWARD WINNING



PRINCESS ROYAL  
TRAINING AWARD  
2022

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

## **Apprentice A - Mechanical Apprentice**

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

## **Apprentice B - Building Surveying Apprentice**

- Completed L3 Construction & The Built Environment (Surveying)
  - Job progression to Trainee Building Surveyor
  - Further development – L4 Construction & The Built Environment (Construction Management)
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**Pedro Vecina Galian**  
**Corporate Project Manager**  
**Corporate Design**





**Thank you for your time**

