



Llywodraeth Cymru
Welsh Government

How can I
develop my
skills and get
qualified?

The answer is
Apprenticeships.



Going to university didn't suit me as I've always enjoyed hands on work instead. As an apprentice I could earn while I learned and that really appealed to me.

Dylan Jones
Wind Turbine Technician

How can I get qualified, get skilled and get paid?

Apprenticeship frameworks in Wales have been updated and reinvented. From day one it's a good job, money in your pocket and paid-for training towards recognised qualifications.

Apprenticeship frameworks in Wales have been updated and reinvented to meet the demands of our ever-changing workplace, whatever your interests and ambitions.

Apprentices earn a salary while getting invaluable, hands on experience. You can gain the job specific skills employers want, while employers gain a motivated, skilled and committed workforce.



Try everything. Don't limit your search to your ideal job. You might have a job in mind but try everything, you never know what you will end up loving and where it will take you.

Emily Owen
Dental Nurse

How can I earn and learn?

Learn from experienced co-workers, gain relevant skills and build your career.

Earning a wage from day one is great, but the new skills and experience you'll be getting is just as valuable.

You can't beat on-the-job training for learning the real-life skills you need to progress. You'll pick up more by working alongside colleagues who've been there and done it all before. As an apprentice you will combine on the job, practical experience with additional training at college.

You'll boost your earning potential by building the knowledge and expertise employers value.

How can I gain respect and feel valued?

Apprentices are trained by employers for employers.

What will your next employer want from you?

Companies are looking for staff with skills that match their business needs. They want people who understand the job and can become a real asset to the team. Training apprentices in-house means that they can make sure staff have all the skills and experience they need to be an effective and successful member of the team.

That's why businesses place such value on Apprenticeships, and why you'll be respected, supported and challenged as an apprentice.



If I hadn't done the Apprenticeship I don't think I would have been given the same opportunities. I've learnt a lot of new skills which has made me a better butcher.

Matthew Edwards
Butcher

How can I find the perfect job?

You can find your new employer with the Apprenticeship Matching Service.

This free online service can match you with your perfect job.

You can search Apprenticeships from around Wales in one place. By filtering your options into industry and location, you can match your skills to the right vacancies. With a range of Apprenticeship frameworks on offer, there are always lots of opportunities. By using the Apprenticeship Matching Service you can apply for the vacancies that are best suited to you. This will make you a stronger candidate for the job.

Visit careerswales.com, follow the Apprenticeship link to register and start your search now.

My advice for anyone thinking of becoming an apprentice is to really commit and want to learn as much as you can. Go above and beyond, you'll be rewarded for it.

Eli Sumner
Automotive Technician



If you are not quite ready for an Apprenticeship; a Traineeship or Jobs Growth Wales opportunity might be for you.

So you've set your sights on an Apprenticeship, but you didn't get through the interview, or perhaps you feel like you need some extra training. What's your next move?

You probably just need to brush up on some of your skills so that you're more prepared for an Apprenticeship. If you do, then the following options can help.

Aged 16-18 and need some help to get ready for work?

The answer is Traineeships.

A Traineeship is a fantastic programme for school leavers to try out a range of jobs, get some work experience and learn new skills. This could open the door to other opportunities by showing employers that you're ready to work.

Aged 16-24? Unemployed? Looking for a job?

The answer is Jobs Growth Wales.

Jobs Growth Wales helps young people living in Wales get into the world of work by offering paid, 6 month job opportunities across a range of industries. If you work hard and stay committed, you can gain vital experience that can lead to further opportunities.

For more information call **0800 028 4844** or visit **careerswales.com**

My Jobs Growth Wales opportunity means a lot to me, it's made a huge difference to my life. I'd recommend it to anyone.

Chloe Nelson
Customer Service
Advisor



How do I choose the right route?

If you've got the determination and ambition, there's an Apprenticeship to suit you.

It doesn't matter if you left school with few qualifications, picked up a load of GCSEs, just finished college or graduated with a degree. What matters is where you want to go next.

You can start an Apprenticeship at the level that suits you: Foundation Apprenticeship, Apprenticeship or Higher Apprenticeship. Depending on the level, Apprenticeships take between one and four years to complete.

Foundation Apprenticeship

Equivalent to five good GCSE passes.

Apprentices work towards work-based learning qualifications such as an NVQ Level 2.

Apprenticeship

Equivalent to two A-level passes.

Apprentices work towards work-based learning qualifications such as an NVQ Level 3.

Higher Apprenticeship

Equivalent to a HNC/HND or Foundation Degree level and above.

Apprentices will work towards work-based learning qualifications, such as an NVQ level 4 or above.

Higher Apprenticeships

There are no limits to what you can achieve as an apprentice.

Higher Apprenticeships are the best combination of on the job training while studying towards an advanced qualification. You can progress into highly skilled occupations and get ahead on a clear pathway to achieving your ambitions in the workplace.

This guide shows you how Apprenticeships match up to other equivalent qualifications from GCSE to degree.

Where will you start?

NVQ Level 4 HNC/HND, Foundation Degree, Honours Degree equivalent to...	Higher Apprenticeships		
5 GCSEs, 2 A-Levels, NVQ Level 3, Key Skills or BTEC equivalent to...	Apprenticeships		
5 GCSEs, NVQ Level 2, Key Skills or BTEC equivalent to...	Foundation Apprenticeships		
Jobs Growth Wales	Start Here ▲		
On a Traineeship?	Start Here ▲		
At School?	Start Here ▲	Start Here ▲	
At College?	Start Here ▲	Start Here ▲	Start Here ▲
At University?			Start Here ▲

Welsh language Apprenticeships

Welsh language and Bilingual Apprenticeships give learners the opportunity to learn new skills while also supporting individuals to develop and maintain their Welsh-language skills.

If your existing workforce or new learners have Welsh language requirements and are keen to develop their skills, the Welsh Government Apprenticeship Programme can help.

Life as an Apprentice

Who better to tell you about the successes and challenges than some of our recent apprentices? We hope they inspire you to be our next success story.

Eli Sumner

Automobile Technician and business owner, Cardiff

Eli has loved cars for as long as he can remember. So, when he was sixteen he decided to take up a three-year Mechanical Apprenticeship with his local Halfords Autocentre.

The Apprenticeship gave Eli the hands on experience he was looking for, helping him to find the ambition and drive to progress in his career. In fact, when he finished he felt so motivated that he decided to set up his own mobile mechanic business.

"The apprenticeship made me want to learn more and push myself to be a better mechanic. It's changed my life and I'm so proud of everything I've achieved."

Harriet Morris

Highways Local Government Operative, Powys County Council

Harriet, from Llanidloes, felt the pressure to make a decision about her career:

"I worked hard in school to get good grades, but it never came easy to me. Despite doing well in my A-levels, I was nervous the work at university would get even harder."

"My parents were really surprised when I applied to do an Apprenticeship as a local environment operative at Powys County Council. I am an outdoorsy girl, but they'd never thought I'd ever be interested in anything related to construction or engineering."

"The money is good and I really love being outside in all weathers. My parents are really proud of me too!"

Dewi Foulkes

Assistant Technician, Real SFX Cardiff

After undertaking an Apprenticeship in Creative and Digital Media, Dewi is pursuing a successful career as an assistant technician at Real SFX in Cardiff.

The company specialises in special effects and props for film and events, as well as for TV programmes including Doctor Who, Sherlock and Casualty.

"Learning on the job helped me gain practical experience and enabled me to progress quickly to assistant technician."

"I absolutely love working in the SFX industry as no two days are ever the same. My typical day could be spent doing anything from rig building to blowing up a Dalek."

Cara Evans

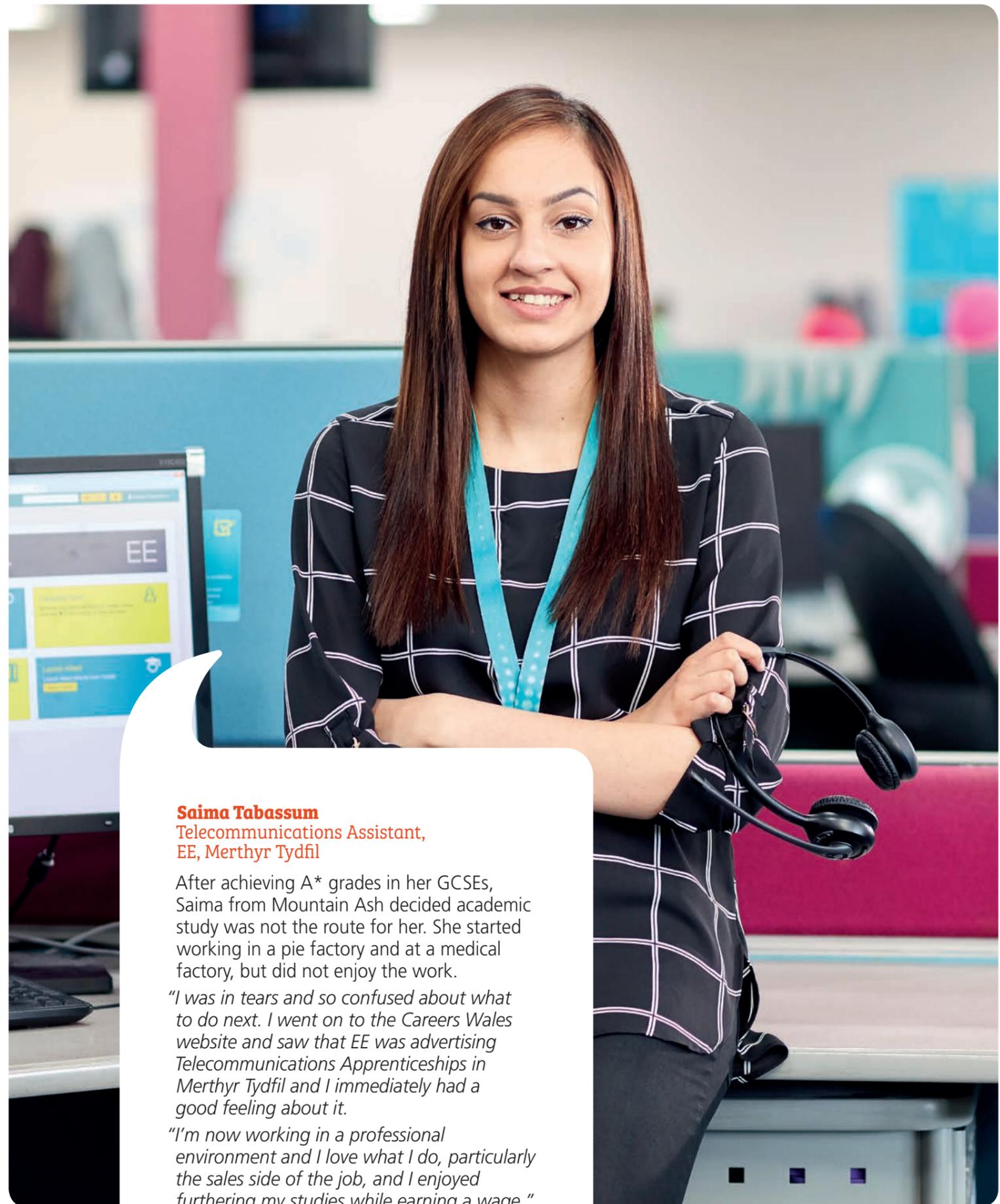
Childcare Assistant, Tiny Tots, Treforys

Cara started a level one Welsh language Traineeship in childcare at Treforys Tiny Tots before progressing to a level three Apprenticeship.

"I saw the Traineeship at the nursery as my chance to start getting some experience to do what I loved."

"Throughout my Apprenticeship, I have found my Welsh really useful. The parents like the fact that I speak Welsh and that I am helping their children to develop during their time at the nursery."

"Starting on a Traineeship and progressing to an Apprenticeship has enabled me to continue working in a job I love while gaining qualifications which will benefit me in the future."



Saima Tabassum

Telecommunications Assistant, EE, Merthyr Tydfil

After achieving A* grades in her GCSEs, Saima from Mountain Ash decided academic study was not the route for her. She started working in a pie factory and at a medical factory, but did not enjoy the work.

"I was in tears and so confused about what to do next. I went on to the Careers Wales website and saw that EE was advertising Telecommunications Apprenticeships in Merthyr Tydfil and I immediately had a good feeling about it."

"I'm now working in a professional environment and I love what I do, particularly the sales side of the job, and I enjoyed furthering my studies while earning a wage."

Matthew Edwards
Butcher, Vaughan's Butchers, Penyfford

Matthew Edwards from Wrexham is now well on the way to running his own business. After undertaking a series of Apprenticeships in basic and advanced butchery skills, he has been able to progress onto the Level 4 of the Higher Apprenticeship in Meat and Poultry managerial and supervisory skills and is keen to set up his own butchers shop.

"I soon realised that I had a real talent for it and haven't looked back since I undertook my first Apprenticeship with Jones Butchers in Llangollen."

"It is also great to know exactly what additional qualifications I need to achieve my goal of running my own butchers."





How can I find out more?

Contact Careers Wales for all the help, advice and support you need to start your Apprenticeship.

If you've been inspired by the opportunity to earn while you learn through an Apprenticeship there are lots of ways to find out the facts.

We'll support you every step of the way and can match you to the perfect opportunity.

For more information about becoming an apprentice, visit **careerswales.com** or call **0800 028 4844**.

For instant alerts like us on Facebook or follow us on Twitter.