A very warm welcome to the 17th annual National Apprenticeship Awards.

All of tonight’s success stories are fantastic examples of how apprenticeships can change lives and help businesses of all shapes and sizes grow and prosper. This ceremony is about celebrating the tremendous benefits that apprenticeships bring to both individuals and employers.

This year has brought immense challenges for all of us, but even in these difficult times, we have received over 1100 entries to the 2020 National Apprenticeship Awards. This is an incredible achievement and we want to thank each and every one of you for your highly-valued contribution, which showcases the outstanding wealth of apprenticeship talent that we have across the country.

Our priority is high quality apprenticeships that address skills shortages for employers, crucially delivering the technical and professional skilled workers that are increasingly important as we move towards 2021, with economic and social change here and across the globe.

Additionally, one of the main values of apprenticeships is that they give individuals incredible opportunities to train in a wide variety of occupations whilst also giving them transferable skills that they need for a coherent career progression to the very highest levels.

Apprenticeships are available for everyone, regardless of background, age, gender and circumstances. We particularly want to encourage a more diverse application base that welcomes the inclusion of underrepresented groups such as those from BAME communities and female STEM apprentices.

We hope you enjoy tonight’s ceremony, which is unique in that it is the first time we have delivered this event virtually. The finalists have powerful stories, and it has been extremely difficult to select the winners. Every entrant should be proud of their contribution to this celebration.

On behalf of the Education and Skills Funding Agency I would like to express enormous gratitude to all entrants and our ambassadors who have supported the awards in these incredibly difficult times and to tonight’s host, BBC sports presenter and anchor of BBC Breakfast, Dan Walker.

Finally, a special heartfelt thank you goes to our national sponsors for their unflinching support this year – without them this event would not be possible.

PETER MUCKLOW
DIRECTOR OF APPRENTICESHIPS
EDUCATION AND SKILLS FUNDING AGENCY
Dan Walker has been at the helm of the UK's most popular morning TV show – BBC Breakfast – since 2016. He also currently hosts BBC One's award-winning Football Focus and regularly presents Match of the Day. Dan has presented many major sporting events including: Wimbledon, The Grand National, Royal Ascot, The Derby, and The Six Nations. He has continued to work on domestic, European and international football (including every major tournament since 2006), has co-hosted the broadcaster's Open Golf coverage and was an integral part of the BBC's Olympic offering in both London 2012 and Rio 2016.

In September 2018 Dan hosted his first game show for BBC 1 called Chase the Case; the 20 part series saw Dan test the gameplay, wit and intelligence of 5 contestants in this brand new quiz format.

At the beginning of 2019 Dan was asked by Comic Relief to help raise funds by climbing Kilimanjaro with a number of other famous faces – the resulting documentary for BBC1 called Return to Kili followed the team's fund-raising journey.

In May 2019 Dan was honoured to be asked to present A Royal Team Talk: Tackling Mental Health for BBC1 with HRH The Duke of Cambridge.

Dan has hosted The One Show, Songs of Praise and appeared on shows like Countdown, The Chase, Celebrity Mastermind and A Question of Sport.

Dan's latest book – Remarkable People was published in October 2020. His other books also include Dan Walker’s Thronkersaurus: Football’s Finest Tales and Magic, Mud & Maradona.

For the last 5 years, Dan has organised his own very popular charity golf tournament – The Walker Cup (not that one), raising over £250,000 for The Children’s Hospital Charity. Dan is proud to live in Sheffield with his wife, 3 children and his dog, Winnie.
We are delighted that The Armed Forces (Royal Navy, British Army and Royal Air Force) will partner this important campaign, and, together with ESFA, will be selecting one of the most inspiring stories from the entries received on the Apprentices on the Frontline campaign microsite for a special one-off recognition award to be presented at this year’s National Apprenticeship Awards.

Throughout 2020, employers and apprentices have faced and overcome enormous obstacles. From the initial challenges of PPE and home working, to the continued challenge of returning to work and continuing to learn and grow through their Apprenticeship, as the UK returned to new working practices.

We are recognising each and every apprentice and their employers through the challenge of COVID 19, and showcasing the most inspiring stories from across the country.

Apprentices on the Frontline highlights some of the most extraordinary stories of employers and their apprentices across different business sectors, showing how they have adapted to new working practices during the Covid-19 pandemic.

Both employers and apprentices have faced and overcome enormous obstacles. We are recognising these people and showcasing the most inspiring stories from across the country.

Watch the full stories at www.apprenticesonthefrontline.co.uk
Combe Pafford
South West
Combe Pafford is a special school with 120 employees in Torquay. They currently employ 10 intermediate, advanced and higher apprentices in a variety of disciplines including hospitality and ICT.

Crimson Limited
West Midlands
Crimson is an IT recruitment and IT solutions business based in Birmingham. They have 100 employees, including 22 enrolled on degree apprenticeships with Digital Native UK.

Crowberry Consulting Ltd
North West
Crowberry Consulting Ltd is sustainability consultancy based in Chorley, Lancashire. Established in 2006, they provide intelligence, integrity and inspiration to their customers and understand the value that apprenticeships add to their business.

KC Communications
Yorkshire and the Humber
KC Communications is a marketing and PR agency based in Huddersfield. Their team of seven includes two apprentices undertaking a Level 3 digital marketing qualification.

NetSupport
East Midlands
NetSupport is a global software solutions provider. They have 170 employees including 10 apprenticeships in marketing and support, working from offices in England, USA, Canada, Germany and Japan.

As more and more organisations of all sizes, across all sectors, turn to digital business solutions, digital apprenticeships have never been more relevant. That’s why the BCS is committed to raising standards through high quality, robust apprenticeships that will address skills gaps and give IT professionals the competencies to enable them to thrive in a fast-paced digital economy.

BPCS is the trusted end-point assessment organisation for the digital profession with over 21,000 registered apprentices and delivery of 10,000 end-point assessments. Our team, including full-time assessors who are experts in their field, focus on quality to ensure the apprenticeship experience is a positive one and can be relied on by both apprentices and employers.

We are proud to sponsor the National Apprenticeship Awards SME Employer of the Year 2020.

Snow-Camp Charity
South East
Snow-Camp Charity have 13 employees and 12 apprentices on the NVQitty activity leadership framework.

Rose Builders
East of England
Rose Builders is a family-owned building company, working throughout Essex and Suffolk. Employing 223 staff and 11 apprentices, they have opportunities in a number of disciplines, combining tradition and craft with innovation and efficient management.

Troup Bywaters +Anders
London
Troup Bywaters + Anders are a high-performance building services engineering consultancy. Established in 1818, they employ 400 people across eight UK offices, with apprenticeship and business support programmes now comprising 20% of their workforce.

As an apprentice completes their end-point assessment, to us that’s actually the beginning of the journey – not the end! BCS supports apprentices’ next steps in continuous professional development with direct entry into RITTech (Register of IT Professionals) and Associate Membership of BCS.

For more information, please go to bcs.org/digital-it-apprenticeships
AstraZeneca is one of the world’s most exciting global bio-pharmaceutical companies. From Scientists to Supply Chain, IT to Engineering, we’re on a mission to turn ideas into life-changing medicines that improve patients’ lives and benefit society. Based in over 100 countries, with over 70,000 employees worldwide, and 8,300 in the UK. We need great people who share our passion for science and have the drive and determination to meet the unmet needs of patients around the world.

Inspired by our values and what science can do, we are focused on accelerating the delivery of life-changing medicines that create enduring value for patients and society.

AstraZeneca is responding to a changing world and an increasing burden of disease by advancing one of the strongest and most productive pipelines in our industry and working to deliver life-changing medicines to patients around the world.

We are continuing to push the boundaries of science in search of solutions that prevent, treat, and even cure, some of the world’s most serious health challenges: cancer, diabetes, heart, kidney, respiratory and immunological diseases. Our focus is on driving growth by supplying medicines that can transform care and ensuring that they reach patients who need them in a way that brings wider benefits to society and the planet.

Guided by our values and behaviours, our people, including our apprentices, are empowered and inspired to thrive in an environment where they make a difference to patients, society and our company.

To find out more, visit careers.astrazeneca.com/students
Over 6,000 complete a British Army Apprentice Programme each year

Leads to a guaranteed job with starting salary of over £18K

Over 40 accredited roles ranging from IT to engineering, from catering to healthcare

The British Army inspires ordinary people to exceptional achievements through world leading training.

An employer provider of quality Apprentice Programmes for over 13 years, the British Army is forward looking and technologically advanced, ready for the challenges at home and overseas.

SEARCH ARMY APPRENTICE
By studying for a business administration programme to ensure smooth lifting of partners’ crude oil from production storage, while enabling optimal rates of production at the Asset.

His apprenticeship has allowed him to gain invaluable experience working with engineers and technicians. Alex has led international projects with some of the biggest organisations in the scientific research community and now the first apprentice to install beam instrumentation at CERN. He now looks forward to engage other young people into STEM careers.

Chris Jones
West Midlands
Chris Jones is an Engineering Technician in the experimental workshops at JCB where he is completing a Level 3 apprenticeship. Once qualified, he will be able to develop further by completing a higher education course, and become a multi-skilled and proactive individual. Chris exceeded employers’ expectations during his time on the world’s fastest tractor project, where he was able to take real ownership of his work and demonstrate his passion. He feels this apprenticeship was the best decision he has ever made.

Scott Murton
South West
Scott Murton completed an advanced level apprenticeship with the Submarine Delivery Agency and now works for them as a Surveyor. His 3-year apprenticeship has given him vital workplace experience through various placements and taught him a range of qualifications proving an NVQ Level 3 in marine engineering and an NVQ Level 3 in engineering techniques at support. Scott has mentioned higher aspirations and he hopes to complete a degree in mechanical engineering as well as additional workplace courses through the MoD.

Thomas Fearn
East Midlands
Thomas Fearn works for Apprentice Team Ltd and recently completed the Level 3 NVQ technician qualification. He originally started an apprenticeship to help secure employment and it has enabled him to progress much further than he could have imagined or thought he was capable of. He works to share his experience with others to inspire others to gain this qualification and demonstrate how apprenticeships can lead to exceptional careers. He is grateful that Apprentice Team Ltd is helping him realise his full potential.

Roseanna Harvey
South East
Roseanna Harvey works as a paralegal apprentice at Pemberton Greenish, and is currently studying for a law degree at the University of Essex. She is currently achieving a paralegal qualification.

I joined as an apprentice. I’m staying to be part of the future.
**ROYAL NAVY APPRENTICESHIPS**

The Royal Navy, Royal Marines and Royal Fleet Auxiliary offer 23 different Apprenticeships across 6 Sectors. As one of the largest UK Employer-Providers there is a role to suit all aspirations including Engineering, Hospitality and Digital. All new recruits join the Apprenticeship programme.

www.royalnavy.mod.uk/careers/apprenticeships

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**LEARN | DEVELOP | INSPIRE**

- Annual achievement rate of 88%, ranked 1st in the UK for providers with over 1000 apprentices
- Ranked 3rd in the Top 100 Apprenticeship Employers of 2020
- Learning Organisation: over 12% of all sailors are on an Apprenticeship Standard
into more diverse job roles. Expanding their apprenticeship offering investing in training technologies and designing a new apprentice training centre, time, cost and quality. They are currently enabling their work and ensuring delivery to in fulfilling critical skills needs in engineering, science and business. Based in Berkshire, they have 2,750 employees and 250 apprentices working across engineering, science and business. AWE plc has been training apprentices since 1952 and continue to be fundamental in fulfilling critical skills needs in engineering, enabling their work and ensuring delivery to time, cost and quality. They are currently designing a new apprentice training centre, expanding and expanding their apprenticeship offering into more diverse job roles.

**Hilton East of England**

Hilton is a hotel group with 6,800 staff within the UK. They currently have 2,200 apprentices working in hospitality, administration, management, catering and other fields across England. Since 2010, Hilton has developed approximately 1,300 apprentices and has seen a progressive increase year on year, with over a 100% increase in external apprentices in 2019-2020. They have been committed to developing and growing talent with the skills and experience they need to position the group for the future of the travel industry. Hilton is a leader in the delivery of high-quality care. They are able to attract the high calibre of people they need and unleash their potential. Their traineeship programme supports younger residents facing disadvantage in gaining employment, allowing them to understand the innovation and increase their potential, and this has helped to create a more representative of its population and a more responsive service provider.

**Mitchell & Butlers West Midlands**

Mitchell & Butlers is a hospitality organisation with over 44,000 employees working in various fields, from business administration to painting and decorating. The company has over 400 restaurants and manages over 800 staff. Since 2010, Mitchell & Butlers has been committed to developing and growing talent with the skills and experience they need to position the group for the future of the hospitality industry. Mitchell & Butlers offers a range of apprenticeship standards in various fields, including engineering, and data analytics.

**United Utilities North West**

United Utilities provides water and wastewater services to millions of customers across the North West. The company has over 5,000 employees and 186 apprentices, with over 500 in the engineering and plant maintenance sector. The company employs approximately 1,250 apprentices on programmes from RNDA, ACP, A Level and other apprenticeships. They employ 7,465 individuals at sites across the UK. Since 2010, United Utilities has developed approximately 1,200 apprentices and is seeing a progressive increase year on year, with over a 100% increase in apprentices in 2019-2020. The company currently has 2,740 apprentices working across the majority of the company’s operations. United Utilities is a leading water and wastewater services provider with a CQC Outstanding rating, their vision is to be a leader in the delivery of high-quality care. They are able to attract the high calibre of people they need and unleash their potential. Their traineeship programme supports younger residents facing disadvantage in gaining employment, allowing them to understand the innovation and increase their potential, and this has helped to create a more representative of its population and a more responsive service provider.

**Whitbread East Midlands**

Whitbread employs over 35,000 people in the UK and has 3,500 apprentices across 24 schemes. As the largest owner and operator of hotel rooms in the UK, Whitbread is a leader in the delivery of high-quality care. They are able to attract the high calibre of people they need and unleash their potential. Their traineeship programme supports younger residents facing disadvantage in gaining employment, allowing them to understand the innovation and increase their potential, and this has helped to create a more representative of its population and a more responsive service provider.

**Royal Air Force South West**

The RAF employs 34,000 people and has 3,500 apprentices across 24 schemes. The RAF is a space power delivery, the RAF needs a highly skilled and well-motivated workforce. Outgrowing people, continuously developing through-career, is at the heart of everything they do. Their first apprentice started in 1954 and has been in the RAF for almost 70 years. The RAF is one of 24 apprentice schemes ‘in-house’. Through world-class apprenticeship, the RAF are able to attract the high calibre of people they need and unleash their potential.

**Tyne and Wear NHS Foundation Trust**

This year they’re recruiting a record number of apprentices, who they see as vital in supporting the organisation’s strategy. The Trust employs 7,000 staff and has 313 apprentices on programmes from RNDA, ACP and other apprenticeships. They employ 3,500 people and have 3,500 apprentices across 24 schemes. As one of the largest health and disability Trusts in the UK, they are committed to developing and growing talent with the skills and experience they need to position the group for the future of the healthcare industry. Tyne and Wear NHS Foundation Trust is a leader in the delivery of high-quality care. They are able to attract the high calibre of people they need and unleash their potential. Their traineeship programme supports younger residents facing disadvantage in gaining employment, allowing them to understand the innovation and increase their potential, and this has helped to create a more representative of its population and a more responsive service provider.

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**AWE plc South East**

AWE plc works across the entire life cycle of trident. Based in Berkshire, they have over 5,000 employees and 250 apprentices working across engineering, science and business. AWE plc has been training apprentices since 1952 and continue to be fundamental in fulfilling critical skills needs in engineering, enabling their work and ensuring delivery to time, cost and quality. They are currently designing a new apprentice training centre, expanding and expanding their apprenticeship offering into more diverse job roles.

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In this Centenary year of its apprenticeship delivery, the Royal Air Force is proud to continue its provision of world-class training to its next generation of personnel across 24 trades.

Over 9,000 apprentices have started their Royal Air Force careers in the last 5 years.

“Being a part of the RAF Apprenticeships 100th year as an apprentice is an honour. It shows how the RAF adapts to the future by teaching the younger generations essential life skills as well as a trade role with a lot of experience. I have been able to advocate the benefits of an RAF apprenticeship within my community using myself as an example”

Raja Janjua
Aircraft Technician and RAF Centenary of Apprenticeships Awards Winner
AWE plc  
**South East**
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Childbase Partnership Limited  
**East Midlands**
Childbase Partnership Limited is an employee-owned group of 44 day nurseries. With 2,200 employees and 587 apprentices, mainly in childcare, Childbase is committed to an on-going pursuit of excellence and consistently outstanding outcomes, which can only be delivered by highly trained, motivated and engaged Early Years Practitioners. Following a whole company approach, they see in the process of increasing numbers and quality of provision through bespoke training opportunities and a new Training Academy opening January 2021.

Wakefield Council  
**Yorkshire and the Humber**
Wakefield Council has 4,995 apprentices and 314 apprentices across multiple disciplines, including administration, hairdressing, veterinary nursing, and management. They recognise that workforce development is crucial to their organisational development and apprenticeships are at the heart of that progression. Supporting career progression, succession planning and retention, whilst bringing in fresh ideas.

MTR Elizabeth line  
**London**
MTR Elizabeth line (MTREL) has almost 1,200 employees (50% of which are train drivers). A multi-award-winning organisation, their vision is to set a new UK transport standard, moving people and connecting communities better than anyone else.

Wessex Water  
**South West**
Wessex Water serves 2.8 million customers across south west England, and employs over 3,500 people including 160 apprentices. Building on a long history with apprenticeships, they offer opportunities from operational maintenance to engineering. It’s a strategy driven by their business need to secure economic growth and attract the next generation. They value apprentices for their future potential as well as the skills and benefits that strengthen their culture. From the day they enter, and are encouraged to develop, they offer an innovative apprenticeship programme.

**Technology is changing the world faster than ever before, and when combined with human ingenuity the potential is unlimited.**

At Accenture, we believe that bringing together different experiences and perspectives is what drives the most exciting innovation.

Join us for the perfect blend of intensive training and live project experience - and never stop learning new ways to build a better future.

**Apply now at accenture.com/ukapprentices**
Charlotte Brett  
**East of England**  
Charlotte Brett completed her apprenticeship at Mid-Essex Hospital and now works there full time in Medicine & Emergency Care. After working on a medical ward, with very low self-confidence, she was seconded to Infection Control for six months. There the ADoN offered her a full-time position.

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Howard Jackson  
**North West**  
Howard Jackson is a digital and technology degree apprentice, and financial services sector Senior Consultant for IBM. Passionate and driven, he has been at IBM for over five years and is eager to grow his career in the industry. Howard’s main hobbies are training in the gym and running. He also enjoys spending time with family and friends and is a big Chelsea FC fan. He likes to spend his holidays travelling to different countries and experiencing different cultures, which he finds very rewarding.

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Joshua Gatton  
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Joshua Gatton works within the engineering and construction sector at Wexsis Water as an apprentice project engineer. His apprenticeship allows him to gain the hands-on experience necessary to complete his Level 4 HNC in project management whilst working alongside highly experienced engineers and expanding his understanding of the processes and procedures involved in the industry. Afterward, he plans to enrol on an MEng in mechanical engineering and hopefully one day become a qualified Project Engineer.

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THE LLOYDS BANKING GROUP AWARD FOR RISING STAR OF THE YEAR

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Luke Munday  
**London**

Luke Munday completed his digital and technology solutions degree apprenticeship in 2020 at Accenture in London. He has undertaken numerous roles there, from automation testing to business analysis and has worked on various interesting projects. In his first year he was awarded the Associate Apprentice of the Year Award for exceeding client expectations and contributing to initiatives to continually improve the scheme. Since joining he has earned a degree, gained invaluable experience and was promoted three times.

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Max Tavinor-Kearney  
**South East**

Max Tavinor-Kearney is currently on the Level 6 chartered manager degree apprenticeship whilst working for Pearson PLC as a Business Development Manager. His apprenticeship has allowed him to gain a first-class degree in business management and provided invaluable practical skills which will aid him in his promotion. After starting as a Customer Success Consultant, Max now works within Pearson’s rapidly growing Virtual Schools Unit. He has developed strategic thinking and managerial skills, and outside his daytime role he manages to complete seminars in legal, marketing and research.

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Nihal Dhillon  
**West Midlands**

Nihal Dhillon is a Design Engineer at JCB World Headquarters where he is working towards a Level 6 mechanical engineering degree apprenticeship. As well as improving his platform to reach a BEng in mechanical engineering via the apprenticeship he will also provide four years of invaluable work experience, helping him progress to his ultimate goal of becoming a chartered engineer. The experience has given Nihal the ability to present his ideas to senior management and use his technical skills to support new cohorts of apprentices.

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**East Midlands**

Pym is working towards a Level 6 Chartered Management apprenticeship with Water as an apprentice construction manager. His apprenticeship allows him to gain the hands-on experience necessary to complete his Level 4 HNC in project management whilst working alongside highly experienced engineers and expanding his understanding of the processes and procedures involved in the industry.

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Acknowledgements

Thank you all for joining our broadcast this evening. We hope you have a wonderful time and enjoy hearing about, and celebrating with, our inspirational finalists.

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