



Apprenticeships

National Awards 2020

EXCELLENCE
IN APPRENTICESHIPS

WELCOME TO THE NATIONAL APPRENTICESHIP AWARDS 2020



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.

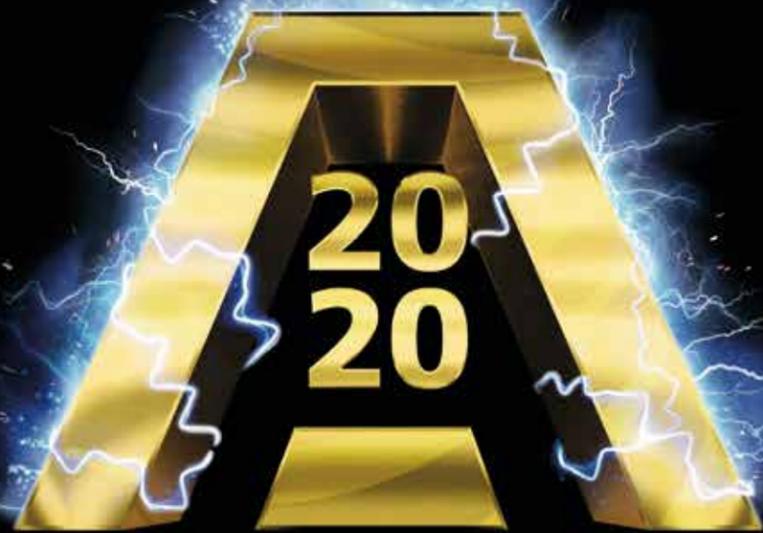
We hope you enjoy tonight's ceremony, which is unique in that it is the first time we have delivered this event virtually. The finalists have powerful stories, and it has been extremely difficult to select the winners. Every entrant should be proud of their contribution to this celebration.

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 unfaltering support this year – without them this event would not be possible.



PETER MUCKLOW
DIRECTOR OF APPRENTICESHIPS
EDUCATION AND SKILLS FUNDING AGENCY





EXCELLENCE IN APPRENTICESHIPS

THE NATIONAL APPRENTICESHIPS AWARDS, NOW IN THEIR SEVENTENTH YEAR, SHOWCASE AND CELEBRATE OUTSTANDING APPRENTICES, EMPLOYERS AND THOSE INDIVIDUALS WHO GO ABOVE AND BEYOND TO CHAMPION APPRENTICESHIPS.

Hosted by the National Apprenticeship Service, the awards recognise excellence in businesses that grow their own talent with apprenticeships, apprentices who have made a significant contribution to their workplaces and individuals who champion apprenticeships.

They showcase the diverse and growing range of sectors engaged with apprenticeships, whilst celebrating the achievements of outstanding apprentices, apprentice employers and individuals to inspire others to follow in their footsteps and champion apprenticeships across England.

In the following pages you will be able to find out more about our national finalists, who are all regional winners in their category.

YOUR HOST



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.

APPRENTICES ON THE FRONT LINE

PRESENTED BY



IN ASSOCIATION WITH Apprenticeships



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



Ministry of Defence

SPECIAL RECOGNITION AWARD PRESENTED BY THE ARMED FORCES

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.





THE BCS, THE CHARTERED INSTITUTE FOR IT AWARD FOR SME EMPLOYER OF THE YEAR

Combe Pafford
South West



Combe Pafford is a special school with 127 employees in Torquay. They currently employ 10 intermediate, advanced and higher apprentices in a variety of disciplines including hospitality and ICT.

Combe Pafford are strongly committed to offering apprentices a range of experiences and are proactive in supporting those with additional needs. They see their apprentices as good role models for SEN pupils and measure success by looking at an individual's journey and progress, wherever and whatever these may be.

Crimson Limited
West Midlands



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

Their holistic apprenticeship programme is at the heart of their strategic growth plan, creating successful, rounded tech professionals. Apprenticeships helped them solve their original business problem - a shortage of Microsoft Consultants and today their apprentices bring fresh perspectives and encourage innovation and creativity in helping clients navigate the Fourth Industrial Revolution.

Crowberry Consulting Ltd
North West



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

Since they began recruiting apprenticeships in 2012, they have been able to upskill their team and invest in talent management as a core part of their growth strategy.

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.

They firmly believe that the key to professional and personal success at any stage in life is learning, and are committed to investing in their colleagues at all levels. Their apprentice training package includes a considerable amount of internet resource and financial investment and they are passionate about helping to realise their colleagues' career ambitions.

NetSupport
East Midlands



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

NetSupport's apprenticeship scheme provides a great way to introduce students to the IT industry and create a talent pool for the future. Apprentices bring new ideas and help shake up the perception of the IT sector, and by working in a real, paid job they can contribute to company revenue and benefit from long-term loyalty.

Rose Builders
East of England



Rose Builders is a family-owned construction company, working throughout Essex and Suffolk. Employing 203 staff and 11 apprentices, they have opportunities in a number of disciplines, combining tradition and craft with innovation and efficient management.

The construction industry is facing a national skills shortage but Rose Builders are producing their own homegrown skilled workforce through strong relationships with local schools, colleges, MOD and local authorities and an environment where staff can exceed expectations.

Snow-Camp Charity
South East



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

Working at indoor snow centres in England and Scotland, they give disadvantaged young people the opportunity to learn how to ski or snowboard, along with life-skills training, mental health support, qualifications, work experience and volunteering opportunities.

Since 2013, their programmes have been co-delivered by apprentices, a unique form of training that allows young people to teach and support each other - whilst providing vital support to even more young people in-need.

Troup Bywaters + Anders
London



Troup Bywaters + Anders are a high-performing building services engineering consultancy. Established in 1958, they employ 240 people across eight UK offices, with engineering and business support apprentices now comprising 20% of their workforce.

Their apprenticeship programme is the soul of their partnership, bringing energy to established teams, who take pride in nurturing and developing talent. They believe it's about instilling a sense of commitment, as well as passing on knowledge, and this ethos is what makes their partnership so strong and unique.



DIGITAL IT APPRENTICESHIPS FROM BCS

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.

BCS 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.

When 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 onto RITTech (Register of IT Professionals) and Associate Membership of BCS.

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



For more information, please go to [bcs.org/digital-it-apprenticeships](https://www.bcs.org/digital-it-apprenticeships)



THE ASTRAZENECA AWARD FOR INTERMEDIATE APPRENTICE OF THE YEAR

Abubakar Siddique South East



Abubakar Siddique works as a Building and Structural Finisher for the Royal Engineers in the British Army.

He is a motivated individual who is passionate about his job. He has accomplished everything, personally and professionally, with 100% commitment and passion to get the best possible results. He really enjoys being part of a team but doesn't shy away from voicing his individual opinion if he believes it to be beneficial. Abubakar has the drive to go that extra mile when required and conduct everything to the best of his capability.

Aron Marshall East Midlands



Aron Marshall works as an HGV Class 2 Driver for Co-op at Castlewood Depot in the East Midlands.

His apprenticeship provided him with a more rounded, broad training which increased his awareness of the need for great customer service and interaction with his customers. He developed understanding of the role as a brand ambassador, learning how his behaviour behind the wheel of a Co-op branded vehicle impacts on the public perception of the business as a whole.

John Brookes West Midlands



John Brookes is a catering assistant at Harden Hall in Walsall and is currently working towards Level 2 hospitality team member apprenticeship. He is sure that anyone interested would jump at the opportunity to be an apprentice after hearing about his experience.

The apprenticeship has given him the passion and drive to achieve his dream of setting up his own catering business. The hands-on experience has been amazing, and he has also learnt about respect, dignity and teamwork – and how working on all three helps promote a great working atmosphere for all. John has gained so much more than just a qualification and is grateful to have had this opportunity.

Joshua Foord London



Joshua Foord is a plant maintenance apprentice for Sunbelt Rentals in Barking. He has completed his NVQ Level 2 and will soon enrol on a Level 3.

Working on machines ranging from 0.8 tonne excavators to 125ft booms, the apprenticeship has enhanced his mechanical and electrical knowledge, whilst also building his confidence and developing his team skills. He has taken on additional responsibilities to develop his management skills such as mentoring the other apprentice, and hopes to eventually become a Depot Manager.

Maisey Hammond South West



Maisey Hammond has just completed a Level 2 apprenticeship in business administration with Stroud District Council in Gloucestershire.

Maisey believes that the apprenticeship pathway has given her the information and inspiration she needed, enabling her to become more confident, more professional and more proactive in finding the right career path. Not only has she received outstanding feedback from her team but she has also been able to create her own brand and website, generating a small additional income.

Rachel Burke North West



Rachel Burke works at Stockport Homes within the customer finance team, whose goal is to maximise cash collection through supporting customers. After starting as an apprentice she was happy to accept a full-time position 12 months later.

Rachel lives with her family in Stockport and has always enjoyed socialising and working, doing magazine packing and office work in her school holidays. A big part of her life has been sports and Scouts, where she has been a Young Leader and taken part in camps, netball and athletics.

Robert Carter North East



Robert is an intermediate apprentice at the Ashington Branch of the Newcastle Building Society. Prior to his apprenticeship, he was struggling financially, studying at college whilst working a weekly shift at a garage. After joining the Prince's Trust, Robert received the personalised support he needed and is now studying for a business and finance degree whilst completing his apprenticeship. He has a customer satisfaction rating of 96% and is a fantastic example of what young people can achieve even with a challenging start.



Astrazeneca

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





THE BRITISH ARMY AWARD FOR LARGE EMPLOYER OF THE YEAR

Community Homes of Intensive Care and Education Limited South East



Community Homes of Intensive Care and Education Limited supports adults with complex needs. They have 1,900 employees – including 92 completing adult social care apprenticeships – and pride themselves on investing in first class learning opportunities.

Apprenticeships form a large part of their talent management, with the majority of entry level apprentices promoted into senior positions within 18 months. They believe apprenticeships are vital for competitive advantage, ensuring their employees gain the skills needed to support their service users, the most vulnerable people in society.

Covance Laboratories Ltd Yorkshire and the Humber



Covance Laboratories Ltd is a medical research company with 2,633 employees. They offer apprenticeship standards in a number of disciplines including business, science and animal welfare, and see apprenticeships as the perfect way to support people into the industry and prepare for the future.

Their existing programme has allowed them to reap the benefits of a strong development culture as well as be a role model for the sector, increasing talent pipelines, planning succession and ensuring their workforce reflects the diverse communities they operate in.

Coventry Building Society West Midlands



Coventry Building Society is a mutually-owned financial institution based in Coventry. They have approximately 2,700 employees including 36 undertaking apprenticeships in a range of standards in finance and IT.

Passionate about enabling a lifelong learning culture, they recognise the critical role apprenticeships play in talent planning, allowing skills gaps to be effectively filled. They see their apprentices as vital to their future success and are committed to creating a place where their people can be brilliant, belong and grow with them.

Flagship-Group East of England



Flagship-Group are a social housing company employing 1,400 staff and 85 apprentices in business and administration, construction, legal, accounting, manufacturing, IT, digital and finance.

Investing in their talent pipeline has helped them meet future business needs and customer requirements. A culture of excellence and homegrown talent is helping to counteract their aging workforce and pioneer growth through innovative skills, knowledge and behaviours. Their apprentices have provided outstanding leadership on key projects, contributing to their goal of ending homelessness in the East of England.

Home Group North East



The Home Group build homes, independence and aspirations for customers and communities. They have 2,500 colleagues nationwide and offer 130 apprentice roles a year across 22 different standards.

Their apprenticeship programme is shaped to recognise diversity and give opportunities to those disadvantaged in the job market, and 61% of their opportunities are filled by disadvantaged groups. All apprentices are guaranteed a job and they are proud to have expanded their programmes during COVID, whilst keeping 100% of existing apprentices employed and motivated.

Motus Commercials East Midlands



Motus Commercials are a truck dealership group with 1,400 employees nationwide. This includes 104 apprentices working in a number of disciplines including vehicle maintenance, parts, business admin, customer service, team leading and HR.

They are extremely proud of their apprenticeship programme and the passionate culture they have developed around bringing young people into the business and supporting them into lifelong career opportunities. Their vision is to make apprenticeship training a pathway for all people looking to develop professionally.

MTR Elizabeth line London



MTR Elizabeth line (MTREL) has almost 1200 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.

As an industry-leading, best practice apprenticeship employer, almost half of their workforce have undertaken or are currently completing innovative apprenticeships. Available at Levels 1 to 5, apprenticeship disciplines range from train driving to project management, as well as a variety of Head Office functions.

WEC Group North West



WEC Group is an engineering company with around 850 staff and 60+ apprentices in advanced disciplines including welding/fabrication and mechanical engineering. They are fully committed to investing in apprenticeships to fill the skills gap and drive their own growth, and since opening their Academy in 2006, have grown from 200 to 850 staff. This proactive approach means they now have some of the best welders/fabricators in the UK, as evidenced by the highest scores ever recorded at WorldSkills UK twice in a row.

Wessex Water South West



Wessex Water serves 2.8 million customers across south-west England, and employs over 3,000 people, including 160 apprentices.

Building on a strong history with apprenticeships, they offer opportunities from intermediate to masters. 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 day one, and are currently developing programmes to help future-proof their technical skills requirements.

APPRENTICESHIPS IN THE ARMY

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





THE BT AWARD FOR ADVANCED APPRENTICE OF THE YEAR

Alexander Bor
London



Alexander Bor currently works as a Shipping Coordinator for BP whilst studying for an advanced apprenticeship. His role includes creating and managing shipping programmes to ensure smooth lifting of partners' crude oil from production storage, while enabling optimal rates of production at the Asset. By studying for a business administration apprenticeship, he will also gain an excellent, well-rounded understanding of business fundamentals to aid him in his career going forward.

Alex Headspith
North West



Alex Headspith completed an advanced apprenticeship in mechanical engineering and now works full-time as a Mechanical Technician at STFC Daresbury Laboratory. 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 was the first apprentice to install beam instrumentation at CERN. He now draws on his experience 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.

Emma Sisman
Yorkshire and the Humber



Emma Sisman works full time as a quality engineer apprentice at Niftylift. Her advanced apprenticeship allows her to progress onto a degree apprenticeship in engineering whilst gaining valuable experience working alongside other skilled and knowledgeable colleagues. Emma also works with other people outside of her department to get a better understanding of the various processes within the organisation. During her apprenticeship, she has gained confidence through her involvement in different projects within the company, such as the ABB installation project.

Joseph Little
North East



Joseph Little works for South Tyneside Homes as a plumbing apprentice and is currently doing an NVQ Level 3 in gas and appliances. He enjoys being relied upon by his team and helping customers on a daily basis. Having completed his plumbing and heating NVQ 2, Joseph is happy to be progressing and expanding his knowledge and experience. As an apprentice ambassador he helps to promote apprenticeships and hopes that in the future he will also have his own apprentices to train and develop.

Rebecca Arnott
East of England



Becky Arnott is a Business Administrator for PJ Care. She is enjoying her apprenticeship and learning new things every day. Her computer skills have improved immensely, as have her general administration skills, and she is always ready to go the extra mile. Rebecca is committed to completing her apprenticeship and using her newfound confidence to realise her potential. Her employer cannot praise her enough and say they would not run as efficiently as they do without her.

Roseanna Harvey
South East



Roseanna Harvey works as a paralegal apprentice at Cripps Pemberton Greenish, and is currently working towards a paralegal qualification. Her apprenticeship has allowed her to work through a legal career path alongside her university studies, and she will continue onto the Solicitor Apprenticeship to qualify as a lawyer in 2026. With two years of hands-on experience already, she is excited to gain more knowledge and has assisted on a range of external and internal projects, including charity events and discussions with local MPs.

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 given him a range of qualifications including an HNC in marine engineering and an NVQ Level 3 in engineering technical support. Scott has mentored other apprentices and GCSE students 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 team/leader supervisor 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 wants to share his experience with others to inspire them and demonstrate how apprenticeships can lead to exceptional careers. He is grateful that Apprentice Team Ltd is helping him realise his full potential.



I joined as an apprentice. I'm staying to be part of the future.

BEYOND LIMITS

bt.com/earlycareers



THE ROYAL NAVY AWARD FOR HIGHER OR DEGREE APPRENTICE OF THE YEAR

Braidey Greenbank Yorkshire and the Humber



Braidey Greenbank is a full-time Associate Development Scientist at Croda and has just completed a degree-level apprenticeship in chemical science. Having gained invaluable work experience in the chemical sector, Braidey will now be promoted to a fully qualified development scientist and continue to learn about her role and others in different disciplines on site. She has gained confidence through speaking to key influencers such as Croda's CEO and is being supported in all the training and development she wishes to undertake.

Eleanor Murray South East



Eleanor Murray is currently full-time at BT in the security behaviours and engagement team, where she is working towards the cyber security technical professional integrated degree apprenticeship.

BT has supported her through both higher and degree apprenticeships, combining technical learning with her daily role whilst building her confidence. She regularly engages with BT's senior leaders and other stakeholders and has incorporated these people skills into her volunteering life, completing her Girlguiding's leadership qualification and running her own group.

Harriet Willsher North West



Harriet Willsher works for IBM within the Information Technology sector. Having undertaken a junior management consultant apprenticeship she is now finishing a chartered manager degree. Harriet is passionate about digital innovation and a valued colleague at IBM, thanks to her expertise in IBM Garage, the future way of working. She is recognised as a rising star who is driving her own career whilst supporting others to do the same.

Joshua Jackson London



Joshua Jackson works as a Quantity Surveyor for the Breyer Group, a role that includes attending client and contractor meetings, producing cashflows, procuring sub-contractors and identifying and providing cost changes and variations.

He has held three previous job titles and learnt many skills during his apprenticeship, including leadership, teamwork and problem solving. The next step will be completing his professional membership and accreditation with Royal Institution of Chartered Surveyors in 2021.

Laurie Weatherall East of England



Laurie Weatherall is a third year business and supply chain degree apprentice working as a Global Material Planner at GSK Ware.

Her apprenticeship allows her to work towards her degree in an environment where she learns invaluable life and business skills from industry experts who share her values and expectations. Highly valued for her endless enthusiasm, hard work and commitment, she has built communication skills and confidence and enjoys developing herself whilst acting as a role model to others.

Manoj Vadher West Midlands



Manoj Vadher works full time as a Head of Reliability and Knowledge at Royal Mail. He is currently working towards a Level 7 masters apprenticeship in managing in technology based industry.

Manoj has exceeded his employer's expectation by implementing learnings nationally, and has taken responsibility for organisational change in Engineering and Fleet. He has gained confidence through the application and involvement at a senior level and is a role model and business champion, promoting apprentices internally and externally.

Robbie Adams South West



Robbie Adams works delivering complex IT programmes for IBM whilst completing his technology and management degree apprenticeship with Exeter University.

The apprenticeship has allowed Robbie to accelerate his career, tailoring his education to his daily role and career goals. Learning on and off the job has allowed Robbie to develop invaluable experience, which he now uses to successfully deliver complex IT transformation programmes and drive value both for IBM and its clients.

Ross Irvine East Midlands



Ross Irvine works for Wincanton PLC on the Wickes customer delivery contract, as Regional Operations Manager for London.

Following his apprenticeship, he worked outside of his own contract, giving him exposure to lots of experienced colleagues. He has since contributed to his workplace by managing projects, influencing his peers, managers and customers and is taking on a new challenge of engaging subcontracted haulers across a larger region. He is passionate about being a role model for other apprentices of all ages.

Tyler McKeown North East



Tyler McKeown is working towards a Level 6 laboratory scientist apprenticeship in analytical chemistry with Sterling Pharma Solutions.

His apprenticeship has changed him in many positive ways. He has an outstanding work ethic and is the type of person that will always go the extra mile to make sure he produces the highest quality work on time. He is 100% committed to the programme and his own apprenticeship, as evidenced by his impressive results and new role as an apprenticeships ambassador.

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



- 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

LEARN | DEVELOP | INSPIRE



PRINCESS ROYAL
TRAINING AWARD
2019





THE QA AWARD FOR MACRO EMPLOYER OF THE YEAR

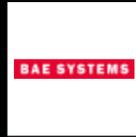
AWE plc South East



AWE plc works across the entire life cycle of trident. Based in Berkshire, they have over 5500 employees and 230 apprentices working across engineering, science and business.

AWE plc has been training apprentices since 1952 and they 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, investing in training technologies and expanding their apprenticeship offering into more diverse job roles.

BAE Systems plc London



BAE Systems is a global aerospace, defence and security company, with 34,000 employees at sites across the UK. They offer 50 apprenticeship programmes, employing 2025 apprentices in England alone.

BAE Systems are proud of their apprentices and apprentice provision, equipping learners with the skills and experience they need to flourish and provide expertise vital to the UK economy. The success of their programmes has encouraged them to continue innovating and this year they're recruiting a record number of apprentices despite difficult economic conditions.

Cumbria Northumberland Tyne and Wear NHS Foundation Trust North East



Cumbria Northumberland Tyne and Wear NHS Foundation Trust is one of the largest mental health and disability Trusts. They employ 7,000 staff and have 313 apprentices on programmes from RNDA, ACP, CS practitioner and senior leaders.

With a CQC Outstanding rating, their vision is to be a leader in the delivery of high-quality care. By using apprenticeships as a way to think and act differently about opportunity, their hybrid approach will help them meet workforce planning in terms of numbers and skills.

Hilton East of England



Hilton is a hotel group with 6,800 staff within the UK&I managed estate. They currently have 274 apprentices working in hospitality, administration, management, facilities and fitness across Levels 2 to 5.

Since 2010, Hilton have developed approximately 1,300 apprentices and seen a progressive increase year on year, with over a 100% increase in external apprentices in 2019/2020 compared to the previous year. Hilton are committed to developing and growing talent during and after Covid, giving everyone at various levels the opportunity to succeed and progress their career.

Mitchells & Butlers West Midlands



Mitchells & Butlers is a hospitality organisation with over 44,000 employees nationwide. Offering over 20 apprenticeship standards in hospitality and corporate roles, they have successfully grown their programme over four years to almost 10,000 apprentices nationwide.

Apprenticeships are integral to their organisation's strategy. Whilst other companies made redundancies after the first lockdown, Mitchells & Butlers protected and continued to recruit apprentices, who they see as vital in making them competitive, innovative and ensuring they emerge from the global pandemic stronger than ever.

Royal Air Force South West



The RAF employs 34,000 people and has 3,500 apprentices across 24 schemes.

At the forefront of air and space power delivery, the RAF needs a highly skilled, committed and motivated workforce. Outstanding people, continually developed through-career, are at the heart of everything they do. Their first apprentice started in 1920 and today the majority of recruits complete 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.

Sheffield City Council Yorkshire and the Humber



Sheffield City Council employs 7,465 individuals including 291 apprentices, in a range of fields, from business administration to painting and decorating. They feel that apprenticeships are essential to bringing in new skills and fresh ideas, and developing committed and dedicated staff members.

Their traineeship programme supports younger residents facing disadvantages in gaining employment, allowing them to understand the organisation and showcase their potential, and has helped make Sheffield City Council more representative of its population and a more responsive service provider.

United Utilities North West



United Utilities provides water and wastewater services to 7 million customers across the North-West. They have over 5,000 employees and 186 apprentices, across disciplines including engineering, and data analytics.

This scheme is their future talent pipeline and with a success rate of 96%, their diversification into new apprentice standards since 2014 highlights how they have embraced apprentices across the business. As the only Employer/Provider in the water sector, United Utilities lead the way in minimising the impact of the current pandemic on apprentices.

Whitbread East Midlands



Whitbread employs over 35,000 people in 870 hotels and over 400 restaurants around the UK. It serves over five million customers every month and has over 1200 apprentices on standards.

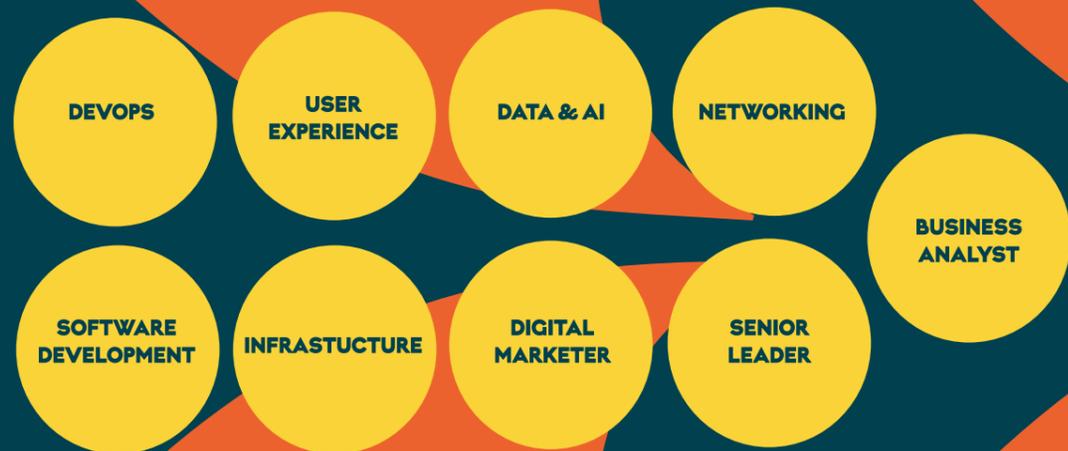
Whitbread was founded by an apprentice and developing people is paramount within their strategy. They believe that investment into their business starts with investment in their people, and rely heavily on apprenticeships to create their future leaders. They have tangible data showing that retaining teams and offering development opportunities improves guest experience and profitability.



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THE ROYAL AIR FORCE AWARD FOR APPRENTICESHIP CHAMPION OF THE YEAR

Alison Galvin South East



Alison Galvin is the Founder and Chief People Officer at Invotra Ltd, a leading SaaS provider of enterprise intranet and portals.

Apprenticeships have been at the very heart of the company since 2011 and have been fundamental in helping them grow and scale their business. Their programme has won the National Apprenticeship Awards SME of the year along with numerous others awards. Alison actively acts as an apprenticeship ambassador as well speaking regularly to organisations on the value of apprentices.

Dorothy Alexander Yorkshire and the Humber



Dorothy Alexander is the Apprenticeship Specialist for Anchor Hanover, covering all business areas. She feels truly privileged to be in her role, having been part of the programme since it was launched five years ago.

She has had the opportunity to keep apprentices engaged and motivated and is proud to see so many success stories. Aspirations keep on growing their apprenticeship offer and Dorothy wants to help build a pipeline of talent, not just for Anchor Hanover but the health sector in general.

Jenny Taylor London



Jenny Taylor is the leader of IBM UK's Early Professionals Programmes, and the Chair of the Digital and Technology Solutions Level 6 Degree Apprenticeship Trailblazer.

She is passionate about enabling young people from all backgrounds to aspire to exciting and fulfilling career opportunities through apprenticeships and alongside creating a high-quality apprenticeship programme she also promotes apprenticeships on national TV, radio, the national press, social media and in speaking engagements.

Laura Bennett West Midlands



Laura Bennett is a Consultant for LBU Consulting and HR & Apprenticeship Lead at NHSBT.

Championing apprenticeships across the UK, she is extremely proud to be part of the Advanced Therapies Apprenticeship Community (ATAC), a small team delivering ATAC on behalf of CGT Catapult. From starting as an apprentice, herself, she has personally seen the benefits that they can bring and how rewarding this route can be. Her vision is for apprenticeships to be considered as easily as other routes when considering careers, talent and development.

Melissa Garratt East of England



Melissa Garratt is a Senior Engineer currently working in the mechanical improvement team at MBDA. Having completed an apprenticeship herself, she is passionate about paying back some of the opportunities she had and making each apprenticeship the best it can be.

Outside work, Melissa volunteers her time judging another Awards program. She loves hearing about the amazing work apprentices are completing across the country, and the impact apprenticeships have had on individuals, both personally and professionally.

Neil Wainwright-Farrar North West



Neil Wainwright-Farrar is Head of Learning & Development at Clarity Travel. As Head of Learning and Development at Clarity, he champions apprentices on the Travel Consultant Standard and his job is to be a fully committed advocate of apprenticeships across the wider travel industry too.

Neil believes one of his greatest privileges is taking people through the entirety of their apprenticeship journey, and his approach centres around development and promotion – shaping the way the industry approaches apprenticeships and speaking about the benefits at its largest events.

Paula McMahon North East



Paula McMahon is a former Cleveland County Council civil engineering apprentice who now works as an engineer and Regional Supervising Officer for Sir Robert McAlpine at the A19 BDFO Site in Billingham.

She knows from personal experience that apprenticeships are a great way to learn, earn and gain experience and working from home has allowed her to do more than ever. She is pleased to have been able to engage with teachers and other STEM Ambassadors, and educate them on the benefit of apprenticeships.

Simeon Powell East Midlands



Simeon Powell completed a higher apprenticeship in accounting and now works as the new Training Manager for Motorpoint, Derby in the retail sector.

He is convinced his own apprenticeship gave him the most well-rounded way of developing people in their careers, giving him transferable skills that he uses in his role as an ambassador today. As former Chair of the East Midlands YAAN, Simeon says that being part of such a fantastic group changed his life.

ROYAL AIR FORCE APPRENTICESHIPS

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





THE ACCENTURE AWARD FOR RECRUITMENT EXCELLENCE OF THE YEAR

AWE plc South East



AWE plc works across the entire life cycle of trident. Based in Berkshire, they have over 5500 employees and 230 apprentices working across engineering, science and business.

AWE plc have been training apprentices since 1952 and they 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, investing in training technologies and expanding their apprenticeship offering into more diverse job roles.

Childbase Partnership Limited East Midlands



Childbase Partnership Limited is an employee-owned group of 44 day nurseries. With 2,000 employees and 187 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 are in the process of increasing numbers and quality of provision through bespoke training opportunities and a new Training Academy opening January 2021.

County Durham and Darlington Fire and Rescue Service North East



CDDFRS responds to emergency calls from 18 locations. They employ 550 staff, approximately 25% of which are currently on a range of apprenticeship standards.

They have seen an increase in the diversity of their workforce, as well as increased engagement with younger people, who see them as a professional and inclusive organisation offering a rewarding long-term career. They believe the apprenticeship programme delivers a more rounded employee who is a role model for the Service's values and behaviours.

Lancashire and South Cumbria Foundation Trust North West



Lancashire and South Cumbria Foundation Trust serve a population of 1.8 million. They have around 6700 employees and around 250 active apprentices in a wide range of clinical and non-clinical roles.

The NHS faces a number of long-term staffing shortages, and apprenticeships are the ideal way to bring in new talent and provide training towards key roles. The Trust has a robust apprenticeship package which provides apprentices with a supportive environment and an embedded internal 'apprentice network'.

Mitchells & Butlers West Midlands



Mitchells & Butlers is a hospitality organisation with over 44,000 employees nationwide. Offering over 20 apprenticeship standards in hospitality and corporate roles, they have successfully grown their programme over four years to almost 10,000 apprentices nationwide.

Apprenticeships are integral to their organisation's strategy. Whilst other companies made redundancies after the first lockdown, Mitchells & Butlers protected and continued to recruit apprentices, who they see as vital in making them competitive, innovative and ensuring they emerge from the global pandemic stronger than ever.

MTR Elizabeth line London



MTR Elizabeth line (MTREL) has almost 1200 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.

As an industry-leading, best practice apprenticeship employer, almost half of their workforce have undertaken or are currently completing innovative apprenticeships. Available at Levels 1 to 5, apprenticeship disciplines range from train driving to project management, as well as a variety of Head Office functions.

Rose Builders East of England



Rose Builders is a family-owned construction company, working throughout Essex and Suffolk. Employing 203 staff and 11 apprentices, they have opportunities in a number of disciplines, combining tradition and craft with innovation and efficient management.

The construction industry is facing a national skills shortage but Rose Builders are producing their own home-grown skilled workforce through strong relationships with local schools, colleges, MOD and local authorities and an environment where staff can exceed expectations.

Wakefield Council Yorkshire and the Humber



Wakefield Council has 4,993 employees and 374 apprentices across multiple disciplines, including administration, horticulture, social care and leadership and management.

They recognise that workforce development is crucial to their organisational development and apprenticeships are at the heart of that progress, supporting career progression, succession planning and recruitment, whilst bringing in fresh ideas. With substantial local deprivation, apprenticeships help Wakefield Council offer their young people opportunities they would not usually have.

Wessex Water South West



Wessex Water serves 2.8 million customers across south-west England, and employs over 3,000 people, including 160 apprentices.

Building on a strong history with apprenticeships, they offer opportunities from intermediate to masters. 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 day one, and are currently developing programmes to help future-proof their technical skills requirements.

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THE LLOYDS BANKING GROUP AWARD FOR RISING STAR OF THE YEAR

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 for Medicine and Emergency Care saw value in her work and offered her a full-time position. This gave her the confidence boost she needed and led to her starting an apprenticeship, for which she achieved a distinction.

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.

Joshua Gatton *South West*



Joshua Gatton works within the engineering and construction sector at Wessex 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 procedures and processes involved in the industry. Afterwards he plans to enrol on an HNC in mechanical engineering to hopefully one day become a qualified Project Engineer.

Jordan Brosnan *North East*



Jordan Brosnan currently works as a Reliability Engineer at Coca-Cola European Partners and recently completed his degree in engineering management.

Jordan has three children, who have been a big driver in his need to succeed, since having children at such a young age is often accompanied by a stigma. His partner has supported him greatly throughout his apprenticeship and was always understanding of his personal need to succeed, for both himself and his family.

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 Accenture Apprentice of the Year Award for exceeding client expectations and contributing to internal initiatives to continually improve the scheme. Since joining he has earned a degree, gained invaluable experience and been promoted three times.

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 led to a number of promotions. 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 has managed to complete secondments in legal, marketing and research.

Nicola Scott *Yorkshire and the Humber*



Nicola Scott works full time in the Asda Brand Product Development department whilst she completes her apprenticeship foundation degree qualification in food professional practices.

Whilst giving her invaluable knowledge and experience, she doesn't currently work within the food department, so her apprenticeship commitment is above and beyond her day job. Nicola's apprenticeship has given her the skills to be able to adapt to the needs of the business by being comfortable working across all areas of product development within Asda.

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 providing the platform to reach a BEng in mechanical engineering the apprenticeship will 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 members of staff, as well as aid other apprentices and students in their careers.

Pym Westrik *East Midlands*



Pym is working towards a Level 6 chartered quantity surveying apprenticeship with Highways England and Nottingham Trent University. Combining his studies with time on live construction schemes will give him the preparation he needs for the next step in his career, sitting the Assessment of Professional Competence with the Royal Institute of Chartered Surveyors.

Pym is responsible for a portfolio of schemes and multiple contractors' accounts, and he enjoys the variation of the job as well as supporting new cohorts of apprentices.



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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.

We would like to add an extra thank you to:

OUR NATIONAL JUDGES

Diahann Abraham

Annette Allmark

Emma Barbour-Johnston

Sally Beck

Sam Black

Jane Burgess

Stuart Campbell

Sasha Chhokar

Kasim Choudhry

Christine Dobbs

John Druce

Jean Duprez

Nigel Fenn

Charlotte Fisher Morecroft

Alistair Head

Susan Hickey

Emilia Hoyle

Charlotte Hughes

Lucy Hunte

Nic Hutchins

Cali Ibrahim

Amy Kyme

Kathryn Marshall

Martin McMaster

Paul McSherry

Isa Mutlib

Matthew O'Conner

Julie Parsell

Fiona Parsons

Tatiana Peters

George Ritchie MBE

Alpa Ruparelia

Janet Smallbone

Sue Thain

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