



Apprenticeships

National Awards 2021

EXCELLENCE
IN APPRENTICESHIPS



20
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A VERY WARM WELCOME TO THE 18TH ANNUAL NATIONAL APPRENTICESHIP AWARDS.

This ceremony is about celebrating the tremendous benefits that apprenticeships bring to both individuals and employers. The last 18 months have brought immense challenges for all of us, but even in these difficult times, we have received over 1000 entries to the 2021 National Apprenticeship Awards. We want to thank each and every one of you for your highly valued contribution to the Awards, which showcase the outstanding wealth of apprenticeship talent that we have across the country.

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. Our high-quality apprenticeships address skills shortages for employers and deliver the technical and professional skilled workers that are increasingly important for economic recovery and productivity.

They offer individuals opportunities to earn and learn, training for a wide variety of occupations whilst also building the transferable skills they need for career progression to the highest level, including through degree apprenticeships. And apprenticeships now operate within a developing framework of technical education, with participants joining from and progressing into a widening range of other programmes including Traineeships, Bootcamps, T Levels and Higher Technical Qualifications.

We celebrate the fact that apprenticeships are available for everyone, regardless of background, age, gender and circumstances. We particularly want to ensure that the experience of being an apprentice, and the outcomes from apprenticeships, are great for people who can experience disadvantage or discrimination, for example apprentices with disabilities or learning difficulties or from black, Asian or minority ethnic backgrounds.

We hope you enjoy tonight's ceremony, which is unique in that it is the first time we have delivered this event in a hybrid manner, with guests joining us in Euston Square and across the country. 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 and the whole Department for Education I would like to express enormous gratitude to all entrants and our ambassadors who have supported the awards and to tonight's host, BBC presenter 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, Department For Education



EXCELLENCE IN APPRENTICESHIPS

The National Apprenticeships Awards, now in their eighteenth year, showcase and celebrate outstanding apprentices, employers and those individuals who go above and beyond to champion apprenticeships.

Hosted by the Education and Skills Funding Agency, 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 benefit from the many opportunities that apprenticeships offer.

Tonight, we will celebrate and recognise the very best apprenticeship employers, apprentices, and apprenticeship champions from across England.

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

YOUR HOST: **DAN WALKER**



Dan Walker has been at the helm of the UK's most popular morning TV show – BBC Breakfast – since 2016. Dan presented BBC One's award-winning Football Focus for 12 years, before hanging up his boots at the end of last season. He still regularly presents Match of the Day. He also currently hosts BBC One's The NFL Show alongside former players Jason Bell and two-time Super Bowl winner Osi Umenyior.

In Autumn 2021 Dan joined the cast of BBC 1's most popular entertainment show, Strictly Come Dancing.

Over the course of his career, 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 London 2012, Rio 2016 and Tokyo 2021.

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.

How will you navigate our world, your way?

At EY, your curiosity can build the world we all imagine. Explore our work experience and apprenticeship opportunities for a career that counts, an experience that challenges you and a team that empowers you to share your voice, whilst helping other find theirs.

Your career story is just beginning. We'll help you write it with the scale, teams and technology to build a career as unique as you are.

Our world. Your way.

ey.com/uk/students



The better the question.
The better the answer.
The better the world works.

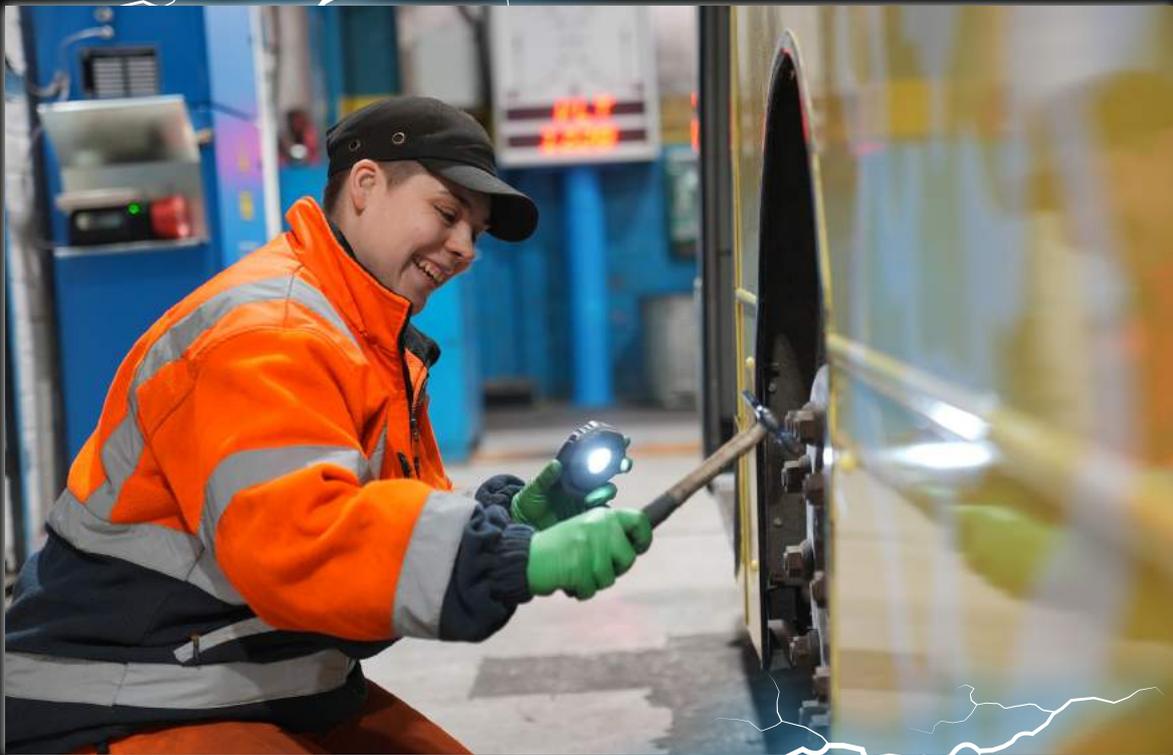


SPECIAL RECOGNITION AWARD PRESENTED BY EY

We are delighted that EY 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 in Action** campaign for a special one-off recognition award to be presented at this year's National Apprenticeship Awards

Throughout 2021, employers and apprentices are contributing to business recovery and showing ongoing resilience as we move towards a post Covid-19 world.

We recognise each and every apprentice and their employers in this important year of recovery, and will continue to showcase the most inspiring stories from across the country.





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

LANDER AUTOMOTIVE LTD WEST MIDLANDS



Lander Automotive Ltd are an automotive and commercial vehicle components manufacturer based in Birmingham. They employ 241 people, including 75 apprentices undertaking Advanced, Higher and Degree apprenticeships in various disciplines.

Recruitment of apprentices has been critical for planning the future of the business and counteracting an aging workforce. Now 53% of employees are under the age of 40, and they are attracting growing numbers of young people into manufacturing from the local area through their provider, local schools and other organisations.

MCCARRICK CONSTRUCTION CO LTD NORTH EAST



Based in Chester-le-Street, McCarrick Construction delivers high-quality workmanship and an efficient, comprehensive service to construction clients across the North East. They have 31 construction operatives, eight of whom are apprentices.

A family-run construction company established in 1953, McCarrick has a strong reputation for delivering high quality work. Their well-established and versatile team has a wealth of experience, and they are proud to be giving back to the community through an ongoing, successful apprenticeship programme.

HIGGINS PARTNERSHIPS EAST OF ENGLAND



Higgins is one of the leading employers in the construction industry in London and the South East. They have 247 staff, including 12 apprentices across Business, Admin, Education and Construction frameworks.

Higgins are committed to providing training and development for all their employees, and actively recruit from local communities.

Their apprentices are supported and mentored from day one, and encouraged to act as ambassadors at career and employment events to help grow the skills and leaders the future needs.

BLUE STRUCTURAL ENGINEERING LLP LONDON



Based in Shoreditch, Blue Engineering has 30 employees, including 12 Higher and Degree Apprentices across Civil Engineering, Administration and DevOps Engineering.

Since their first in 2010, around half of team members are now apprentices and they have seen that the value and unique benefits they offer to the organisation is unmatched. Having paused recruitment during the pandemic, they are working full steam on a new business model and will soon have nine first-year apprentices joining, with more planned for each year.

COMBE PAFFORD SCHOOL SOUTH WEST



Combe Pafford in Torquay is a special school with 127 employees. They currently employ 10 Intermediate, Advanced and Higher Apprentices in a variety of disciplines including Hospitality and ICT.

Their ethos is to promote apprenticeships as an integral part of the organisation's culture, with apprentices providing good role models for SEN pupils, raising aspiration and showing them that employment is achievable.

DENTAL22 EAST MIDLANDS



DeNtal22 is a Dental Practice based in Retford, Nottinghamshire. Their workforce comprises 10 dentists and 19 employees, four of whom are advanced Dental Nurse apprentices.

DeNtal22 opened in 2011, their success is grounded in recruitment, retention and further advancement of apprentices. They are committed to advancing each individual to achieve their full potential, and their excellent support strategy ensures that the vast majority of apprentices stay with the organisation, giving new apprentices lots of strong role models.

INSPIRE CHILDRENS SERVICES NORTH WEST



With 140 staff – including 46 apprentices – Inspire Childrens Services deliver high-quality support and specialist residential care for young people with complex needs.

The well-being of each child is paramount to their operations, and part of the way they ensure that is through investment in high-quality employee apprenticeship training.

Each individual at their 10 residential childcare settings and 15 supported living homes requires bespoke care, so high-quality training and a diverse, skilled, knowledgeable workforce are at the heart of their operations.

MCFARLANE TELFER TA MCFT SOUTH EAST



McFarlane Telfer are a Food Equipment Service Maintenance Provider with 90 employees and five apprentices spread across the different areas of the business.

Having revised their approach substantially in the last four years, McFarlane Telfer's fresh approach allows them to seek out individuals early and cultivate homegrown talent for future leadership roles. This new model is key to their success, and makes career development accessible to many who have chosen not to take the university route.

TOWN HALL GROUP YORKSHIRE AND THE HUMBER



The Town Hall Group has a team of 30 including dental support staff, 30% of whom joined as apprentices. A consortium of companies, the group came together through a shared vision to excel and innovate in the dental industry, while supporting vulnerable communities through their charitable foundations.

From their businesses and organisations, to each individual staff member and patient, to vulnerable individuals in their community, they are continually striving to be a body that exemplifies care.



DIGITAL IT APPRENTICESHIPS

BUILDING BUSINESS FUTURE

BCS is the trusted **end-point assessment organisation** for the digital profession. 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**.

To help address the county's digital skills gap we are supporting the government's drive to **'Build Back Better'**. This includes reducing our end-point assessment fees until 31 August 2022 for areas of recognised skills need including **software, data, cyber and AI**.

13,000+

END-POINT
ASSESSMENTS
DELIVERED

25,000+

REGISTERED
APPRENTICES

Proud sponsor of the National Apprenticeships Awards 2021 - SME Employer of the Year.

Digital IT apprenticeships are the rewarding way to build a talented, progressive digital team.

To find out more please go to bcs.org/digital-it-apprenticeships

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 **Marshall**

THE MARSHALL AWARD FOR INTERMEDIATE APPRENTICE OF THE YEAR

HENRY POWELL SOUTH WEST



Henry Powell is currently a Level 2 apprentice with Barratt Developments where he is training to be a Carpenter.

Hardworking, dedicated and resilient, Henry has overcome a lot to follow his chosen career path. The apprenticeship has allowed him to thrive professionally and personally, and he has grown in confidence. He has developed his ability to communicate with all kinds of people, whilst working on site and at careers events where he helps others to consider apprenticeships.

BEN GRAY SOUTH EAST



Ben Gray works for Slough Borough Council as an Apprentice Assistant Activities Co-ordinator.

Ben has Asperger's, and the support he received throughout school gave him a strong desire to support others with similar conditions.

The apprenticeship has allowed him do this, and Ben now draws on his personal experiences to help others gain life skills such as cooking and gardening. He is now more confident and driven to progress his career in adult social care.

GEMMA SMITH EAST MIDLANDS



Gemma Smith has just completed her Level 2 Apprenticeship in Butchery and currently works as Meat Specialist for Waitrose in Towcester, Northamptonshire.

She is committed to developing her professional skills and learning new things, and has been self-driven in completing her apprenticeship. Gemma's passion is in talking with her customers, helping them with their choices, and discussing how they can cook them. Her aim is to continue building an enthusiastic 'foodie' culture, and growing knowledge and skills amongst the team.

MORGAN FISHER WEST MIDLANDS



Morgan Fisher studied at Staffordshire University Academy in Hednesford before moving on to a Level 2 Business Administration apprenticeship at Avantis Hardware in Rugeley.

A naturally independent person, the apprenticeship has helped Morgan grow that independence, by saving up to buy a car. The past two years have allowed her to grow enormously and the apprenticeship has made her who she is today.

DESTINY-MYA ROBINSON NORTH WEST



Destiny-Mya Robinson works in the Painting and Decorating sector and has recently completed an Intermediate Framework apprenticeship. Unmotivated and associating with the wrong crowd at school, Destiny-Mya found the path to college just as difficult, and realised that change was needed quickly.

She found Painting and Decorating to be a fascinating trade and eventually decided that this was what she wanted to do for the rest of her working life. She sourced her own apprenticeship and has found that studying whilst earning money has been the best possible career path for her.

RIO MASON TSANG LONDON



Rio Mason Tsang works for CDR Electrical Wholesalers in Chessington and is currently working to become a Level 2 Supply Chain Warehouse Operative.

Since starting at CDR Rio has made lifelong friends, and acquired many new skills. His communication skills have improved massively through contact with customers, and dealing with numbers on a daily basis has allowed him to significantly strengthen his mathematical abilities.

ISLA WILLIAMS YORKSHIRE AND THE HUMBER



Isla Williams has recently completed her Level 2 Adult Care Worker apprenticeship.

She has always wanted to pursue a career in the care industry, and is passionate about helping people and making a positive difference in their lives. Her apprenticeship has created that opportunity, supporting her aspirations of becoming a nurse or paramedic.

Her daily role includes assisting residents with personal care, meals, and activities and she has completed additional training in dementia awareness to help her deliver quality care.

ERYN WOOD NORTH EAST



Eryn Wood currently works as a customer advisor apprentice at Newcastle Building Society, South Shields whilst completing her Financial Services Customer Advisor Level 2.

Eryn has gained invaluable knowledge working in financial services, and has exceeded several of job role expectations, including overachieving in Net promoter and customer service scores.

She is also a passionate member of the internal colleague group supporting Newcastle United Foundation, using her own personal experiences to inspire young people to save.

BRYONY WRIGHT EAST OF ENGLAND



Bryony Wright recently completed a Level 2 Business Administration apprenticeship in Cambridgeshire with Cambridge University Hospitals, working for the Employee Relations department.

She now works full time in the Work Opportunities Team and hopes to undertake a higher level apprenticeship in the future. The apprenticeship has given Bryony confidence in handling a range of HR queries from all levels of management in the hospital on a daily basis, skills she used to support colleagues from different disciplines during the pandemic.



PROUD TO HAVE BEEN
BUILDING

EXTRAORDINARY FUTURES

FOR OVER
100 YEARS



THE BRITISH ARMY AWARD FOR LARGE EMPLOYER OF THE YEAR

FLAGSHIP HOUSING GROUP EAST OF ENGLAND



Based in the East of England, Flagship-Group are a social housing company employing 1350 staff. Of those, 87 apprentices are currently studying standards in Business and Administration, Construction, Legal, Accounting, Manufacturing, IT, Digital, and Finance.

Their apprenticeship programme has developed a talent pipeline that will plan and meet future business needs and customer requirements, successfully replacing an aging workforce. Apprentices have provided outstanding leadership on key projects, contributing to Flagship's vision of ending homelessness in the East of England.

GREAT ORMOND STREET TRUST LONDON



Great Ormond Street Hospital is a World Leading Specialised Children's Hospital employing more than 5000 people. There are 63 different clinical specialties at Great Ormond Street Hospital, the UK's widest range of specialist health services for children.

GOSH plan to increase their successful apprenticeship recruitment opportunities, bringing even more new talent into the workforce to be developed by their specialised team and The GOSH Learning Academy, whilst fostering a more diverse and inclusive workforce.

WAKEFIELD METROPOLITAN DISTRICT COUNCIL YORKSHIRE AND THE HUMBER



Situated in West Yorkshire, Wakefield Council has 4,879 employees including 419 apprentices across multiple levels and disciplines: including Administration, Horticulture, Social Care and Leadership and Management.

Apprenticeships provide career progression for employees at all levels within Wakefield Council, complementing succession planning processes and helping them recruit hard-to-fill positions. As a council with areas of substantial deprivation, apprentices give Wakefield Council the opportunity to offer young people opportunities they would not usually have, whilst helping the local economy along the way.

AJ BELL PLC NORTH WEST



AJ Bell is one of the UK's largest investment platforms. Among their 900+ employees based in Manchester, London and Bristol they count 73 current and former apprentices, studying various standards.

Their people strategy is centred on young talent, and since their first intake of Investment Operations Specialists apprentices in 2017, they have expanded their offering to include Digital Degree, Team Leader and Manager Apprenticeships – for which they have been awarded Employer Provider status.

CHESTERFIELD ROYAL HOSPITAL FOUNDATION TRUST EAST MIDLANDS



Chesterfield Royal Hospital is a publicly funded healthcare system in England with 4500 employees including 181 apprentices, spread across a number of disciplines in Business Administration and Health and Social Care.

Apprenticeship training is at the heart of the Chesterfield Royal Hospital's growth and development plans. Their apprenticeships team used the challenges of the pandemic to create new, modern strategies that have helped support over 100 apprentices on the programme at any given point in time.

THE COVENTRY BUILDING SOCIETY WEST MIDLANDS



The Coventry Building Society is a mutual owned financial institution based in Coventry. They have around 2800 employees, including 49 apprentices in a range of Financial and IT standards.

The Coventry Building Society are committed to developing a proposition for apprentices that embodies their culture and grows their profile as a good choice to start and further a career. They are passionate about enabling lifelong learning, and creating a place where their people can be brilliant, belong and grow.

MOTUS COMMERCIALS SOUTH WEST



Motus Commercial is a truck dealership group with 1400 employees nationwide. 104 of those are apprentices in a number of disciplines, including Vehicle Maintenance, Parts, Business Admin, Customer Service, Team Leading and HR.

With a passionate apprenticeship culture, Motus Commercial are proudly bringing young people into the business and supporting them into lifelong career opportunities, particularly in the workshop where apprenticeships are the perfect way to address an industry skills shortage.

NORTHUMBRIAN WATER NORTH EAST



Northumbrian Water provides water and wastewater services across the North and South East of England. Of their 3,000 employees, 52 are employed as apprentices.

With a talent crisis looming in the water industry, Northumbrian Water are working to build a sustainable workforce that can bridge the gap, increase diversity and enhance social mobility. Colleagues due to retire within the next 3-5 years are reverse mentoring new apprentices, so knowledge is shared, not lost.

RSM SOUTH EAST



RSM are a national professional service firm employing 3650 people, including 869 apprentices. They offer 10 different apprenticeship frameworks including Accountancy or Taxation Professional.

RSM pride themselves on being an industry leader for diversity and intentional inclusion, and are passionate about offering everyone the opportunity to pursue their career goals regardless of background. Their apprenticeship programme offers exemplary support and development opportunities and they are committed to investing in it for generations to come.

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 more specialist, networked, faster to respond and more effectively matched to current and future threats.

**SEARCH
ARMY APPRENTICE**

ADR010309



ARMY
BE THE BEST



THE BT AWARD FOR ADVANCED APPRENTICE OF THE YEAR

GAVIN ARCHER WEST MIDLANDS



Gavin Archer is a full-time Quality Engineer at JCB Earthmovers in Cheadle, Stoke-on-Trent.

His apprenticeship has enabled him to gain several Level 3 qualifications in Engineering, including an Extended Diploma in Engineering Technologies, whilst developing skills and experience working alongside knowledgeable engineering colleagues and departments. He has gained a new-found confidence from being involved in so many projects, and is currently working to promote apprenticeships in his local community.

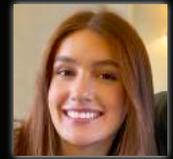
EDEN MCGLEN NORTH EAST



Eden McGlen is a Level 3 Maintenance Engineering Technician at Unipres UK in Sunderland.

Upon leaving school, Eden attended a pre-apprenticeship studying Engineering Technologies Level 2. Part of her studies involved work experience at both Nissan and Unipres, which inspired a passion for the automotive industry. During the maintenance apprenticeship, Eden was also given the opportunity to become part of the Unipres Training Academy and has since achieved a Teaching and Training Level 3 qualification.

JESSICA LIDDY LONDON



Jessica Liddy is a London-based marketer currently undertaking a level 3 Digital Marketing Apprenticeship at Google.

Jessica's apprenticeship has presented a wealth of opportunities and she is dedicated to becoming an apprenticeship ambassador, excelling within her scheme and progressing in the company. Her self-confidence and ability to step outside her comfort zone have grown significantly, particularly in public speaking. She plans to continue her education by being sponsored to complete a Bachelor's Degree.

ASHLEIGH LEWIS NORTH WEST



Ashleigh Lewis is an apprentice store manager in Food Warehouse Accrington. Having completed a level 3 retail Team Leader qualification, Ashleigh is now starting level 4.

Ashleigh loves learning and is excited about any opportunities for career development. After being encouraged to take on the apprenticeship by her ASM, she is keen to advance her career in retail and hopes to move on to roles in higher management within Iceland.

CHARLEY CURTIS SOUTH EAST



Charley Curtis works full time as a Production Engineering apprentice at Kelvion, Fareham and is close to completing an Advanced Framework Apprenticeship.

The apprenticeship has allowed Charley to benefit from the invaluable experiences of colleagues, as well as contributing to projects including training and encouraging a lean culture. After completing the advanced apprenticeship, Charley plans to progress onto a higher-level apprenticeship then a degree, acting as a proud role model for future apprentices at Kelvion.

KELLY DURHAM-FLINTER EAST MIDLANDS



Kelly Durham-Flinter works as a full time Civil Engineer apprentice at Bedford Borough Council and is currently working towards an Advanced Apprenticeship.

The apprenticeship has provided invaluable work experience, and after she completes the course Kelly plans to progress onto a higher apprenticeship. She has applied for a career grade role at Bedford Borough Council so she can continue benefiting from the experience and support of her colleagues, whilst serving as a good role model for other apprentices.

LUCY HANMAN SOUTH WEST



Lucy Hanman works in the public sector at Stroud District Council.

Her apprenticeship has given her countless opportunities to better herself and grow as a person.

Overcoming a lack of confidence on the phone and presenting at meetings, she now feels able to voice her opinion and challenge others, and has picked up a range of transferable skills that she will use throughout her career.

ROXANNE FREESTONE EAST OF ENGLAND



Roxanne Freestone works at the Queen Elizabeth Hospital in Norfolk as the Senior Dental Nurse in Oral Surgery and Orthodontics.

Having completed a Level 3 qualification in Team Leadership, she hopes to progress to levels 4 and 5 with the support of the QEH. Opportunities such as meeting with local councillors to discuss the lack of dental provision in the area have given her invaluable knowledge, and she is committed to progressing her team's careers alongside her own.

THOMAS SMETANA YORKSHIRE AND THE HUMBER



Thomas Smetana works as a Travel Consultant at Hays Travel in Meadowhall, Sheffield and has recently achieved an advanced apprenticeship.

In less than 2 years he has been transformed from a school leaver to a thriving travel consultant, overcoming significant hurdles to complete the apprenticeship ahead of time. As well as developing exceptional selling skills and worldwide travel knowledge, he understands the wider opportunities for career development that exist, and how he can reach them.

The acting-manager Apprentice who increased our capabilities.



Apprenticeships

Alyshia wasn't just involved in projects that will help us handle the UK's growing demand for data. She led them. A BT Apprenticeship is a chance to be all you can be – personally as well as professionally – as you shape the tech that makes everyday life run smoothly. We've **Apprenticeships** across the UK from Level 2 to Level 6 in **Data Analysis, Software Engineering, Customer Service, Sales, Chartered Manager, Networks and Field Engineering.**

Find out more at bt.com/apprentices





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

ADAM HEARN EAST OF ENGLAND



Adam Hearn works for Braintree Precision Components in Braintree, Essex and is currently completing a Level 6 Degree Apprenticeship in Manufacturing Engineering.

The apprenticeship has taught him a lot about himself, and helped him progress through the company into his current role in Production Engineering. Now a critical part of the team, he is using the skills he has learned to continuously improve himself, and set up and run a new Explorer Scout group in the local area. Teaching and Training Level 3 qualification.

KATE TODD-DAVIS NORTH EAST



Kate Todd-Davis is a full time Manufacturing Engineering apprentice at Rolls-Royce Washington, and currently studying towards an engineering degree.

The apprenticeship has exposed her to a wide variety of roles within Rolls-Royce, fuelling her passion for engineering and developing her knowledge and confidence. As an active member of the Women in Science and Engineering group, she hopes to act as a role model and mentor to future apprentices.

KHADIJA AL-SELINI NORTH WEST



Manchester-based Khadija Al-Selini works for IBM UK Limited and is currently taking the Digital and Technology Solutions Degree Apprenticeship at the University of Exeter.

Studying whilst developing practical experience in a full-time role has rapidly equipped Khadija with the foundations of technical leadership. Already recognised as an exemplar by the IBM Global CIO and Vice-President of the Academy of Technology, Khadija wants to leverage these experiences to become a role model for other women and BAME talent in the industry.

DILANI SELVANATHAN LONDON



Dilani Selvanathan has recently completed a Software Engineering Degree Apprenticeship with the BBC, and a First Class BSc at the Queen Mary University of London.

Currently working at Herotech8 as a Junior Software Engineer in Robotics, Dilani's dream is to progress in the robotics industry, designing technology that improves peoples' lives. Dilani has been involved in various activities and events promoting STEM degree apprenticeships, and hopes to do this on an even larger scale, advancing STEM worldwide.

HAMZAH AHMED SOUTH WEST



Hamzah Ahmed is undertaking a Level 6 Aerospace Engineering Degree Apprenticeship with Airbus UK.

A dedicated engineering apprentice, Hamzah is committed to promoting the apprenticeship scheme and has gone the extra mile to develop himself, his peers, and the company culture.

He is resilient and motivated, and wants to prove that the UK's engineering apprenticeship scheme is the best in the world – and that Airbus UK develops internationally renowned engineers straight from school.

JO ADKINS EAST MIDLANDS



Jo Adkins has just completed a Higher Apprenticeship and now works full time as a Senior Technician in the Traffic Engineering Team at Northamptonshire Highways.

The apprenticeship has enabled Jo to attain an HNC in Construction and the Built Environment (Civil Engineering) and the NVQ Level 4 Diploma in Construction Site Supervision, whilst gaining invaluable experience.

She is dedicated to progressing her career even further, hoping to eventually become a Traffic Engineer and to mentor future apprentices.

LAUREN CARROLL WEST MIDLANDS



Lauren Carroll is studying towards a Senior People Professional Apprenticeship, whilst working for Mitchells & Butlers, Birmingham, where she sees the value in apprenticeships every day.

The programme has allowed her to gain new experiences, and given her the confidence to undertake projects that deliver key benefits to Mitchells & Butlers. She is committed to taking on new responsibilities, and promoting apprenticeships as a viable alternative to University for young people, career changers, and those wishing to develop themselves.

LILY MARSTON SOUTH EAST



Lily Marston is a Cloud Solution Architect Apprentice at Microsoft's HQ in Reading, and currently studying a BSc in Digital and Technology Solutions, specialising in Software Engineering.

Her current role is highly technical yet customer-facing, and has helped her uncover her niche – Artificial Intelligence – which she plans to specialise in after graduating.

Passionate about Women in Technology and Early in Career (EIC), Lily has founded and led numerous initiatives, including The EIC Society, an EIC meet-up spanning different industries.

MARTIN MCCUTCHEON YORKSHIRE AND THE HUMBER



Martin McCutcheon is a full time Learning Designer at Asda House in Leeds and currently working towards a Chartered Manager Degree Apprenticeship in Retail.

Martin's role involves planning and developing learning for all areas of the business, and his apprenticeship provides valuable insights into stakeholder engagement, project management, customers relations and more. Engaging with senior stakeholders has increased his confidence tenfold, and experiencing both store and central operations has expanded his understanding of the business enormously.

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.

To find out more about the programme, please scan the QR code.



LEARN | DEVELOP | INSPIRE

- Top achievement rate in the UK for apprenticeship providers with over 1000 apprentices
- Ranked 3rd in the Top 100 Apprenticeship Employers of 2020
- Learning Organisation: over 12% of all sailors on an Apprenticeship Standard



navygraphics 19/1060 (V2)

GAV'S STORY

BACKGROUND

- 1986** Born in Newport, South Wales
- 2005** Joined the Royal Navy

QUALIFICATIONS

- 2006** Level 2 NVQ in Aeronautical Engineering
- 2008** CMI Level 3 Certificate in 1st Line Management
- 2010** Certificate of Higher Education in Aeronautical Engineering Avionics accredited by Kingston University
- 2015** CMI Level 5 Certificate in Management and Leadership
- 2016** Avionics Engineering Foundation Degree accredited by Kingston University
- 2018** First Class BEng (Hons) Degree Apprenticeship in Electronic Engineering with the University of Portsmouth

PROMOTIONS

- 2009** Leading Hand
- 2015** Petty Officer
- 2017** Selected for Commission to Officer

AWARDS

- 2018** British Maritime Technology Award for Performance by Design
- 2019** Winner of the Naval Service Higher Apprenticeship Award 2019



"Being in the Royal Navy means getting stuck in from the start, gaining qualifications you never thought possible, and getting paid for it from day one of the training".



THE NCFE AWARD FOR MACRO EMPLOYER OF THE YEAR

J.C. BAMFORD EXCAVATORS LIMITED WEST MIDLANDS



A proud British company, JCB is the world's third largest construction equipment manufacturer.

With 6,500 UK employees, its 260 apprentices are integral in every part of the business with 32 schemes currently in place.

The centre of their staff development since their foundation in 1945, and this commitment to building a bold, innovative, highly-trained workforce in-house remains the bedrock of the business – one that receives £8.3 million investment every year.

LLOYDS BANKING GROUP YORKSHIRE AND THE HUMBER



Lloyds Banking Group are the UK's largest digital bank, with around 60,000 employees, supporting millions of individual and business customers.

They offer 25 apprenticeships in disciplines ranging from Customer Services to Software Engineering Specialist, and over 1,800 colleagues are currently in training.

Apprenticeships are core to Lloyds' ambition to build an inclusive society and create an organisation that reflects the society they serve. 26% of new apprentice hires are BAME and 57% in digital are female.

ROYAL NAVY SOUTH EAST



The Royal Navy employs more than 30,000 sailors, including over 4000 apprentices on 21 different apprenticeship programmes.

In times of peace and conflict, the Royal Navy is key to Britain's prosperity and success and all the tasks they undertake include Royal Navy apprentices.

They recognise the importance of world class, relevant training by investing into training establishments which deliver suitably trained personnel to the front line of operations, wherever they may be.

CARE UK EAST OF ENGLAND



Care UK is a residential care provider with 120+ care homes across the UK.

They offer apprenticeships in several disciplines to 10,400 colleagues, of which 726 are currently in learning.

Care UK's vision is to empower all colleagues to develop in a fulfilling career and they are creating a more engaged workforce by investing in career pathways, apprenticeships and development programmes so that all colleagues can achieve their potential, whatever their role.

DEVON COUNTY COUNCIL SOUTH WEST



Devon County Council has 8,600 members of staff, and an average of 175 apprenticeships underway at any given time.

After introducing the scheme in 2006, apprenticeships have become integral to the organisation providing opportunities for all ages, underrepresented groups and new and existing staff members.

Opportunities are ringfenced for care experienced young people, and they are working with a local college to support opportunities for individuals with learning disabilities.

GO-AHEAD GROUP LONDON



Go-Ahead is an international public transport provider, and one of the largest bus and rail operators within the UK. With 30,000 employees across England, Ireland, Singapore, Germany, Norway they are currently supporting 1600 in apprenticeships.

The first transport firm to invest in apprenticeships for bus drivers, Go-Ahead Group have developed an innovative apprenticeships programme.

Apprentices are a vital asset to their business and they believe the apprenticeship model is crucial for cultivating the future skills needed in transport.

NORTH WEST AMBULANCE SERVICES NHS TRUST NORTH WEST



North West Ambulance Services NHS Trust are emergency responders, patient transport providers and NHS 111 urgent care and advice givers across the North West of England. Of their 6,300 staff, 324 are apprentices.

The apprenticeship programme is fundamental to the NWS Workforce Strategy, creating alternative routes in to the profession from across the diverse communities they serve. Apprentices are an asset to their organisation, growing in confidence, learning new skills, and making a difference whilst being supported on their individual career paths.

NORTHUMBRIA HEALTHCARE NHS FOUNDATION TRUST NORTH EAST



Northumbria Healthcare NHS Foundation Trust delivers healthcare across Northumberland and North Tyneside. Their current workforce is around 10,000, with 350 apprentices across a variety of standards and disciplines.

The innovative grassroots programme established in 2015 has paid enormous dividends, and plays a vital role in their succession planning. Apprenticeships have directly contributed to increased quality, productivity and staff retention levels and are an integral part of their organisation's culture and values.

NOTTINGHAM UNIVERSITY HOSPITALS NHS TRUST EAST MIDLANDS



Nottingham University Hospitals NHS Trust are an Acute NHS Trust with over 17,000 staff. Every year they have 200 starts across 25 different apprenticeship standards.

Apprenticeships are an integral part of their organisational workforce planning and educational offer to staff. By pursuing an outstanding approach that supports internal development, a system-wide support network and a wider network have grown up – all with the aim of constantly improving the experience of their apprentices.

NCFE



We're NCFE: an educational charity and leader in vocational and technical learning.

In 1848, we were born from the belief that no learner should be left behind. Today, we're taking up that cause with fresh energy.

NCFE offers end-to-end apprenticeship solutions to support apprentices every step of the way, from the beginning of their programme to their final end-point assessment.

Visit ncfe.org.uk/apprenticeships for more information.

**Shaping
smarter
learning**



THE ROYAL AIR FORCE AWARD FOR APPRENTICE CHAMPION OF THE YEAR

BECCA THURSTON SOUTH WEST



Becca Thurston is the Early Careers Manager at Wessex Water, with over 20 years of experience in the apprenticeship field.

She believes that apprenticeships have the power not just to change our economy, but to drive positive social change.

She enjoys thinking differently, striving for better and challenging others to do the same and nothing rewards her more than a young person, a senior leader, or another business getting the apprenticeship bug.

CLAIRE WRIGHT EAST OF ENGLAND



Claire Wright works for Rose Builders, a traditional family-run firm of builders, contractors and developers, based in Lawford, Essex. Over the last 10 years Claire has developed Rose's apprenticeship programme and is committed to continually improving and enhancing their approach. Locally she supports initiatives with schools and colleges promoting apprenticeships and works with external groups to grow awareness. She is incredibly passionate about promoting apprenticeships to address the industry skills gap, and empower people from all walks of life.

IAN GREEN NORTH EAST



As a key member of Nissan's HR team, Ian Green believes that apprenticeships can be the gateway to not just jobs but phenomenal careers.

It's a passion born from his own apprenticeship, and he remains a huge advocate of the model, working regionally and nationally to help drive up participation.

Most recently, Ian has chaired the creation of a new Level 2 standard and contributed to a wide range of new standards through the Automotive Trailblazer group.

LOUISE WARD WEST MIDLANDS



Louise Ward is the Apprenticeship Manager at West Midlands Combined Authority and champions apprenticeships across the region.

As someone who has led on apprenticeships for over 15 years, Louise has a wealth of knowledge within further education, and collaborates with employers and intermediaries nationally to help them navigate the levy transfer process. She is committed and passionate about supporting young people into apprenticeships as a career pathway, and encouraging employers to use apprenticeships to recover and create jobs after the pandemic.

NICOLA MORGAN SOUTH EAST



Nicola Morgan works as a Learning and Development Manager for Frimley Health NHS Foundation Trust.

She is passionate and committed to supporting people of all ages to step into, start and develop their careers within the NHS through pre-employment programmes and apprenticeships.

Despite the last 18 months being the most challenging the NHS has ever faced, she hasn't stopped championing apprenticeships and influencing wherever she can, and has recently taken on the role of chair for the Enterprise M3 Apprenticeship Ambassador Network.

PHOEBE JAY NORTH WEST



Phoebe Jay currently works as a Manufacturing Strategy Engineer at Bentley Motors.

As a former Bentley Apprentice of the year, she has lived and breathed the benefits that apprenticeships offer and is dedicated to inspiring, informing and supporting as many apprentices and learners as she can during her career.

Outside of her role she has dedicated many hours to promoting Women in STEM, championing diversity and inclusion, and supporting other colleagues and peers in charity and community events.

SHARON BLYFIELD LONDON



Having joined the Coca-Cola HR team 17 years ago, Sharon now heads up the Coca-Cola Europacific Partners (CCEP) Early Careers agenda for Great Britain.

Sharon spent the majority of her career developing young talent, and her current remit fits perfectly with her passion to create opportunities that support the next generation of young leaders.

Her dedication to CCEP's apprenticeship programme has been recognised by CCEP's leadership team, her peers and the apprentices who see her as a trusted advisor and mentor.

ROYAL AIR FORCE APPRENTICESHIPS

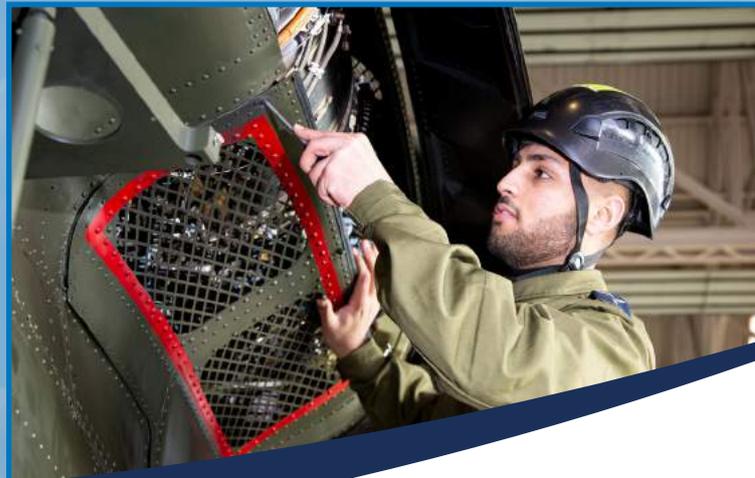
With over a century of apprenticeship delivery, the Royal Air Force is proud to continue its provision of world-class training to our next generation across 24 trades.

8,500 apprentices have started their Royal Air Force careers in the last 5 years.

"Apprenticeships show 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



**ROYAL
AIR FORCE**
REGULAR & RESERVE



MAERSK

THE MAERSK AWARD FOR RECRUITMENT EXCELLENCE

HIGGINS PARTNERSHIPS EAST OF ENGLAND



Higgins is one of the leading employers in the construction industry in London and the South East. They have 247 staff, including 12 apprentices across Business, Admin, Education and Construction frameworks.

Higgins are committed to providing training and development for all their employees, and actively recruit from local communities.

Their apprentices are supported and mentored from day one, and encouraged to act as ambassadors at career and employment events to help grow the skills and leaders the future needs.

J.C. BAMFORD EXCAVATORS LIMITED WEST MIDLANDS



A proud British company, JCB is the world's third largest construction equipment manufacturer. With 6,500 UK employees, its 260 apprentices are integral in every part of the business with 32 schemes currently in place.

Apprenticeships have been at the centre of their staff development since their foundation in 1945, and this commitment to building a bold, innovative, highly-trained workforce in-house remains the bedrock of the business – one that receives £8.3 million investment every year.

ROYAL NAVY SOUTH EAST



The Royal Navy employs more than 30,000 sailors, including over 4000 apprentices on 21 different apprenticeship programmes.

In times of peace and conflict, the Royal Navy is key to Britain's prosperity and success and all the tasks they undertake include Royal Navy apprentices.

They recognise the importance of world class, relevant training by investing into training establishments which deliver suitably trained personnel to the front line of operations, wherever they may be.

BARRATT DEVELOPMENTS PLC EAST MIDLANDS



Barratt Developments PLC is Britain's largest and best-known housebuilder.

With 28 offices nationwide, they employ over 6,600 people including 384 apprentices in a number of disciplines, such as Bricklaying and Carpentry.

Barratt Developments' apprenticeship programme supports the wider national skills pipeline and raises standards across the industry. They are determined to lead the way with apprenticeships, creating opportunities and providing accessible routes into a construction career.

COMBE PAFFORD SCHOOL SOUTH WEST



Combe Pafford in Torquay is a special school with 127 employees. They currently employ 10 Intermediate, Advanced and Higher Apprentices in a variety of disciplines including Hospitality and ICT.

Their ethos is to promote apprenticeships as an integral part of the organisation's culture, with apprentices providing good role models for SEN pupils, raising aspiration and showing them that employment is achievable.

ELECTRICITY NORTH WEST LIMITED NORTH WEST



Electricity North West are an electricity distribution network operator.

They have over 2,000 employees, with 50 active apprentices undertaking training in operational roles.

With electricity demand set to soar as people make the switch to low carbon technologies, Electricity North West need to have the right people in place to manage this change. Apprentices are the future of their business and the skills and knowledge they bring will help to power the communities they serve for years to come.

GO-AHEAD GROUP LONDON



Go-Ahead is an international public transport provider, and one of the largest bus and rail operators within the UK. With 30,000 employees across England, Ireland, Singapore, Germany, Norway they are currently supporting 1600 in apprenticeships.

The first transport firm to invest in apprenticeships for bus drivers, Go-Ahead Group have developed an innovative apprenticeships programme.

Apprentices are a vital asset to their business and they believe the apprenticeship model is crucial for cultivating the future skills needed in transport.

LABCORP YORKSHIRE AND THE HUMBER



LabCorp is a Contract Research Organisation headquartered in Harrogate, North Yorkshire.

Currently 234 apprentices are employed by LabCorp – mainly in the Science Occupational Route – and apprenticeships are hugely important to both the company and the communities they operate in.

NORTHUMBRIAN WATER NORTH EAST



Northumbrian Water provides water and wastewater services across the North and South East of England. Of their 3,000 employees, 52 are employed as apprentices.

With a talent crisis looming in the water industry, Northumbrian Water are working to build a sustainable workforce that can bridge the gap, increase diversity and enhance social mobility. Colleagues due to retire within the next 3-5 years are reverse mentoring new apprentices, so knowledge is shared, not lost.



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Take your first steps to success by joining the award-winning Maersk Academy.

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LLOYDS
BANKING GROUP



THE LLOYDS BANKING GROUP AWARD FOR RISING STAR OF THE YEAR

NIHAL DHILLON WEST MIDLANDS



Nihal Dhillon works as a Design Engineer at JCB World Headquarters and is studying towards a Level 6 Engineering Degree Apprenticeship.

The apprenticeship will allow him to gain a BEng in Mechanical Engineering alongside four years of priceless work experience.

With plans to become Chartered eventually, Nihal has cultivated the ability to present his ideas to company directors, as well as aid other apprentices/students in their upcoming or present careers.

CAMERON ACKROYD NORTH WEST



Cameron Ackroyd is an Electrical Systems Engineer Degree apprentice at Bentley Motors in Crewe, and hopes eventually to become a Chartered Engineer.

The Engineering Workshop at Bentley has enabled Cameron to work on exciting prototypes and develop industrial experience that would be impossible on a normal degree.

He is passionate about involving people in apprenticeships and work experience, and sharing the determination to succeed that he has developed on his own career path.

ERIN MACIEJEWSKI EAST OF ENGLAND



Erin Maciejewski is currently studying towards a Higher Apprenticeship whilst working as a Process Chemistry apprentice at GlaxoSmithKline in Stevenage.

Erin's apprenticeship has given her the opportunity to learn from incredible scientists whilst gaining an FdSc in Applied Chemical Sciences, after which she hopes to progress onto the BSc. Empowered to explore scientific areas outside her normal role, she has grown in confidence as a lab equipment lead user, and become a Leaders in STEM mentor for other students.

ABBIE TRIPP LONDON



Abbie Tripp is a degree apprentice at BT Enterprise. She currently works full time in the B2B Digital Marketing Effectiveness team in London.

Abbie's apprenticeship has provided vital hands-on experience and knowledge from experts within the team – insights she will carry throughout her career and personal life.

Thanks to her employer's support, she has been able to take on extra responsibilities and build the confidence needed to thrive in an environment as large and overwhelming as BT.

BEN DEEGAN EAST MIDLANDS



Ben Deegan is an apprentice at Mitchells & Butlers, based at The Hollybrook in Derby.

He is currently undertaking a Level 3 Senior Production Chef Apprenticeship.

With three apprenticeships already under his belt, Ben is now working towards a fourth, and strongly believes they are the key to his progression.

He is committed to promoting the apprenticeship model within his team, and wants to showcase the incredible opportunities they offer to help combat the talent crisis affecting the hospitality industry.

FRASIER CROUCH SOUTH EAST



Frasier Crouch is a Customer Insights Manager working for Information Resources (UK) Ltd, based in Bracknell.

His Chartered Manager Degree Apprenticeship has enabled him to achieve a BA Honours in Business Studies and he'll earn CMI accreditation once the apprenticeship is completed. Frasier's apprenticeship has given him the opportunity to work with some of the largest FMCG suppliers in the world. He now manages two direct reports, also degree apprentices, developing his passion for technology and Work-Integrated Learning.

JACOB FAHY SOUTH WEST



Jacob Fahy works as a Community Activator Coach at Plymouth Argyle Football in the Community Trust.

Based in Launceston, Cornwall, Jacob feels privileged to support children and adults in leading healthy, active lifestyles and his apprenticeship has been a life changing experience.

From not wanting to leave the house prior to starting, his confidence has flourished.

He now loves being out working and hopes to build a career within the organisation after his apprenticeship is complete.

KYLE PARR YORKSHIRE AND THE HUMBER



Kyle Parr is undertaking a Level 3 Project Controls Technician Apprenticeship in Batley, Leeds, whilst working full time for Morrison Water Services.

Kyle joined Morrison Water Services in June 2018 as a Clean Water Operative. After completing his programme in 2019 he moved to the Beverley depot before nominating himself for the new Level 3 Project Controls Technician Apprenticeship.

He has since secured a new role in Leeds working as a Junior Estimator for MWS's Yorkshire Water Programme Delivery contract.

WILLIAM GALLON NORTH EAST



William Gallon works for Smart IT based in Gateshead. Responsible for managing the telecoms provisioning and projects, he spends most of his time liaising with customers to organise the configuration and installation of new phone systems.

In his role William has introduced new processes that increase productivity and save money, exceeding Smart IT's expectations by going above and beyond. A valued member of the workplace, he is always looking for ways to improve as well as listening to other employees' suggestions.



JOIN ANN-FERNEE IN HELPING US BUILD THE BANK OF THE FUTURE

At Lloyds Banking Group, we're committed to meeting the changing needs of families, businesses and communities across the UK. Our purpose is to Help Britain Recover, and to make that happen, we rely on the knowledge and expertise of a talented group of people.

People like Ann-Ferne, who joined us as a Data Analyst Apprentice.

What Ann-Ferne loves most about her role is the real impact her work has on customers - taking data and turning it into insights that protect customers from fraud.

If you're as driven as Ann-Ferne is, if you're as passionate about making a real, tangible difference, then we can offer you the chance to make that happen. Not only will you feel challenged and inspired, you'll also be welcomed into an inclusive community that cares about your personal growth and wellbeing too.

Discover careers with real impact at [lloydsbankinggroup.com/talent.com](https://lloydsbankinggroup.com/talent).

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ACKNOWLEDGEMENTS

Thank you for joining our event this evening. We hope you have a wonderful time and feel inspired hearing about, and celebrating with, our national finalists.

We would like to thank our Apprenticeship Ambassador Network for their support of the National Apprenticeship Awards, our regional judges, as well as our regional ceremony host, Rob Rose.

A special thank you to:

OUR NATIONAL JUDGES

Safaraz Ali
Annette Allmark
Mark Cameron
Sasha Chhokar
Kasim Choudhry
Christine Dobbs
Rebecca Earl
Tracy Fairhurst

Nigel Fenn
Charlotte Hughes
Lucy Hunte
Cali Ibrahim
Kathryn Marshall
Martin McMaster
Paul McSherry
Alex Miles

Isa Mutlib
Sue Thain
Matthew O'Conner
George Ritchie MBE
Suzanne Slater
Elizabeth Tillett
Richard Turner
Alan Wallace

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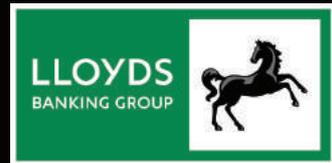
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