



Lisa Naples

Sector:

Financial Services

Job Title:

Auditor – Internal Audit
Finance

Apprenticeship

Graduate Apprenticeship in
BA (Hons) Accounting

Duration of apprenticeship

5 Years

Advertised starting salary:

£22,455

“*Time management is critical but it's very manageable if you stay focused and plan around studying/exams.*”

Day to Day responsibilities (daily duties) during your apprenticeship

Internal Audit, also known as the third line of defence, provides independence and objectivity within the bank. I aim to provide quality, efficient, and effective assurance in addition to influencing business managers to improve controls. Day to day you will find me speaking with stakeholders, completing control design assessments or controlling effectiveness testing.

What support you were given during your apprenticeship to help you succeed?

I have seven hours protected time per week which I use for studying. The team I work in are always on hand to support me, whether it's providing a bit more flexibility around exams or working through questions for my university work, everyone wants to see me succeed.

How you managed to balance your life/work/study during your apprenticeship?

I am an “older” apprentice and although an apprenticeship can take up a lot of time, during my GA, life hasn't stopped. I've gotten engaged, bought a house, got married and survived owning a puppy. Time management is critical but it's achievable if you stay focused and plan around studying/exams.

What opportunities were you able to access due to your apprenticeship?

- Developed a network within the bank resulting in me getting a promotion/permanent position quicker
- Attending COP 26 as a volunteer
- Getting to be the face of early careers website
- Supporting CareerSense
- Sitting on the Scottish Apprentice Advisory Board – Apprentice Engagement Group
- Promotional work with ICAS (Institute of Chartered Accountants Scotland).

What advice you would give to future apprentices?

The qualifications that you currently have can be important but think about your life experiences and how these make you a stronger candidate. Make sure you keep a note of anything you've done as it could end up being an excellent interview answer.

If I could do it (post-school choice) all again I would...

Look at all the routes available before making any decisions.



Aimee Dickson

Sector:

Energy Industry

Job Title:

Graduate Apprentice/ Trainee
Workforce Development Lead

Apprenticeship

Fourth year of Business
Management Graduate
Apprenticeship

Duration of apprenticeship

4 years

Advertised starting salary:

£20,000

“...I have been given numerous development opportunities throughout my apprenticeship.”

Day to Day responsibilities (daily duties) during your apprenticeship

My role consists of predominately people management and project management. I currently have 26 direct reports who are all Year in Industry trainees within the business that I support and mentor daily. In addition to people management, I'm also involved in business projects that align with my university studies, allowing me to put my learnings into practice within the workplace.

What support you were given during your apprenticeship to help you succeed?

I've been given an endless amount of support throughout my apprenticeship. My team have allowed me to shadow them in all aspects of their roles, I have monthly formal one-to-ones with my manager in addition to daily support and guidance from her. Equally, I've been given numerous development opportunities throughout my apprenticeship that often only senior members of my team would get the opportunity to do so.

What opportunities were you able to access due to your apprenticeship?

It would be impossible to quantify the number of opportunities I have had access to during my apprenticeship as almost every week presents a new development opportunity. One stand out opportunity is being invited to 10 Downing Street to meet the prime minister. My apprenticeship has allowed me to build my own network of people and establish myself within the business. My network has enabled me to leverage the expertise of my colleagues to support my studies. Upon completion of my graduate apprenticeship, I will secure a permanent role with a significant promotion.

What advice you would give to future apprentices?

I think the best piece of advice is to learn, show initiative and eagerness. As soon as people recognise that you are keen, they will invest in you. Apprenticeships offer an invaluable experience of gaining certificates/degrees/authorisations whilst getting the opportunity of practical application. Always ask questions and never stop being inquisitive – there is no such thing as a daft question!

If I could do it (post-school choice) all again I would...

Honestly, I wouldn't have spent so much time on a UCAS application to universities. I'm so grateful for the position I am in through my graduate apprenticeship. I'm doing the same discipline that I had applied to do straight from school, however I am earning a full-time wage and have been establishing myself within my organisation for the past three years.



Meg Scott

Sector:

Civil Engineering

Job Title:

Engineer

Apprenticeship

Graduate Apprenticeship
in Civil (Environmental)
Engineering BSc(Hons)

Duration of apprenticeship

3 years (typically 4 years)

Advertised starting salary:

£22,000

“Dive in head first,
ask the questions,
an apprenticeship
is the best way to
learn and work.”

Day to Day responsibilities (daily duties) during your apprenticeship

Designing active travel infrastructure across Scotland using AutoCAD and other design software, helping with reporting, completing site visits and assisting at consultation events.

How you managed to balance your life/work/study during your apprenticeship?

I was a new apprentice when we changed to hybrid university and work. For me, having the structure of a day of university each week allowed me to continue with work, life and Scouts most weekends too.

What opportunities were you able to access due to your apprenticeship?

- move out at 18 and live in a different city
- develop a network of likeminded individuals from across Scotland
- meet peers from across sectors of engineering
- progress quickly through levels at work
- volunteer to support young apprentices in STEM via groups such as SAAB and CareerReady
- win national Apprenticeship awards
- develop the apprenticeship network within AECOM in Scotland.

What advice you would give to future apprentices?

Dive in head first and ask the questions – an apprenticeship is the best way to learn and work. Use your time to the best of your ability, give examples of your time management skills as it is key to an apprenticeship. Find the balance of study, work and life and make the most of it.

What is one thing would you like parents/carers of future apprentices to know about apprenticeships?

It's okay to take the non-traditional route as not only does it allow you to gain a qualification, it also gives you a great sense independence from the second you start.

If I could do it (post-school choice) all again I would...

....put my foot down and do an apprenticeship instead of going to university!



Rhys Howe

Sector:

Education Services

Job Title:

Peer Support Assistant

Apprenticeship

SVQ Level 2 in Business and Administration and SVQ Level 3 Diploma in Digital Applications Support

Duration of apprenticeship

2 years

Advertised starting salary:

£12,714 (most recent)

“My line manager and mentor were supportive of helping me to build my time and task management.”

Day to Day responsibilities (daily duties) during your apprenticeship

I learned about administration, which included supporting colleagues with the work placement programme, supporting customers to build a website, offering training for our website content management system and improving accessibility of the website

What support you were given during your apprenticeship to help you succeed?

I was given a mentor who was responsible for helping to plan workload, supporting coursework and acting as a point of contact. They were good at giving me opportunities to develop including being part of the marketing team.

I was also encouraged to join the Scottish Apprentice Network.

What opportunities were you able to access due to your apprenticeship?

I was given a whole host of opportunities during my apprenticeship, including:

- speaking to Glasgow City Council HR about opportunities within the business, and how they could improve the experiences of young staff members
- joining the Scottish Apprentice Network, speaking in schools and attending events
- taking part in media campaigns to highlight my experience of being an apprentice, including TV interviews about the Glasgow Young Person's Guarantee
- Being named Modern Apprentice 2019 for the Council Family which was a big achievement and one that I'm really proud of it.

What advice you would give to future apprentices?

Make decisions on your future career journey based on your interests and learning style. Apprenticeships are a great pathway for multiple learning styles including hands on (quite visual) and textual (theory), but also provide you with valuable experience and skills that employers seek.

What is one thing would you like parents/carers of future apprentices to know about apprenticeships?

Foundation, Modern and Graduate apprenticeships support young people to become ready for the world of work with employers while creating professional relationships and opportunity.

After my Apprenticeship

I'm currently working for Glasgow City Council Education Services as a Digital Admin Assistant and part of a newly formed Digital Team to support our school estate with digital programmes.



Robert Morris

Sector:

Information Technology (IT)

Job Title:

Associate Support Engineer

Apprenticeship

IT and Telecommunications
Technical

Duration of apprenticeship

2 years

Advertised starting salary:

£22,000

“*I had a fantastic support network and a dedicated external assessor.*”

Day to Day responsibilities (daily duties) during your apprenticeship

I'm responsible for supporting the Home Service and Supply (HSS) Platform within Sky Technology which is responsible for the hardware order fulfilment and inventory management for UK&I Customers. I also manage the Field Service Management solutions for our Home Service teams which include over 3000 engineers. This involves providing 24/7 support across a number of business-critical applications and platforms.

What support you were given during your apprenticeship to help you succeed?

I had a fantastic support network and a dedicated external assessor who would inform me of coursework standards and the level of knowledge I had to obtain to achieve the qualification. My manager, who was fully onboard with my learning gave me the freedom to expand knowledge and develop hands on experience. At Sky we arrive in cohorts of apprentices/graduates which allows you to make friends and feel at ease, whilst also being able to learn and develop as a group and bounce ideas off each other.

What opportunities were you able to access due to your apprenticeship?

I had the opportunity to attend Learning Labs i.e Emotional Intelligence, Managing Change, Communication with Influence, Driving your career etc. This allowed me to meet people with common interests. I've supported Armed Forces days and special Q&A sessions with celebrities, the AEG (Apprentice Engagement Group) which allows me to share my passion for apprenticeships across Scotland. I also work on the career ready scheme which paired me up with a pupil (S4/S5) to work with for a year and a half and to assist in life skills and to prepare them for work which is extremely rewarding.

What is one thing would you like parents/carers of future apprentices to know about apprenticeships?

Give them a chance. My family had the same concerns as I am sure you have. I turned down the opportunity of university as I never felt it suited me, and coming from a family of armed forces veterans I always felt pressured to go into the forces and this seemed like the obvious choice. When I rejected the armed forces it was a tough time and it led to difficult and uncomfortable discussions. I gave it a chance and was able to show my abilities and shine in a job that I am passionate about and can now grow with limitless opportunities.

Finish this sentence. If i could do it (post-school choice) all again i would...

Do it sooner. I sat in my career feeling unfulfilled and stigmatised apprenticeships with low pay and low satisfaction. I couldn't have been more wrong.