

# CHOICES

The monthly parent & carer guide to apprenticeships and technical education

HOW APPRENTICESHIPS  
HELPED ME TO CHANGE  
CAREERS

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A CUT ABOVE THE REST  
WITH HAIRDRESSING  
APPRENTICESHIPS

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PREPARING FOR  
ASSESSMENT CENTRES:  
TOP TIPS FROM E.ON

APPRENTICES MAKING A  
DIFFERENCE WORKING  
IN LOCAL GOVERNMENT

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APPRENTICESHIPS THAT  
TACKLE CLIMATE  
CHANGE

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ROUTES INTO T LEVELS  
& HIGHER TECHNICAL  
QUALIFICATIONS

**APPRENTICESHIPS GAVE ME THE  
CONFIDENCE AND FREEDOM TO  
THRIVE BOTH PERSONALLY AND  
PROFESSIONALLY**

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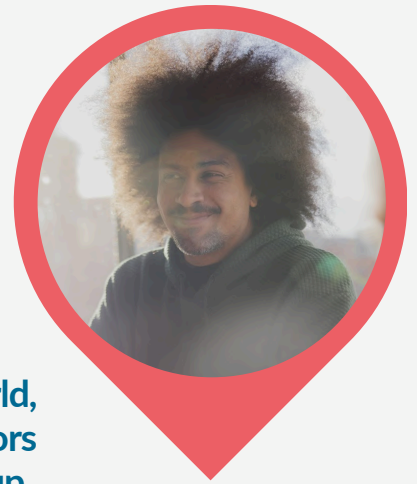
If you have a story to share about apprenticeships or technical education - we would love to hear from you.

Please reach out to the Amazing Apprenticeships team below:





# A WORLD OF EXPERIENCE



Meet Philip, who spent ten years teaching English all around the world, before undertaking a Level 3 Chef apprenticeship, then moving sectors to become a Level 4 Data Analyst apprentice at Lloyds Banking Group.



## Why did you choose to do an apprenticeship?

When I came back to the UK after teaching abroad, I wanted to become a chef but I was only looking for roles that were apprenticeships because I wanted to get qualifications rather than just work. I'm a strong believer in education and self-development and I wouldn't have done a role if there wasn't a learning opportunity alongside it.

## How did you end up moving from working as a chef to a data analyst apprenticeship?

I was working in a hotel and I wanted to apply my creativity to solving my frustrations with food wastage, inefficient ordering processes, and menu planning. I presented a case for improving it all with one system to the hotel manager, who said they couldn't spare the time for me to do it with them, but they thought I had the mind of an analyst and that I should pursue that as a career.

## Why did you decide to do an apprenticeship with Lloyds Banking Group (LBG)?

I researched analyst apprenticeship opportunities and applied to several programmes. I received offers from all of them but ultimately chose LBG. Corporate organisations talk about their values but with LBG, it didn't feel like lip service – they actually did what they said they would, like having a diverse interview panel for example. So that was my second entry point into apprenticeships and my first entry point into the corporate space.

## What was it like transitioning from one career to another?

Stepping into a corporate role from a kitchen role felt almost alien. I spent a lot of time questioning my place in this space and whether I needed to be more like everyone else. It took some time to realise that I didn't need to assimilate, I was there on my values and because I'd earned the right to be there. I now try to look out for new people who come in and support them not to engage in thinking they have to change to fit in or succeed.

## Did you feel accepted for who you are at LBG?

Definitely. I don't feel pressured to change my appearance or behaviour. I've been in jobs before where I cut my hair before going in and I didn't feel like I had to do this at LBG. I'm a regional lead for a colleague network in the Midlands, Black Organisation for Leadership in Development (BOLD), as well as co-chair for the Transport Diversity and Inclusion Committee. I saw right from my interview experience that LBG actually cared and know the value of colleague networks in bringing out the best in people. I ended up with a highly commended Multicultural Apprenticeship Award last November due to my involvement in these spaces.





“The apprenticeship didn’t just help me learn the technical skills of the job - it gave me the confidence and freedom to thrive both personally and professionally.”

### What advice has been invaluable?

One tagline I heard from a colleague is ‘get comfortable with the uncomfortable’. Public speaking, for example, isn’t something I enjoy, but I understand its value. If leaning into that discomfort can inspire or give someone else the push they need, it’s worth it.



### Would you consider another apprenticeship in the future?

Absolutely, 100%! My initial plan when I joined LBG was to complete the Level 4 apprenticeship and then pursue a Level 6 Data Science apprenticeship. I was like a kid in a sweet shop when I saw the number and variety of opportunities available to colleagues at LBG! Leadership apprenticeships are particularly appealing to me because they align with the side-of-desk work I do for BOLD. Beyond leadership, I’m also drawn to apprenticeships that develop technical skills.

### Why would you recommend apprenticeships to someone who wants to change their career?

Apprenticeships are an incredibly safe and structured way to reskill or pivot to a new career. At LBG, I’ve had the opportunity to receive a full salary and work as a full-time colleague from day one. The only difference is that I work four days a week and dedicate one day to learning, while others work the full five days. My apprenticeships were so exciting – the opportunity to learn and have the freedom to add extra skills, almost like building with Lego blocks. However, the apprenticeship didn’t just help me learn the technical skills of the job—it gave me the confidence and freedom to thrive both personally and professionally.

### What did the off-the-job learning involve and how did it fit in with adjusting to your new role and workload?

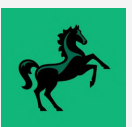
I’m incredibly passionate about learning. My apprenticeship was structured so that I typically spent one day a week learning and the other four days working in my role. Because I was so keen, I often spent a lot more time than that, waking up very early to throw myself into the next assignment.

I wanted to complete my assignments early so that I could apply myself to my role, and become the best at that as quickly as possible. I was able to do that and before my apprenticeship finished, I got a promotion to a higher grade, twelve months in. My apprenticeship also included residentials, so every 3-4 months, we’d go away for a week to attend in-person sessions.

### Did anything surprise you about being an apprentice?

When I first joined, I often felt like I needed to justify my position. I’d be in a room with colleagues who had many years of corporate experience and I think it was natural to feel intimidated by their wealth of experience. A colleague told me I was looking at it wrong – they said apprentices are brought in to light fires under more experienced colleagues and that we wouldn’t be there if we didn’t have value. I now share this insight with new apprentices. While it’s not their job to make colleagues uncomfortable, it’s sometimes inevitable—so I encourage them to embrace it, learn from others, and engage in reverse mentoring. Many colleagues are eager to learn from apprentices as much as they mentor them.

Find out more about apprenticeships at LBG: [amapps.uk/mte-lloyds](https://amapps.uk/mte-lloyds)



# HAIRDRESSING: WHO, WHAT, WHY, HOW...

Lewis and Kaitlyn are both studying a Level 2 Hairdressing apprenticeship with Stoke-on-Trent College. We asked them some key questions about their experiences.



Lewis Kaitlyn

## WHY? ...hairdressing?

**Kaitlyn:** I was a dancer for 11 years, and when I got older, I was the friend always helping people with their hair at shows or lessons. It became something that I loved to do. When I stopped dancing, I already knew that hairdressing was the career for me.

**Lewis:** I started at a young age at the salon on a Saturday initially and realised I had a great passion for the industry.

## WHY? ...an apprenticeship?

**Kaitlyn:** An apprenticeship is hands-on learning, which is so much better for me than just learning from a TV screen in a classroom.

**Lewis:** The apprenticeship route teaches you straight away to work as a team, how to communicate with clients and you get to observe the senior stylists, plus you are taken on as a proper member of staff.

## WHAT? ...is a typical day like?

**Kaitlyn:** A typical day is extremely busy. I sort out towels and my trolley, I see my clients, I do some cleaning, I observe other stylists, I practise on a doll head!

**Lewis:** There is no typical day at the salon. Every day is different from the last! My day mainly involves supporting the other stylists and keeping the sanitary standards high, whilst working on building my own clientele.

## WHAT? ...is your biggest achievement?

**Lewis:** One of my proudest achievements was passing my maths GCSE as I had so much doubt in my ability I thought I would fail. I didn't. My biggest achievement in life is finding my chosen family and being accepted in the family I was born in. As a gay man, it's hard to find a friendship group who understands and relates to the struggles queer people face.

**Kaitlyn:** My biggest achievement has been coming out of my shell and growing my confidence.



## HOW? ...does your off-the-job learning work?

**Kaitlyn:** I'm at college one day a week and in the salon three days a week. I normally do theory work and revision on my days off.

**Lewis:** As well as a day a week at college, I have practical assessments with my tutor, Laura, so she can identify my strengths and weaknesses, which I really enjoy.



## WHO? ...supports you?

**Kaitlyn:** My college tutor is really supportive and so is my boss, Charlie, my manager Rachel and the other stylist Hayley. We work really well as a team and support each other.

**Lewis:** As a group of apprentices at college, we really support each other and if anyone needs help, we are there for each other. My other main supports are my boss, tutor and the senior stylists at work - I trust, respect and learn from each of them in different ways.



# MAKING A DIFFERENCE: APPRENTICESHIPS AT YOUR LOCAL COUNCIL



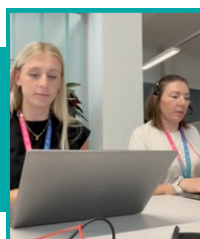
## Careers in local government

Local government might not be the first sector people think of when exploring career options – but it's full of exciting, meaningful opportunities for those who want to make a difference. Councils across the country can offer apprenticeships in a huge variety of roles, from digital media and environmental health to HR, communications, planning, and beyond.

These roles allow individuals to learn on the job, gain recognised qualifications, and contribute to vital services that support local people every day. Councils are looking for people with fresh ideas, curiosity, and a drive to improve the places they live in. It's a sector that rewards those who care about their communities and want to be part of shaping their future.

## Real stories from real apprentices

We bring these opportunities to life through a short compilation film and a series of 'day in the life' case study videos. These feature seven apprentices working across councils in the East of England, showcasing a snapshot of the breadth of roles on offer and the impact apprentices can make.



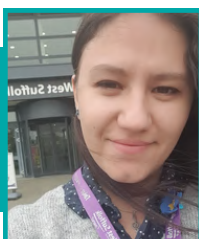
Alana & Laura



Constance



Raven



Clara



Jemima



Jo

- Alana and Laura work in environmental health to keep communities safe
- Constance builds skills in communications and PR
- Raven supports people operations and HR
- Clara develops learning and development programmes for council staff
- Jemima works in cemetery services while gaining valuable experience
- Jo helps to deliver major school building projects across the county

Apprenticeships are offered at various levels and with new roles being added all the time, there's something to suit everyone.

To find opportunities nearby, visit:  
[Find your local council - GOV.UK](https://gov.uk/find-your-local-council)



Watch the videos:

[amapps.uk/local-gov](https://amapps.uk/local-gov)



# IS IT TOO LATE TO FIND AN APPRENTICESHIP?



Many individuals will be searching for apprenticeships in the summer term, and often worry that they've left it too late. In this article we explore what to expect and where to find vacancies that are still available.

## When is the best time of year to look?

Apprenticeships are real jobs, and employers will decide when they advertise their apprenticeship opportunities. We typically see an increase in apprenticeship vacancies in the autumn (around September / October time) and again in the spring (January / February time) but there will be a steady flow of new vacancies throughout the year too.

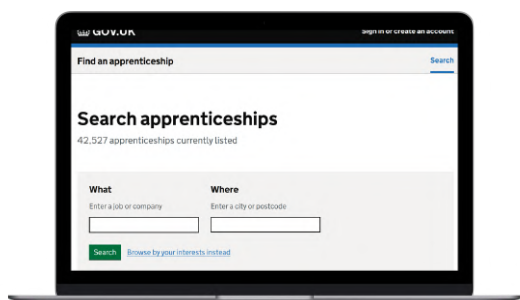
## Is it too late to find an apprenticeship at this point in the year?

Not at all. Although many employers, particularly those with larger intakes of apprenticeships, will have already advertised and filled their positions, there will be many other employers who will still be recruiting. We see new apprenticeship vacancies created throughout the year, including the summer term.

## Where can I find apprenticeship vacancies?

One of the best places to begin will be the government's Find an Apprenticeship website. This platform provides an excellent starting point and lists thousands of 'live' apprenticeship vacancies from across England.

[findapprenticeship.service.gov.uk](https://findapprenticeship.service.gov.uk)



You can also search for apprenticeships in lots of different ways, including:

- **Social media** - lots of employers will advertise their opportunities on sites like Facebook, Instagram and LinkedIn.
- **Local jobs sites** - many Careers Hubs have websites that help to advertise local opportunities.
- **Directly with the employer** - if you have an employer in mind, you can search on their website to see if they are recruiting.
- **Recruitment fairs** - there may be local recruitment or careers fairs taking place and these are a great opportunity to meet local employers with vacancies.

## What types of opportunities will be available?

At this time of year, there will still be a variety of apprenticeships available, covering lots of different job roles and at different levels. You may find that some of these positions are with smaller, more local companies. Please don't overlook these - there are many really fantastic apprenticeship opportunities with smaller companies too.

## Where can I find out more?

Check out our previous webinars on searching and applying for webinars, and sign up for future webinars here: [amapps.uk/webinars](https://amapps.uk/webinars)

Sign up to receive our monthly vacancy mailing here: [amapps.uk/vacancies](https://amapps.uk/vacancies)

# APPRENTICESHIPS RUN IN OUR FAMILY!



**Lynette** is the proud parent of a former apprentice, **Tom**, and a current apprentice, **Millie**, who she says couldn't be more different to each other, but have both ended up doing apprenticeships.

Tom is really academic – he got excellent **GCSE** results and then went off to college to do A-levels. He was adamant he didn't want to go to university. He wanted to work and didn't want to get into debt through paying fees. At first, he wanted to find a degree apprenticeship and he was worried that a lower-level apprenticeship wouldn't be enough of a step up from **A-levels**. I had to explain to him that it's not a sideways step - you're learning about that particular job and getting the hands-on learning that that you need to progress in that career. He found a **Level 4 Construction Design and Build Technician apprenticeship** and realised he really loved the project management side of construction. He finished his apprenticeship and still works for the company – they are now paying for him to do a **Construction Project Management degree** at Salford University alongside working. He's absolutely thriving – he's got a company car, he's always off on holiday - he wouldn't be in this position if he hadn't done an apprenticeship.



## Tom's Journey

GCSEs

A-levels

Level 4  
Apprenticeship

Degree  
(work-funded)



Millie left school after her **GCSEs**. She's not academic – she's a hands-on learner with a really strong work ethic. She enrolled onto a **level 2 Childcare course** at college and worked hard to achieve her **functional skills in maths** over the summer. We started looking into apprenticeships for when she finished college, but a **Level 2 Early Years Practitioner apprenticeship** opportunity came up with **The Growth Company** that was starting straight away, and she ended up going for it and getting the role! We had to weigh up the pros and cons of her leaving college before her course finished. She didn't really enjoy the college side of her course, but loved the placement side, so it felt like the right thing for her. As a parent, you don't want your child 'dropping out', but we didn't see it like that, we saw it as her making the right choice for her progression. She's getting on really well at the nursery, the kids love her, and she's grown up so much being in a full-time job.

## Millie's Journey

Functional  
Skills maths

L2 Childcare  
course

Level 2  
Apprenticeship

Functional Skills  
English



# ONE PERSON - 3 DIFFERENT OPTIONS

Ben is a former T Level student, a current apprentice and also studying for an HTQ!



## T-LEVELS

### T Level in Design, Surveying and Planning for Construction

I studied GCSEs in engineering, geography and computer science and always wanted to get into some kind of engineering. As I went through secondary school I decided on structural engineering as the specialism I wanted to focus on. The T Level in Design, Surveying and Planning for Construction at Weston College suited me because it was local and focused on the sector I wanted, as well as being a technical course. My T Level placement was with Hydrock, an engineering consultancy. This placement solidified my interest in engineering and I am still working and learning with Hydrock today.

## Apprenticeships

### Structural Technician Apprenticeship

After my T Level, I considered doing a full-time university degree. I had completed my UCAS application for civil engineering courses at different universities and I actually got accepted for all my UCAS options. But at the same time, while I was doing my T Level placement, I learnt about Hydrock's apprenticeships, and they had applications open.

I knew this would be a path where I get qualified, and although it might take longer, I also get paid to do it. I was offered the apprenticeship position with Hydrock and I accepted.



### HTQ - Level 4 Civil Engineering Higher National Certificate (HNC)

For the off-the-job learning part of my apprenticeship, I am studying for an HTQ in Civil Engineering. I have a keen interest in the built environment and would like to work on global construction projects, so the HTQ is a good logical next step to gain a qualification in these interests. I am in the workplace at Hydrock Tuesday-Friday and spend Mondays at college studying for my HTQ.

I think an engineering HTQ is a good next step for people who know what sector they want to thrive in and want to make a clear plan on how to get there.

# APPRENTICESHIPS TACKLING CLIMATE ISSUES!



Ahead of World Environment Day on 5th June, we take a look at the growing range of green apprenticeship roles.

With the Government's target for the UK to reach 'Net Zero' carbon emissions by 2050, many organisations are now focusing on the different ways they can have a positive impact on the environment through their products and services, and in turn, linking this to the apprenticeship programmes that they offer.

## Sustainability and Conservation

Associate project manager – Level 4

Coaching professional – Level 5

Corporate responsibility and sustainability practitioner – Level 4

Data analyst – Level 4

Furniture restorer – Level 3

Jewellery, silversmithing and allied trades professional – Level 3

Leather craftsperson – Level 2



How much do you know about sustainability?

Take this quiz to explore green careers and how apprentices at energy company EDF are working towards a more sustainable future:

[amapps.uk/edf-quiz](https://amapps.uk/edf-quiz)

## Landscape and Nature



Arboriculturist – Level 4

Countryside worker – Level 2

Forest craftsperson – Level 3

Horticulture or landscape construction operative – Level 2

Horticulture or Landscaping Supervisor – Level 3

Professional forester – Level 6

Senior florist – Level 3



Get inspired by this green careers film!

Meet apprentices in green roles, working at Amazon, GEA, Leonardo and others:

[amapps.uk/green-film](https://amapps.uk/green-film)

## Energy and Technology

Community energy specialist – Level 4

Digital device repair technician – Level 3

Low carbon heating technician – Level 3

Motor vehicle service and maintenance technician – Level 3

Nuclear health physics monitor – Level 2

Packaging professional – Level 6

Science manufacturing technician – Level 3



## Energy employer inspiration

Find out more about apprenticeships in the energy sector with EDF:

[amazingapprenticeships.com/employers/edf](https://amazingapprenticeships.com/employers/edf)



## Tips on finding a green apprenticeship

This [rapid read](#) from Amazing Apprenticeships explores how to find a green apprenticeship.

Find out about these apprenticeships and many more by visiting:  
[instituteofapprenticeships.org/apprenticeship-standards](https://instituteofapprenticeships.org/apprenticeship-standards)

# MYTHBUSTING LOGISTICS!

Megan is a Degree Apprentice at CEVA Logistics, studying Supply Chain Management at Aston University.



## MYTH: LOGISTICS IS ONLY ABOUT DRIVERS AND WAREHOUSES

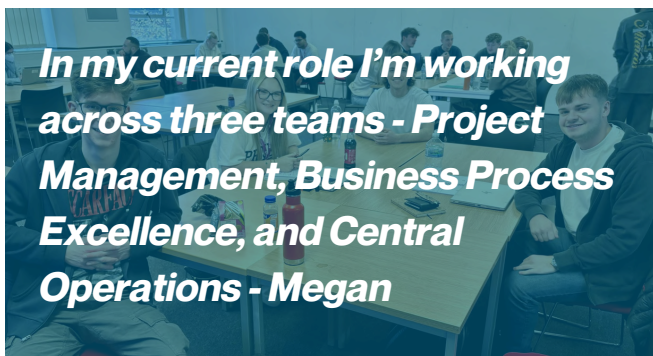
Logistics encompasses the whole supply chain. While drivers and warehousing are at the heart of what we do, behind the scenes there is procurement, project management, marketing and much more, all ensuring everything runs as efficiently as possible.

## MYTH: NOT MANY WOMEN WORK IN LOGISTICS

There is a gender imbalance in the field, but changing it has become a real focus for many businesses. CEVA Logistics has launched a Women's Empowerment Network to support women within our business, educate the wider business, and bridge the gender gap.

## MYTH: LOGISTICS ISN'T INTERESTING

Supply Chain Management is an art. The work that goes on behind the scenes to get parcels from A to B is immense, and no two days are the same. From marketing for corporate events and planning expositions to installing robots and planning transport routes, no matter what you are interested in, there will be something for you in logistics.



## MYTH: THERE'S NO CAREER PROGRESSION

Progression is common in the logistics industry. Many people in senior positions have started as drivers or warehouse operatives and worked their way up. There is an increased demand for logistical services, meaning new roles are always being created, ensuring new opportunities.

## MYTH: YOU SPEND ALL DAY AT A DESK

This could not be further from the truth. While there will be an element of desk work involved, hands-on experience and being on the shop floor, engaging with colleagues, are the biggest tools you can have to truly excel in operations. You get the best picture of the operation and the most buy-in from the operatives driving your operation.





# PREPARING FOR ASSESSMENT CENTRES

Assessment centres are a common part of the apprenticeship application process, especially for degree apprenticeships. In this article, Naomi Furlonger, Early Talent Consultant at E.ON, shares her assessment centre dos and don'ts.



**DO**



**Research the company** before the day and read the preparation information very carefully.

Know about the **role you are applying for** - find out what it means to do that role.

Know your **CV and application information** well.

Show that you are **passionate and motivated**, don't just say it!

Remember that you are being **assessed at all times** – even outside of specific sessions.

**Engage** with colleagues there on the day - make sure you think of some **questions to ask** to show you are interested.

Remember assessors aren't there to catch you out, they are hoping to find out if you are the **right fit for the role** AND if the role and company is right for you.

Dress **smartly**.



**DON'T**

Rely on **Chat GPT or other AI tools** to write your presentation and interview answers.

Always shout the **loudest** in group activities - it isn't The Apprentice!

**Make anything up** about yourself as part of the application process - the truth will be uncovered during the assessment centre.

**Compare yourself** to other candidates - focus on your performance only.

Think that you **need to know everything** - you are applying for an apprenticeship to learn about the role, we just want to see passion and motivation.

**Panic!** You will be your true self if you relax and enjoy the experience, so try not to panic and be too nervous!

But most of all...be your 'best' self and enjoy it!



Find out more about assessment centres and hear from Naomi and one of E.ON's apprentices, Lucia, by catching up on this webinar: [amapps.uk/webinar-assessmentcentres](https://amapps.uk/webinar-assessmentcentres)

Explore apprenticeships with E.ON here: [eon-uk-careers.com/en/early-careers](https://eon-uk-careers.com/en/early-careers)

# DATES FOR YOUR DIARY



As part of the Apprenticeship Support and Knowledge for Schools and Colleges programme (ASK), Amazing Apprenticeships are offering parents, carers, careers staff and teachers a schedule of fully-funded webinars throughout the year.

**BOOK NOW**



Book your free place and catch up on recordings of all previous webinars here:  
[amazingapprenticeships.com/workshops-webinars](https://amazingapprenticeships.com/workshops-webinars)

Date and Time	Title and Description
Monday 19th May 2025 15:30-16:00	<b>Apprenticeships for individuals with additional needs</b> Many students have additional needs and may feel unsure about the support that will be offered by employers and training providers. Join us to hear about the flexibilities that can be offered and the support that apprentices will receive.
Thursday 12th June 2025 15:30-16:00	<b>How to research and apply for HTQs</b> If your child is looking for a post-18 qualification that is flexible, job-focussed and an excellent way to progress to a higher/degree apprenticeship, a full degree or a highly-skilled job, join us to find out more about HTQs.
Thursday 19th June 2025 15:30-16:00	<b>How students can use the summer to start their apprenticeship research</b> It's never too early to start researching apprenticeships and the summer can be a brilliant time to help to get ready. Join us to hear from experts explaining how to help students to get ready for when vacancies open up in the autumn.
Monday 7th July 2025 15:30-16:00	<b>Finished year 11 or year 13 and want to find an apprenticeship?</b> If you've just finished your course(s) and taken your exams, but aren't sure what you're doing next, or may want to change your mind about what you are planning to do, join us to find out about what to do right now to start finding an apprenticeship. You haven't left it too late!

## APPRENTICESHIPS FOR INDIVIDUALS WITH ADDITIONAL NEEDS: MONDAY 19<sup>TH</sup> MAY



**WEBINAR**

During this webinar we will be helping our audience to understand flexibilities that can be applied. Topics covered will include:

- Searching for disability confident opportunities
- Entry requirements
- Sharing support needs and requesting adjustments
- The types of support that employers offer
- Additional support from training providers
- Part-time flexibilities
- Breaks in learning
- English and maths requirements
- Further support available

Please book using the link above



# STAY UP TO DATE



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[AMAZINGAPPRENTICESHIPS.COM](https://amazingapprenticeships.com)



- Access a wide range of free resources
- Inspirational stories of real apprentices
- Advice from employers and experts
- Live vacancies
- Read anytime, anywhere