Who are Amberjack
What we do

Specialists in the recruitment of Apprentices, Graduates, Interns, MBAs and PhDs
Who we do it for

Some Amberjack Clients

Morrisons  GSK  AWE  Bakkavor  nPower
Centrica  Network Rail  Mars  Imperial Brands  BP
PwC  Heathrow  Deloitte  RB  Unilever

We are also a local employer ourselves!!
Overview of the Changing World of Apprenticeships
Background to today’s apprenticeship landscape
History of Apprenticeships in the UK

1950s
• Almost every male in their mid-teens entered apprenticeships

Late 1900s
• The traditional apprenticeship system disintegrated as governments pushed higher education and the training providers became intermediaries

Turn of the Century
• Interest in apprenticeships revived due to success in 'high apprenticeship economies' like Germany, Austria, Switzerland

2000s to date
• Targets and funding mechanisms rewarded high volumes of apprenticeships at the cost of quality

Apprenticeships had become, “a government-led training programme, shaped by training professionals not employers”
Doug Richard, the Richard Review of Apprenticeships
What drove the change?

- In support of the government’s objective to introduce 3 million apprentices by 2020 (one start a minute for 5 years).
- About increasing quality as well as quantity and making apprenticeships sustainable.
- Intention to increase productivity (UK productivity stands at 20% below the rest of the G7).
- Addressing the 40% drop off in off-the-job training since 1995.

"An apprenticeship model delivers the most value when it involves sustained and substantial training, fully and closely integrated within the experience of learning and practising a real job."

"Without [a levy]... the ‘three million’ pledge is far more likely to waste large sums of public money, and downgrade apprenticeship quality, than it is to provide the skills that a more productive economy requires."
What has Changed?

Hint: It's more than just the Levy
/What HAS and IS changing

- Shift from Frameworks to Standards/‘Trailblazers’.
- New Higher Apprenticeships.
- The Sainsbury Review of Technical Education.
- The Apprenticeship Levy.
- Introduction of the Employer-led Institute of Apprentices.
- The new mandate for schools.

Significant complexity. Significant opportunity.
The Fundamentals
What is an Apprenticeship?

An apprenticeship is a job with an accompanying skills development programme.

Apprentices cannot be employed solely to deliver an apprenticeship.

There must be a genuine job available after they have completed their apprenticeship.

Apprentices gain the technical knowledge, practical experience and wider skills they need for their immediate job and future career.

The apprentice gains this through a wide mix of learning in the workplace, formal off-the-job training and the opportunity to practice new skills in a real work environment.

Must be in a real job

Must work towards an approved standard

The training must last for 12+ months

Must spend 20%+ on off-the-job training
Apprenticeship Levels Explained

**Level 1**
- GCSE (grades D-G)

**Level 2**
- 5 GCSEs (grades A-C)

**Level 3**
- 2 A Levels (grades A-C)

**Level 4**
- Certificate of Higher Education

**Level 5**
- Diploma of Higher Education/Foundation Degree

**Level 6**
- Bachelors Degree

**Level 7**
- Masters Degree
Standards/’Trailblazers’

Employer-designed (sponsored by one organisation and usually 10+ back it as an occupation).

Formal submission and approval process.

Must last for a minimum of 12 months.

Substantial and sustained training involving at least 20% off-the-job training (guidance 1 day a week including interaction).

The Apprentice must complete their Apprenticeship within their working hours and the employer must provide evidence of this.

End Point Assessment.
Degree Apprenticeships

No longer just about young people.

Professional qualifications as well as more traditional routes e.g. Solicitors up to Masters Level, Chartered Manager at Degree Level.

Graduates can join apprenticeship programmes.

Degrees have to be within an approved ‘Standard’ but it is anticipated that more and more Universities will be joining the Register of Apprenticeship Training Providers.
The picture so far - Standards

- About 200 Standards approved for delivery
- Over 200 more Standards in the pipeline
- 23 Degree Level (6 or 7) Apprenticeships (27 more in the pipeline)

Frameworks have started to be abolished and will be phased out by 2020
Employers who will be recruiting for Higher and Degree Level Apprenticeships in 2018

Accenture
Airbus
Arcadis
Atkins
Babcock International
BAE Systems
BBC
Balfour Beatty
Capgemini
CGI
Civil Service Fast Track
Dentsu Aegis
EDF
EY
Faithful+Gould (part of the Atkins group)
Fujitsu
GSK
JCB
J.P Morgan
KPMG LLP
Laing O’Rourke
Lloyds Banking Group
McCann Worldgroup
Morrison
National College for High Speed Railway
Nestle
OMG
PwC
Renishaw
Rolls-Royce
Royal Air Force
Royal Mail
Santander
Sainsbury’s
Severn Trent
Skanska UK plc
Siemens
Thales
Transport for London
Wates
Wessex Water
Willis Towers Watson
WSP
Higher and Degree Vacancy Listing
November 2017

The Higher and Degree Apprenticeship Listing showcases thousands of vacancies from over 40 employers starting in 2018. You can apply for many of these apprenticeships and a place at university at the same time.

Higher and degree apprenticeships are available at levels 4-7. They combine work with study and may include a work-based, academic or combined qualification, or a professional qualification relevant to the industry. Levels 4 and 5 are equivalent to a Higher Education Certificate / Diploma or a Foundation Degree; Level 6 is equivalent to a Bachelor’s Degree; and Level 7 is equivalent to a Master’s Degree.

Achieve a degree from some of our best universities whilst training in a top flight career. Tuition fees are paid by your employer and the government, and you learn and earn a salary from day one.

For further advice on making the right career choices, visit nationalcareersservice.direct.gov.uk or call: 0800 100 900 (free from landlines and mobiles).

<table>
<thead>
<tr>
<th>Employer</th>
<th>Level</th>
<th>Roles</th>
<th>Expected Number</th>
<th>Locations</th>
<th>Starting Salary</th>
<th>Applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accenture</td>
<td>4-6</td>
<td>Digital and Technology Solutions Degree Professional</td>
<td>Multiple</td>
<td>London, Warwick, Newcastle, Manchester</td>
<td>Competitive</td>
<td>Opens during November 2017</td>
</tr>
<tr>
<td>Airbus</td>
<td>6</td>
<td>Engineering Degree Apprenticeship</td>
<td>20</td>
<td>Filton</td>
<td>£15,437</td>
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How to find out about Apprenticeship Opportunities
Find an apprenticeship
Search and apply for an apprenticeship in England

Keywords (optional)
Can include job title, employer or reference number

Your location
Enter postcode, town or city or use current location

Help
How to search for an apprenticeship (interactive walkthrough)
0800 015 0400
Contact us
About apprenticeships
Find a traineeship
Collection

Apprenticeship standards

From: Institute for Apprenticeships
Part of: Further education and training
Published: 12 November 2014
Last updated: 3 November 2017, see all updates

New apprenticeship standards developed by employers.

Contents

- Apprenticeship standards approved for delivery
- Apprenticeship standards in development
- Agriculture, environmental and animal care standards
- Business and administration standards
- Catering and hospitality standards
- Childcare and education standards

Hiring and training an apprentice

Become a training provider, recruitment and funding guidance, standards and assessment plans, how to register.

Apprenticeship funding bands

Apprenticeship standard: digital engineering technician (Approved for delivery)

Apprenticeship standard: leader in adult care
Apprenticeship standard: software tester (approved for delivery)  
24 November 2016  Guidance

Apprenticeship standard: digital marketer (approved for delivery)  
24 November 2016  Guidance

Apprenticeship standard: cyber intrusion analyst (approved for delivery)  
24 November 2016  Guidance

Apprenticeship standard: data analyst (approved for delivery)  
24 November 2016  Guidance

Apprenticeship standard: infrastructure technician (approved for delivery)  
9 December 2016  Guidance

Apprenticeship standard: unified communications trouble shooter (approved for delivery)  
24 November 2016  Guidance

Apprenticeship standard: digital & technology solutions professional degree apprenticeship (approved for delivery)  
10 September 2015  Guidance

Apprenticeship standard: cyber security technologist (approved for delivery)  
24 November 2016  Guidance

Apprenticeship standard: software development technician (approved for delivery)  
18 December 2016  Guidance
Apprenticeship standard: digital & technology solutions professional degree apprenticeship (approved for delivery)

Guidance

Describes the job role an apprentice will be doing and the skills required of them by the digital industries sector.
### Apprenticeship Standard

**Occupation:** Digital & Technology Solutions Professional - degree apprenticeship  
**Typical Job Titles:** 
- Software Developer
- Software Engineer
- Software Tester
- Application Specialist
- Business Analyst
- IT Project Manager
- IT Consultant
- Network Engineer
- Cyber Security Analyst
- Database Specialist
- Data Analyst
- Digital Media Technology Practitioner
- Systems Designer

**Duration:** Typically 3 years  
**Level:** 6

**Role Profile**

A Digital & Technology Solutions Professional provides technology-enabled solutions to internal and external customers, in a range of areas including software, business systems and services analysis, cyber security, data analytics and network infrastructure. They implement technology solutions that enable businesses to develop new products and services and streamline their organization using digital technologies. They are confident, competent and capable in all aspects of IT. These Professionals are able to operate in a range of roles, but the specification is based upon a core set of skills that will be supplemented by area, and one of, an emphasis area detailed below that does not discriminate by employer.

**Entry Requirements**

Individuals will set the selection criteria, but this is likely to include these 4 key skills, including math, although some employers may accept other relevant qualifications or experience.

**Core Skills**

- Information Systems: Is able to critically assess a business situation to understand the role of Information Systems, highlight issues and identify opportunities for improvement through an Information Systems analysis.
- Systems Development: Analyses business and technical requirements to select and specify appropriate technology solutions, Designs, implements, tests, and deploys software to meet requirements using a variety of tools and techniques such as software development languages, databases, software engineering tools, and system design tools. They use an evidence-based approach to solving problems with supporting documentation.
- Cyber Security: Conducts and manages appropriate risk assessments throughout the lifecycle of a project, including the assessment of threat and vulnerability analysis, and manages projects using appropriate tools and techniques. They are able to use a range of technologies and methodologies to conduct risk assessments, including risk management frameworks, models and tools.
- Data Science: Conducts and manages appropriate data analysis and modeling tasks to support business decisions, using a variety of tools and techniques such as statistical analysis, machine learning, and data visualization. They are able to use a range of technologies and methodologies to conduct data analysis, including data mining, data manipulation, and data visualization tools.

**Core Technical Knowledge**

- Business: Understand key business areas and their challenges.
- IT Business: Understand key business areas and their challenges.
- Digital Media: Understand key business areas and their challenges.
- Cyber Security: Understand key business areas and their challenges.
- Business Strategy: Understand key business areas and their challenges.
- Data Science: Understand key business areas and their challenges.

**Core Behavioral Skills**

- Professional, interpersonal and business skills: 
  - Promotes openness and collaboration, effectively communicates, and can build and maintain strong relationships with customers and colleagues.
  - Demonstrates flexibility and adaptability, and can effectively change direction in response to changing business requirements.
  - Shows initiative, can think critically, and can effectively analyze and solve complex problems.
  - Demonstrates effective leadership and management skills, and can effectively lead and manage teams.

- Attributes and Behaviors:
  - Approaches problems systematically and can effectively analyze and solve complex problems.
  - Demonstrates effective leadership and management skills, and can effectively lead and manage teams.
  - Shows initiative, can think critically, and can effectively analyze and solve complex problems.

**Review Date**

This standard will be reviewed in two years from the date of publication.

### Specification Outcomes

Each of the specifications is set out below. All apprentices will require the core skills and knowledge to be combined with the specialist skills and knowledge to be able to operate effectively in the defined role. The employer will select one, and only one, of the specifications for the apprenticeship, which is specific to the role the apprentice will perform.

### Specification Title: Software Engineer

**Role Outline:**

- The primary role of a software engineer is to design, build and test high-quality software solutions. The software engineer will work closely with other members of the development team to create software that meets the needs of the business and its customers.

**Core Competencies:**

- Ability to design and implement software solutions that meet business requirements.
- Ability to work collaboratively with other members of the development team.
- Ability to write clean, maintainable code.

**Additional Competencies:**

- Ability to work effectively in a fast-paced environment.
- Ability to communicate effectively with both technical and non-technical stakeholders.
- Ability to work as part of a team.

**Supporting Knowledge:**

- Knowledge of software development methodologies, including agile and Waterfall.
- Knowledge of software testing techniques, including unit testing and integration testing.
- Knowledge of software project management tools and techniques.

**Supporting Skills:**

- Ability to communicate effectively with both technical and non-technical stakeholders.
- Ability to write clear, concise and well-structured documentation.
- Ability to work as part of a team.

**Supporting Attributes:**

- Ability to work effectively in a fast-paced environment.
- Ability to communicate effectively with both technical and non-technical stakeholders.
- Ability to work as part of a team.

### Specification Title: IT Consultant

**Role Outline:**

- The primary role of an IT consultant is to advise and guide organizations on IT-related matters. The IT consultant will work closely with other members of the IT team to provide advice and guidance on IT-related matters.

**Core Competencies:**

- Ability to analyse and interpret business requirements.
- Ability to design and implement IT solutions that meet business requirements.
- Ability to work collaboratively with other members of the IT team.

**Additional Competencies:**

- Ability to work effectively in a fast-paced environment.
- Ability to communicate effectively with both technical and non-technical stakeholders.
- Ability to work as part of a team.

**Supporting Knowledge:**

- Knowledge of software development methodologies, including agile and Waterfall.
- Knowledge of software testing techniques, including unit testing and integration testing.
- Knowledge of software project management tools and techniques.

**Supporting Skills:**

- Ability to communicate effectively with both technical and non-technical stakeholders.
- Ability to write clear, concise and well-structured documentation.
- Ability to work as part of a team.

**Supporting Attributes:**

- Ability to work effectively in a fast-paced environment.
- Ability to communicate effectively with both technical and non-technical stakeholders.
- Ability to work as part of a team.
Employers involved in creating this standard

If you’d like to get involved and contribute to the development of the digital & technology solutions professional standard, please read the guidance for trailblazers, and email the trailblazer contact: Bob.Clift@thetechpartnership.com.

The standard for a digital & technology solutions professional was developed by:

- Accenture
- Bright Future
- BT
- Capgemini
- CGI
- Ford
- Fujitsu
- GSK
- HMRC
- HP
- IBM
- John Lewis
- Lloyds Banking Group
- Network Rail
- Tata Consulting Services
I'm Not Going to Uni

and I'm looking for -- select a category --

So...

...you are thinking about not going to university – congratulations! You have just proved that you can think differently.

From apprenticeships to debt-free education, there are literally thousands of other opportunities out there. The Not Going to Uni team are here to help you find apprenticeships, college courses or work experience to help build your future.
School Leaver Jobs
Apprenticeships, School Leaver Programmes & Sponsored Degrees

At AllAboutSchoolLeavers, our mission is clear: we help school leavers get jobs and understand the career paths available to them. Here at the home of school leaver jobs, you'll find everything from current apprenticeships and school leaver programme opportunities, to the latest school leaver job news, and advice to help guide you on your career journey.

**Finding school leaver jobs**
We've got the latest school leaver programmes and apprenticeship schemes right here. Use the search box on the right to look for positions specifically tailored to you – sorted by industry, location, or the type of programme – or simply browse through all the opportunities on our school leaver jobs board. When a position catches your eye simply click on the vacancy for more detailed information and for that all-important 'Apply Now' button.

**School leaver jobs advice**
Our advice pages are full of vital information to help you on your career journey, from how to write a CV and cover letter, or preparing for job interviews, to guidance on how to
Apprenticeships, Jobs, Reviews & Careers Advice For School & College Leavers

Top 100 Employers Revealed!

Based on over 4,300 reviews from our website, the Top 100 Employers Table showcases companies who are top of their class; offering apprenticeship, school leaver and work experience programmes for school and college leavers across the UK.

View the Top Employers
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<th>Rank</th>
<th>Company</th>
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<tr>
<td>1</td>
<td>Anchor Trust</td>
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<tr>
<td>2</td>
<td>BAE Systems</td>
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<td>3</td>
<td>Mace Group</td>
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<td>RBS</td>
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<td>5</td>
<td>Leonardo</td>
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<td>ARUP</td>
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<td>7</td>
<td>Cummins</td>
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<td>8</td>
<td>Virgin Media</td>
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<td>J.P. Morgan</td>
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<td>BT</td>
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<td>14</td>
<td>Capgemini</td>
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<td>15</td>
<td>BAM Construct UK</td>
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Welcome to Elevate Me

Elevate Me is the place for 16-24 year olds in West Berkshire to get help, advice and support on employment, work experience, volunteering and mentoring.

Enter the Elevate Me City

Sign up to Elevate Me

Create my Personal City

Support Available
Arch Creates the IT & Digital Workforce of tomorrow, today.

View our current jobs ➔  Become an Apprentice ➔  Hire an Apprentice ➔  Watch our 2min video ➔
BEng Civil Engineering Site Management

Duration 5 Years
Typical offer AAA-ABB; BTEC: DDD-DDM; IB: 34
Discipline Engineering
Location Streatham (Exeter)

About the apprenticeship

BEng Civil Engineering Site Management is being developed in partnership with a consortium of employers working together on one of the UK’s biggest civil engineering projects - Hinkley Point C. These include Laing O’Rourke, the UK’s largest privately-owned construction firm.

While study on this programme significant parts of your learning will take place at work and will contribute to your overall degree. As a Degree Apprentice you will be a full salaried employee, with all the benefits this brings. You’ll be working as part of a team with real responsibility giving you hands-on, vocational training every day. At work, you will be supported in your role by both your line manager and mentor.
Now you don’t have to worry about university fees or choose between starting your career or studying towards a degree. You can enjoy the best of both worlds on our chartered manager degree apprenticeship programmes. You’ll swing into action in a real paid job while we pay you to attend University part-time. So you can get a head start in your
Popular and slightly more niche apprentice roles

**Sports**
- indeed.co.uk
- wearescl.co.uk
- ucfb.com

**The Arts**
- artwork.org.uk
- atgtickets.com
- nationaltheatre.org.uk

**Construction**
- goconstruct.org
- citb.co.uk
- britishconstructionjobs.co.uk

**The Military**
- royalnavy.mod.uk
- army.mod.uk
- raf.mod.uk

**Business**
- pjea.org.uk
- techpartnership.com
Additional Useful Resources
National Careers Service

We provide information, advice and guidance to help you make decisions on learning, training and work.

We are redesigning this service. If you had a Lifelong Learning Account you can still use your existing details to sign in. You'll be able to view your saved:

- CVs
- Skills health check reports
- action plans
- course searches

Job profiles

Want to speak to an adviser?

Call 0800 100 900 or use webchat

8am to 10pm, 7 days a week
Helping young people with the life skills and training they need to go forward into work

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DISCOVER YOUR PERFECT MATCH
Matching people with the jobs where they’re most likely to succeed

Try it out for free
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Sign Up

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pymetrics for job seekers

pymetrics for employers

PRODUCT
Candidates

ABOUT
About pymetrics

RESOURCES
FAQ