

Modern Apprenticeship Case Studies

Practical Workplace Examples April 2014



Modern Apprenticeship Project



This second edition of the Modern Apprenticeship Case Studies publication has a greater focus on equalities. As outlined in the 'Modern Apprenticeship Toolkit', there continues to be a problem with gender based occupational segregation and under-representation of women, BME and disabled workers on the programme.

This publication aims to demonstrate that this need not be the case and that good trade union and employment practice can be built on to ensure that the make-up of the workers on Modern Apprenticeships reflects the demographics of Scotland.

These case studies were gathered by Scottish Union Learning during visits to workplaces across Scotland. The examples cover many aspects of Modern Apprenticeships including levels, workplaces and industries and the role of unions. The personal testimonies in these pages bring to life the positive impact of vital union engagement with employers on the development and delivery of Modern Apprenticeships with trade union support. The examples included give reflective snapshots of union engagement with the Modern Apprenticeship programme, but are not an exhaustive collection. The Scottish Union Learning Modern Apprenticeship Project was developed in partnership with Skills Development Scotland. The aim of the project was to gauge trade union awareness and engagement with the Modern Apprenticeship programme, to support unions that are involved or aim to be involved with Modern Apprenticeships and to provide examples of good practice in relation to employing workers from a diverse range of backgrounds.

Trade union engagement is manifested in different ways including mentoring and representing Modern Apprentices, ensuring Modern Apprentices are covered in local learning agreements and collective bargaining, supporting Modern Apprentices' learning throughout the programme and supporting the progress of Modern Apprentices through to sustained employment.

The Modern Apprenticeship Case Studies publication complements and enhances the Modern Apprenticeship Toolkit and the Your Rights as a Modern Apprentice publications, which were published by Scottish Union Learning in April 2014.





Drives Forward Modern Apprenticeships with First ScotRail

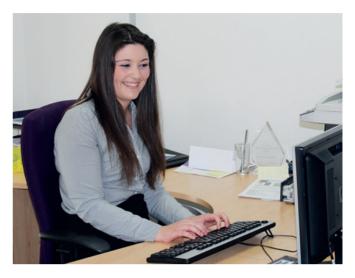


Workplace: First ScotRail

In 2010, ASLEF, the train drivers' union, worked in partnership with ScotRail and Skills Development Scotland to initiate a new Modern Apprenticeship in Customer Service for young people. More than 20 young people have started the Modern Apprenticeships since this recruitment drive began.

This Modern Apprenticeship programme is a partnership between ScotRail, ASLEF and Skills Development Scotland. Skills Development Scotland has provided some funding towards the Apprenticeship costs.

The young people undertake the opportunity to earn and learn over an 18-month period. Almost all of those that have successfully completed their Modern Apprenticeship have found permanent posts with First ScotRail. In addition to undertaking an SVQ Level 2 Modern Apprenticeship in Customer Services, the apprentices also embark on a Gold Duke of Edinburgh Award which provides them with the opportunity to work directly with communities and go on an outward-bound team building course.



ASLEF also utilises the Rail Union Learning Centre at Glasgow Kelvin College to provide the apprentices with career building skills such as CV writing, completing job applications and interview skills.

Alan Reid, Project Worker, ASLEF, added: "The benefit for ScotRail and the apprentices are invaluable, this is an ever changing industry with a huge divergence in occupations. When permanent employment is gained after the 18 month period, I believe as a Trade Union we have played our part in helping young people secure the start of their career."

Naomi Milligan, who recently completed a Customer Service Modern Apprenticeship and is now employed as a Resource Assistant, said: "A very important aspect of the Modern Apprenticeship is moving into permanent employment at the end of it. I really enjoyed it and have encouraged family and friends to look at this way of starting their working life."

Julie McComasky, First ScotRail HR Director, said: "The Apprenticeship Programme provides ScotRail with a pipeline of new talent moving into key roles within the business."



Louise Ireland and her Modern Apprenticeship at the STUC

GMB SCOTLAND	Jnion:	GMB
Duration:	1 Year	
Location:	Glasgow	V
Workplace	e: STUC	

The STUC employs a Business Administration Modern Apprentice to become part of the organisation's administrative team. The GMB is involved in the induction programme and provides support for the apprentice. Liz Ferguson, STUC Secretary to the General Secretary, said: "Bringing in young people helps bridge the age gap that exists in many workplaces. Our Modern Apprentices are learning new skills and ways of doing things in the workplace; it's a positive learning experience for us all."

Louise Ireland, Business Administration Modern Apprentice, said: "I found securing a job to be really difficult as employers were looking for experienced people, so I was pleased to find this Modern Apprenticeship. As previous experience of working in administration wasn't required, it has provided me with a good start in my working life."

She continued: "Working with the STUC has allowed me to learn a lot more about the importance and need for trade unions. I enjoy using IT at home and studied computing at school, so a Modern Apprenticeship in Business Administration seemed a good fit for me."



Ainslie Callaghan, Admin Assistant, Close the Gap, said: "I completed a Modern Apprenticeship in 2011 with the STUC, and it enabled me to improve on skills and experiences gained from school and other workplaces whilst at the same time obtaining a valuable qualification. With the support of my colleagues, gaining the SVQ Level 3 was an enjoyable and manageable process. Since completing the qualification, I secured a permanent position with the STUC and I am now an Admin Assistant with Close the Gap. The STUC and Close the Gap continue to support my personal development and grant me leave to study at the University of Glasgow."

Eileen Cawley, GMB, said: "Modern Apprenticeships can be a good way of encouraging employers to bring young people into the workplace. Young people can help make the workplace and the union stronger."



Engineering Skills with Spirit

Union: Unite Duration: 4 Years Location: Prestwick

Workplace: Spirit Aerosystems

Spirit Aerosystems is a global firm based in Prestwick. The company has a Modern Apprenticeship programme across three disciplines: Craft Engineering, Technical Engineering and Supply Chain. There are currently 19 Modern Apprentices in employment at the plant. Unite supports the apprentices throughout the programme and plays a role in the Apprenticeship Forum.

The four-year Modern Apprenticeship programme has a clear pay progression pathway and pay increments reached on an annual basis. Other motivating aspects of the programme include the Apprentice Engineering Competition, an Annual Awards Ceremony and the Team Spirit Initiative. The Team Spirit Initiative provides the apprentices with the opportunity to work with community groups and local schools.

Amanda Henderson, Capability Development Advisor, said, "We take the Modern Apprenticeships very seriously. It is a big investment from the employer and the apprentices. We strive to ensure that the apprentices are equipped with the skills required for the industry and for them to be able to progress their careers here."



The Modern Apprentices start the programme at SVQ Level 2 and progress to Level 3. The Supply Chain apprentices go further and undertake study at SVQ Level 4. On successful completion of the programme, the Modern Apprentices secure continued employment with Spirit Aerosystems. They are then given the opportunity to go further with their studies.

Jim McCahill, Convenor, Unite, said, "Unite at Spirit sees apprentices as the lifeblood of the company; when our members see apprentice recruitment, they see a future. As a union we enjoy working in partnership with the company on the Modern Apprenticeship programme. Together, we put a lot of investment and effort into this to ensure the apprentices get the proper education and skills to take the business forward. We are very pleased that we are recruiting five craft apprentices this year."



Modern Apprenticeships in City Building



Union: Unite, UCATT

Duration: 4 Years +



Kaveesh Sharma Electrical Installation Modern Apprenticeship, Unite

Kaveesh Sharma learned about Modern Apprenticeships when

City Building visited his school. He said: "This visit was a real help as I was then able to think seriously about my future plans and how becoming a Modern Apprentice will equip me with the skills I need. My aim is to complete my four years as an apprentice, to be a qualified electrician and to keep working for City Building." Lynsey Chambers, Training Manager, City Building added:

Location: Glasgow

Workplace: City Building LLP

"It's important to provide the apprentices with skills that will be of use out-with the workplace too. During the early phase of the apprenticeship, we deliver sessions about saving money, sexual health and drugs and alcohol." Kaveesh continued: "I feel comfortable working here. It's good to have a trade, and a Modern Apprenticeship is a good route to achieving that. I like that the educational content is not all about the grades, it provides us with the opportunity for a good experience of working life. I'm going back to my old school with City Building, to show other pupils what this line of work entails and encourage other pupils to think about Modern Apprenticeships."



Sarah Milligan Electrical Installation Modern Apprenticeship, Unite

Sarah Milligan wanted an Electrical Installation Modern Apprenticeship

as she has a lot of electricians in her family. Sarah said: "Of all the employers I was looking at, City Building was the largest and had the most support in place for those starting their apprenticeship. I couldn't deal with sitting behind a desk every day; I want to be learning and doing something different every day, and being an electrician is like that. The apprenticeship will benefit me in the long-term. It's a skills base that will help ensure that I've always got a job." She continued: "A good quality Modern Apprenticeship is just as good as University. If you don't want to go to University and want to do a Modern Apprenticeship, then do it. I knew there wouldn't be many other women undertaking the Modern Apprenticeship." Janette Dunbar, Learning Organiser, Unite, said: "Modern Apprenticeships have the potential to challenge occupational segregation, a persistent problem which has a damaging effect on the economy."



at Modern Apprentices in City Building



Tracy Jefferson Carpentry and Joinery Modern Apprenticeship, UCATT

Tracy Jefferson was made redundant and looking for work. She heard

about the 'Women into Construction' project that City Building was running. She said: "I was a single parent. I needed to build my confidence and wanted to be independent. This project was just what I needed, it worked. I then undertook the Modern Apprenticeship to provide me with more skills and experience. I am still here at City Building and I am now studying an HNC in Construction Management. If women with a similar background to me are given the same opportunities and support that I had, I would highly recommend a Modern Apprenticeship. If they don't have that opportunity, they would find it really difficult. If I didn't have the support of the union, I wouldn't be where I am now." Tracy is now a union rep for UCATT.



Naveed Mohammed Carpentry and Joinery Modern Apprenticeship, UCATT

Naveed Mohammed recently completed a Modern Apprenticeship

in Carpentry and Joinery at City Building. Naveed said: "I was interested in this line of work at school, I undertook a pre-vocational course here and followed that by studying Construction Skills at college. I have a tradition of tradespeople in my family, I wanted to follow in that line. I would encourage other young people to become a Modern Apprentice...if that's what you want to do, don't let anything stop you."



Fraz Haider Carpentry and Joinery Modern Apprenticeship, UCATT

Fraz Haider started his apprenticeship straight from school. He said:

"This Modern Apprenticeship has met all my expectations plus more. I learned a lot more than I had anticipated. I didn't think I would enjoy the theory, but I did. The apprenticeship was more challenging than I had expected. I would recommend the apprenticeship to anyone interested in starting their career. I think there should be more information about apprenticeships for BME young people. I've completed my apprenticeship and I'm now mentoring a Modern Apprentice, this helps build my own skills base and confidence."



Mark Lynch Carpentry and Joinery Modern Apprenticeship, UCATT

At the beginning of his apprenticeship, Mark became a member of

UCATT. Mark said: "I wasn't actively involved in the union at first, but saw it as essential to be a member as the union negotiates your pay and represents you if there are any grievance or discipline issues." Mark wanted to be more active within the union and became a Health and Safety Rep and a Steward. Mark represents UCATT on the STUC Youth Committee and STUC General Council. Mark said: "I really enjoy helping members in the workplace. I've gained so much through my apprenticeship. My priority now is to try to get Modern Apprentices and the union to work more closely together."



Overcoming Disabilities through Modern Apprenticeships

Community Duration: 3 Years Location: Springburn Workplace: RSBi

Michael Anderson started work with RSBi in Springburn, Glasgow, as an 18-yearold school leaver in the post of Labourer. Michael has now completed his Level 3 Wood Machinist Modern Apprenticeship.

Michael learned about the Modern Apprenticeship from his predecessor Stephen Millar, and liked what he observed from the programme. As a member of Community, he then approached the Shop Steward to enquire as to how he could become the company's next apprentice.

Michael said: "I was really keen to start the Modern Apprenticeship and my union helped get me started on it. Community has really supported me throughout the programme and any problems I have encountered were resolved quickly. I wanted to learn new skills and the Modern Apprenticeship offers the opportunity to do so. It will help me earn more money and now I'll always have this to fall back on."

George Gaffney, Head of Manufacturing, said: "Michael started as a Work Step employee and has overcome his disability to get onto this Modern Apprenticeship. We knew he was determined to succeed."



Stephen Millar, Wood Machinist Modern Apprentice, said: "I wanted a job that was challenging; I enjoy a challenge...this apprenticeship provided that. I am now the Supervisor for the backshift; I've got what I wanted from the apprenticeship and now enjoy helping others with their jobs."

Robert Mooney, Community Convenor, said: "The Modern Apprenticeship programme gives the young disabled people here something to aim for and it helps build confidence and skills. Community has a big role to play in the programme; for example, we successfully negotiated Michael's place and ensured that he remained on the same pay rate for the duration of his programme."

Community is very supportive of developing its members' skills, personal development and training. Robert has a keen interest in boosting this support. He said: "Unemployment amongst disabled people is around 50%. We need more opportunities for people with disabilities. We worked to ensure the Modern Apprenticeships provide an opportunity for disabled people to move from semi-skilled jobs to skilled jobs."



🗿 UCATT

Modern Apprenticeships in Historic Scotland



Union: UCATT

Duration: 4 Years



Hannah Ross Carpentry and Joinery Modern Apprenticeship, UCATT

Hannah Ross enjoyed Craft and Design at school, and went to

College to study an NC in Construction and Joinery, where she heard about Modern Apprenticeship opportunities with Historic Scotland. Hannah said: "The Modern Apprenticeship has equipped me with a good skills base which has resulted in a permanent job with Historic Scotland. You need the right frame of mind, but it is achievable. I have succeeded and now



Workplace: Historic Scotland

I'm working on interesting and enjoyable projects such as conservation. More recently, I undertook a Locksmith course, which was organised by UCATT through the Learning Fund. I would definitely recommend a Modern Apprenticeship to anyone that is looking to be a skilled tradesperson." David Milne, Works Manager, Historic Scotland, added: "We know that within construction there is an emerging skills gap, Modern Apprenticeships are an important way of addressing this." Ritchie Haldane, UCATT ULR, said: "UCATT is fully supportive of the programme. It's a way of bringing people into the industry and it's important way to pass skills to a new generation."



Jessica Thomson Stone Masonry Modern Apprenticeship, UCATT

Jessica Thomson has been a member of Historic Scotland since childhood. She said: "I've

always been fascinated by old buildings. When I saw the job advert on the Historic Scotland website, I knew immediately that I wanted to apply. When I gain my Modern Apprenticeship, I will have practical experience and academic knowledge." She continued: "Throughout school there was a view that building was a boys' thing, nobody placed an emphasis on the fact that

there are women in construction. Being a woman on an all-male squad was a bit tricky to start with, but everyone is used to it now. There should definitely be more women doing this." Michael Conroy, UCATT Project Worker, said: "UCATT congratulates employers like Historic Scotland for its positive employment practices where women have the opportunity to engage in Modern Apprenticeships. While we are aware there is a problem in attracting young and female workers into the sector, Modern Apprenticeships can help to address this sectoral issue by providing employment aligned with industry recognised accredited training, which will contribute towards a healthier construction sector."



Jetting through Modern Apprenticeships



Workplace: Rolls-Royce

Rolls-Royce in Inchinnan, Renfrew has a long history of employing apprentices. Currently, it supports 54 Level 3 Modern Apprentices across Manufacturing, Mechatronics and Manufacturing Engineering. Its Modern Apprenticeship programme recruits across a wide age range, from school leavers to experienced Rolls-Royce workers.

Unite supports new Modern Apprentices from the start. The union participates in the induction programme for new staff, during which the union explains why it is essential that all workers become members of Unite. The apprentices study at Anniesland College and union reps visit them on a regular basis to ensure their progression. By working with Scottish Union Learning, the programme supports workers with everyday skills issues and workers whose first language is not English.

On completion of the programme, the apprentices will have successfully progressed from studying an NC to completing a relevant HNC. For some, this will open up the opportunity to study an HND and then go on to Higher Education.



Jim McGivern, Unite Apprentice Convenor, said: "The Modern Apprenticeship programme here at Rolls-Royce is an essential tool in ensuring that our workforce has the skills for the jobs. We support the apprentices throughout their programme and when they successfully secure continued employment as skilled trades persons."

Steve Brodie, Apprenticeship Development Leader, Rolls-Royce, said: "Having started as an Engineering Apprentice in 1989, I fully understand the benefits that Modern Apprenticeships can and do bring to the workplace. We are committed to delivering an excellent training and development programme and that is what we are doing with our Modern Apprenticeships."

He went on to say: "The union has historically been very good at encouraging people to develop themselves."

Rolls-Royce has an existing relationship with Unite, which has enabled both to progress the learning agenda together, through its Trade Union Learning Group. Joint work has included organising courses that support the development of workers, both personally and professionally.



at Modern Apprentices in Rolls-Royce



Lynsey McQuaid Manufacturing Modern Apprenticeship, Unite

After leaving school, Lynsey McQuaid worked in Business Administration and

Accountancy. Lynsey gradually decided she wanted to develop a different career path and left the job to attend college. Lynsey started her Modern Apprenticeship with Rolls-Royce after completing an HNC in Electronic Engineering. Lynsey feels her motivation for a Modern Apprenticeship is that it gives the best of two worlds: educational skills and work experience. She said: "I considered going onto university following college but I felt that first and foremost, I should get a trade. This Modern Apprenticeship is unique and time-sensitive, and it allows me to learn while earning money, instead of incurring student debt."



Kevin Fulton Mechatronics Modern Apprenticeship, Unite

Kevin Fulton began the programme at Rolls-Royce when he left school at 16. Three years later, he

is ready to finish his Modern Apprenticeship and has just moved into working shifts. Kevin's original career plan was to become a mechanic, but after speaking to the school's careers advisor, he felt that a Modern Apprenticeship would provide a stronger standard of education since it led to industryrecognised qualifications. Kevin said: "My Modern Apprenticeship has put me in a good place, especially for the long-term. I've now got an HNC in Manufacturing, but this is not the end of my education."



Mulvena Klara Manufacturing/ Engineering Modern Apprenticeship, Unite

Mulvena Klara, a Manufacturing/ Engineering Modern

Apprentice, was employed as a Cleaner by Rolls-Royce. Mulvena moved to Scotland from Poland and did not speak English when she settled in the UK. Mulvena worked a constant night-shift, and by day she went to College to study IELTS. IELTS is the International English Language Testing System which tests English proficiency across the globe.

While working at the plant, Mulvena heard about the Modern Apprenticeship programme from her colleagues and decided to apply at the next round of recruitment. In 2009, Mulvena started her Modern Apprenticeship and hasn't looked back.

The mix of learning and experience is an important aspect of the apprenticeship. Mulvena said: "Lifelong learning is important to me and I am achieving qualifications as I work. I enjoy being able to work with people throughout the plant because this exposes me to different working practices and helps build my communication skills."

Jim McGivern, Unite Apprentice Convenor, said: "The union has an important role to play in helping and supporting workers with different language and learning skills. The support we give as a union in this area directly supports the global culture of Rolls-Royce."

Over the GMB

Pumping Experience into Modern Apprenticeships



Workplace: CLYDEUNION Pumps

CLYDEUNION Pumps is a global firm based in Glasgow that has grown its Modern Apprenticeship programme over the last four years to 55 Modern Apprentices in four disciplines within the Craft and Technical fields.

Unite and the GMB negotiate the terms of Modern Apprenticeships with CLYDEUNION Pumps. The apprentices study to SVQ Level 4, with the opportunity of completing an HNC in their fields. On completion of the Modern Apprenticeship, opportunities exist to study on day release at university for a BEng degree and later, potentially for a postgraduate degree.

The four-year Modern Apprenticeship programme has a clear pay progression pathway with an increase reached on an annual basis. It has been negotiated at a percentage of the skilled tradesperson's rate.



Nathan Murdoch, a Technical Modern Apprentice and member of Unite, said: "This Modern Apprenticeship goes beyond my expectations. I am able to combine theory and practice, to build my experience and skills, and vitally, to gain recognised qualifications while earning a wage. On starting here I joined Unite, and I know I can speak to my union about any problems that I may face."

The programme has also given support to redundant apprentices. For example, Chris Coburn, a third year apprentice, was unsure of how to progress when there was a risk from his previous employer that he would be made redundant due to the difficult times the employer was facing. Unite was involved in the negotiations between the employer and CLYDEUNION Pumps to employ Chris and the apprentices that were being made redundant. Chris is now a time-served Turner. He said: "I am a proud member of Unite. I wouldn't be here if it wasn't for the help from my union."

Cross-Union Working

GMB, Prospect, UCATT and Unite

Union: Cross-Union

Duration: 4 Years

Workplace: Babcock

The tradition of apprentices building ships in Fife has been sustained by Babcock through the employment of Modern Apprentices. The Modern Apprentices are supported by all the unions on site and included in the collective bargaining agreements.

This Modern Apprenticeship programme recruits across a wide age range from college leavers to older workers that already have experience within the industry. Currently there are over 80 Modern Apprentices at SVQ Level 3 across a number of skills including welding, electrical fitters, IT and Project Management.

Raymond Duguid, Unite Convenor, said: "The Modern Apprenticeship programme is essential in ensuring that our workforce has the skills and experience required."

The unions are all involved in the induction of the apprentices and successfully bring them into the union relevant to the trade that they are learning. A cross-union apprenticeship forum has been set up to provide the apprentices with an opportunity to discuss the work-based issues that are relevant to them.



As part of the Health and Safety drive at the Rosyth-based yard, all Modern Apprentices must wear a yellow hard hat to easily identify them, they must also spend one week working with the Health and Safety team in their office.

Eric McLeod, GMB Convenor, said: "Health and Safety is an essential component to the Modern Apprentices' training and working environment. We are encouraging the local colleges to further develop their work in ensuring that the students and Modern Apprentices have a strong understanding of why this is so important."

Satnam Ner, Prospect Convenor, said: "Modern Apprenticeships are bringing new people into the workplace and the industry across a wide range of skill sets. This is a positive method of tackling the skills gap and providing workers with the opportunity of building a career or changing the route of their career. The trade union movement clearly has a role to play in supporting Modern Apprentices and ensuring they are equipped with the skills needed for the job in a safe working environment."



at Modern Apprentices in Babcock



Gary Best Welding Modern Apprenticeship, GMB

Gary Best, a Welding Modern Apprentice and GMB member, was in his third year at university

studying Mechanical Engineering but decided to leave due to financial pressures. Gary secured his Modern Apprenticeship at Babcock and said: "It is a good programme and a good opportunity as it provides me with hands on experience backed up by training at the Welding Training Centre." A return to University through Babcock is an option open to Gary on following his Modern Apprenticeship. Gary said: "I would definitely recommend a Modern Apprenticeship to others. This is the start of my career and it will open up doors to me."



Nikki Battrick Fabricator Welder Modern Apprenticeship, GMB

Nikki Battrick was studying Fabrication and Welding Engineering

at College while working part-time in a restaurant. She was looking for a skilled job that was challenging, well paid and enjoyable. Nikki said: "I'm now in the fifth year of my apprenticeship as I have had two children since starting. I was able to get an extension due to the time off I needed for the birth of my children. The apprenticeship is really important, it will provide a secure future for my girls and me. I'm only one of two women that have gone through this framework, but I really enjoy it. I would recommend this Modern Apprenticeship as it has good pay, good learning experiences and good job prospects."



Michael Fraser Electrical Fitter Modern Apprenticeship, Unite

Michael Fraser, an Electrical Fitter Modern Apprentice, has had a strong input into the

Health and Safety practices at the yard. Michael has diabetes and on his way to work one day, he had a diabetic attack. Michael was supported by his union and upon returning to work, he was moved into the Health and Safety office to research methods of raising awareness. Michael proposed that all workers with a health condition wear an ICE (In Case of Emergency) wristband stating their name, condition and date of birth.



Stuart Colson Electrical Maintenance Modern Apprenticeship, Unite

Stuart Colson recently completed an Electrical Maintenance Modern

Apprenticeship. Babcock made reasonable adjustments to ensure that Stuart's disability was not a barrier to his enthusiasm and skills. "While I was studying an NC in Electrical Engineering at College, I saw this Modern Apprenticeship advertised. I saw the apprenticeship as an opportunity. I enjoy the hands-on experience, it's doing something new and offers a great opportunity to secure a good job. The information I received before I applied helped me understand, step-bystep, what I was getting into and what I could expect. I saw a clear career ladder. Everyone should get a chance at a Modern Apprenticeship. We work as a team, it's a way of trying something new that will provide good job prospects.



at Modern Apprentices in Babcock



Jennifer Maxwell Project Management Apprenticeship, Prospect

Jennifer Maxwell, a Project Management Modern Apprentice, said: "I left school at the end of

fourth year, so I feel that I need some further vocational education that will stick with me for the rest of my life and the Modern Apprenticeship brings together the practical hands-on learning alongside the formal education. As part of the apprenticeship, I am learning about other areas of the business. I am studying fabrication, welding, maths, CAD and English amongst other subjects. I'm really pleased that I've taken this step, I now do the DIY at home. It's very different from office work. I've never done anything like it before. I am well paid, in a good job and continuing my education. I believe that I will be able to go as far as I want to go, I have a clear career path ahead and have already worked my way along it."

"The testimonies from these apprentices show that if you work hard on the apprenticeship programme it will bring rewards... not just monetary but as a feeling of well-being and achievement. They each recognised the opportunity and challenges of the apprentice programme and have shown a determination to make the most of it."

Graeme Ramsay Technical Training Manager



Christopher Nizetich Technical Draughtsman Modern Apprenticeship, Prospect

Having successfully completed his Technical Draughtsman Modern

Apprenticeship, Christopher Nizetich is now an Electrical Designer within the QEC Electrical Liaison team. Christopher said: "I saw the apprenticeship advert while at College. I considered it a huge chance for me to learn invaluable work experience whilst securing a job with an international engineering company. When I decided to apply for the apprenticeship, I applied for an Electrical Fitter Modern Apprenticeship. However, after a first few weeks into the training, it was recognised that my disability could hinder my health and safety later on in the job, especially in terms of carrying tools, etc., on board the naval ships, which the job would have required. After discussion with my company and my union, I was allowed to switch to the Technical Draughtsman Modern Apprenticeship programme. This meant I could continue as an apprentice but within a much safer environment for myself. By switching apprenticeships, it also provided me with a chance to learn more about the technical aspects of the job, instead of the physical side which could have been a bit more difficult for me. To a young person with a disability applying for a Modern Apprenticeship, I would simply say, "You should not consider your disability as a barrier in any way. There are always other options or adjustments that could be made to the apprenticeship programme to accommodate your disability. This can be achieved by working together with the company and your union to ensure you are not disadvantaged."

Special Thanks to:





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