

NRS Apprenticeships

- Providing apprenticeships more than just about work knowledge
- Providing life changing experiences
- Future plans and proposals



Why invest in apprenticeships

- Meaningful work for young people
- Pass on skills and knowledge
- Future workforce planning



Zero Waste City

- carbon neutral by 2030
- we must deliver the most sustainable approach to managing our waste and resources, and by doing so empower Glasgow to become a zero-waste city.
- Estate management



Workforce

July 2022

• 56% Over 50

37% Over 55
 We need to plan a future workforce





Climate Ready Apprenticeship

- 3rd year specialism
- Adapt training to needs of city
- Inclusive Recruitment



Before the apprenticeship

- "Bridges to employment" programme
 - Final year pupils
 - Taster days in apprenticeships





GCC NRS Apprenticeship Programme

Work Experience - Candidate can try the work - We get to promote our opportunities	Recruitment Advertise appro		Apprentice starts - we do Individual Training Plan - Additional support needs - Identify any issues & put in place support plan
Placement – named mentor - Work with apprentice daily - Share knowledge - Motivate & nurture - Flag up any issues to site manager/training	- Co-ordinat - Liaise with manageme	e training SVQ Iditional training e placements NRS ent on future jobs, re are training for	Extras - Award nominations - Training sessions <u>outwith</u> Daldowie (eg. Botanic Gardens) - Special projects - 3rd year specialism (linking into future jobs) - Travelling scholarship
Completing Apprenticeship		Benefits to GCC NRS	<u>'</u>
 Qualified and experienced, ready to fulfil role; within GCC 		 Qualified staff ready to take up posts & be part of future workforce 	
- outwith		Knowledge and experience transferred to younger generation	
- Confident, gained 2-3 years' experien		_	ployment to young people for 2/3/4 years
 Ready to contribute to future workfo 	rce	- Grow our own work	
		 Tailor training, to w 	hat we need



Post Apprenticeship

- Employment with council / housing association
- HNC and Degree funded by Glasgow City Council
- Internal Management Training
- Specialist Training



Carly McNeil Horticulture - GHA & GCC APSE finalist 2011

"Being a finalist at APSE gave me confidence to apply for the HNC in Horticulture"

"Helped me secure full time job in the Housing Environmental Team"



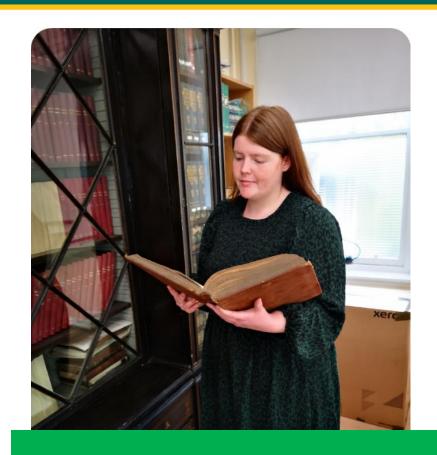
Environmental Assistant GHA



Finulla McCloskey Horticulture APSE winner 2012

"Wining the Apse Award was a great boost to my confidence and career.

The Apse award helped me stand out, which was crucial to my career development"



Botanical Assistant



Callum McNulty Civil Engineer APSE winner 2015

"Winning the apprentice of the year has been the highlight of my career. I still remember the night of winning the award very well, and the prestige that comes with it is invaluable.

Anyone can go to uni and get a degree, but I would not have had the chance to win this award unless I had taken my apprenticeship."



Technician – Roads Operations



2022 APSE finalists

- Rosie Watt
- Aleksanders Rutenbergs





Future Plans & Proposals

