

# 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





- 3<sup>rd</sup> 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

<p><b>Work Experience</b></p> <ul style="list-style-type: none"> <li>- Candidate can try the work</li> <li>- We get to promote our opportunities</li> </ul>		<p><b>Recruitment</b></p> <p>Advertise apprenticeships on Glasgow Guarantee &amp; recruit</p>		<p><b>Apprentice starts</b></p> <ul style="list-style-type: none"> <li>- we do Individual Training Plan</li> <li>- Additional support needs</li> <li>- Identify any issues &amp; put in place support plan</li> </ul>
<p><b>Placement – named mentor</b></p> <ul style="list-style-type: none"> <li>- Work with apprentice daily</li> <li>- Share knowledge</li> <li>- Motivate &amp; nurture</li> <li>- Flag up any issues to site manager/training</li> </ul>		<p><b>Daldowie Training Centre</b></p> <ul style="list-style-type: none"> <li>- Deliver core training</li> <li>- Assess for SVQ</li> <li>- Arrange additional training</li> <li>- Co-ordinate placements</li> <li>- Liaise with NRS management on future jobs, ensuring we are training for future workforce</li> </ul>		<p><b>Extras</b></p> <ul style="list-style-type: none"> <li>- Award nominations</li> <li>- Training sessions <u>outwith</u> Daldowie (eg, Botanic Gardens)</li> <li>- Special projects</li> <li>- 3rd year specialism (linking into future jobs)</li> <li>- Travelling scholarship</li> </ul>

## Completing Apprenticeship

<p><b>Benefits to Apprentice</b></p> <ul style="list-style-type: none"> <li>- Qualified and experienced, ready to fulfil role ;             <ul style="list-style-type: none"> <li>- within GCC</li> <li>- outwith</li> </ul> </li> <li>- Confident, gained 2-3 years' experience and employment</li> <li>- Ready to contribute to future workforce</li> </ul>	<p><b>Benefits to GCC NRS</b></p> <ul style="list-style-type: none"> <li>- Qualified staff ready to take up posts &amp; be part of future workforce</li> <li>- Knowledge and experience transferred to younger generation</li> <li>- Give meaningful employment to young people for 2/3/4 years</li> <li>- Grow our own workforce</li> <li>- Tailor training, to what we need</li> </ul>
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## 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**

*“Winning 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

