



Delivering Apprenticeships in Building Maintenance

My latest apprenticeship

Apprentice presenter

- **Gossip**
- **Judging**
- **Negativity**
- **Complaining**
- **Make Excuses**
- **Tell a Lie**
- **Not listening**
- **Talk over noise**
- **Suffer bad acoustics**



- **Honesty** be clear and straight
- **Authenticity** be yourself
- **Integrity** be your word
- **Love** wish people well

Service Manager



Apprentice Scheme

Finance

Operational Teams

Health & Safety

Mobile Scheduling

Fleet

Surveying

Quality Management

Stores, Operations & Logistics

Small Plant and Tools

Systems

Billing

Asbestos

An apprenticeship is a system of training a new generation of practitioners of a trade or profession with on-the-job training and accompanying study (classroom work, practical exercises, reading, assessment and testing).



Challenges

- Give us a Business Case
- Money/Funding
- Colleges
- Fully meeting all of the requirements of the apprenticeship principles within a particular trade.
- Providing apprenticeships that deliver strong, beneficial outcomes – such as positive career progression for the learner and tangible business benefits for the employer.
- Delivering apprenticeships in a financially efficient way.



Must-Do's

Application, Skills test and Interview

Candidate eligibility

- Ni number
- Qualifications
- Age
- Suitability
- Attitude

Baseline Assessments

- Hand skills
- Knowledge
- Interaction/Behaviour
- English and Maths abilities
- Working with others

You need to give them and you that fighting chance for success



Who am I, What was my apprenticeship ?



Ozzy Osbourne, Apprentice Plumber



Chico, Apprentice Electrician



Sir Alex Ferguson, Toolmaker



*Elvis Presley,
Apprentice Electrician*



*Sir Michael Caine
Apprentice Plumber*



Super Mario, Plumber

Journey

Making the Most of your working life



“We are all apprentices through life, we just have different masters” - *Ross Grieve*

Success is not a straight line
In your mind and their mind think they are the best
Encourage them to dream
Make sure they don't stop believing
Somebody says “No” You say “it's just the Beginning”
Be Happy and make happiness

The Race/Game/Biggest Event of an apprentice's Life

Starting Blocks

- *Induction*
- *1st year at College*
- *First day on the tools*
- *Learning by doing*
- *Assessment/Reviews*

Running the Race

- *College Projects*
- *2nd and 3rd year reviews*
- *Listening, learning and developing*
- *Working towards the best*
- *Tests, passes, milestones/variety*
- *Competition*

The sprint finish

- *4th year*
- *Trade test*
- *Final College*
- *Tradesperson*
- *Job/Retention*
- *Win! Win! Win!*



Building Maintenance Apprenticeship Scheme needs

- Determination
- Respect
- Honesty
- Focus
- Hard work
- Ownership
- Enjoyment
- Teamwork



APSE Housing & Building Group

My Apprenticeship Journey

Presentation by
RYAN FAIR

Plumber
Fife Council



Dedication To My Role

- 3 Attempts to Obtain Employment
Determination, Willingness, Ownership
- Keep An Up To Date Work Portfolio
Work Diaries, Progress Reports, Mentor Meeting's
- Always Eager to learn
Positive Approach, Gas Literature, Study Plans,
"Can Do "attitude



Skills Development

- Experience in all Plumbing Sections

Regular Rotation: Heating, Kitchens, Bathrooms, Emergency Work, C.O.T.

- Working With Various Journeyman/Trades People

Experience, Knowledge, Developing Skills

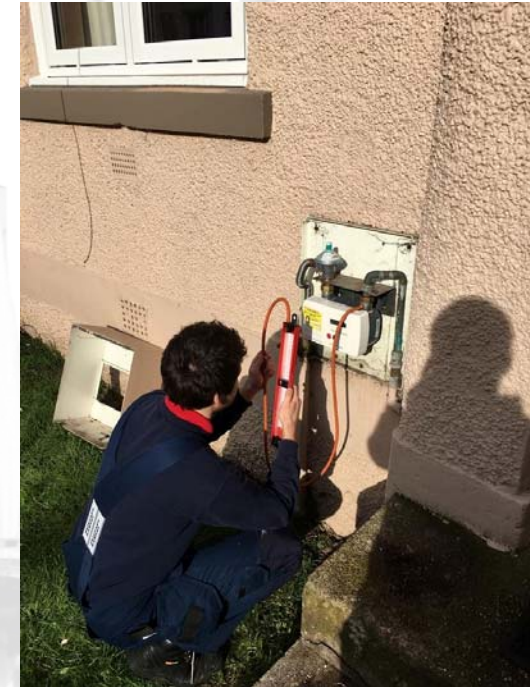
- Continual improvement

Determination, Hand skills, Theory, Trade Knowledge



Contribution To Employer

- 100% Attendance Within The Workplace
Confidence, Reliability, Productivity
- Full attendance at College.
3 years, Modules, Portfolio, Exams
- Accreditation
Gas Exams (ACS)
- Commitment
Study, Portfolio, Submissions



Contribution To Projects/Team

- Team Player
Participation, Guidance, Questioning, Listening, Peers
- Problem Solver
Initiative, Working on my own, Contributor, Trust.
- Personal Development
Research, Socialising, Event/Seminars, Networking



Early Achievements

- Fife Council AOTY WINNER for 1st year-2015
- Fife College Prize for Plumbing Bay-2015
- Scottish APSE AOTY WINNER for 1st year-2016



Achievements



- Fife Council AOTY **WINNER** for 2nd year-2016
- UK APSE AOTY **finalist** for 2nd year-2016
- Scottish APSE AOTY **finalist** for 2nd year-2017
- Screwfix AOTY **finalist**-2017
- Fife Council AOTY **WINNER** for 3rd year-2017
- Scottish APSE AOTY shortlisted for 3rd year-2018
- National APSE M & E AOTY **WINNER**-2018
- Fife Council AOTY **WINNER** for 4th year-2018
- Fife Council AOTY **OVERALL WINNER** for 2018
- Dundee Courier Business Awards AOTY **WINNER** 2018

Rewards

- People are trained to your standards
- Developing skill base in the community
- You become a trusted brand
- Setting up progression and promotion opportunities for the future
- Future proofing your business
- Accolades



Building Services Apprentice of the Year Awards 2018





Discussion
Points ?

Any
Questions?



Many thanks to all the people who provided the opportunity to copy free images and downloads for this presentation