



ABOUT
US

Gi GROUP UK APPRENTICESHIP PROGRAMME

WHY Gi GROUP UK INTRODUCED THE APPRENTICESHIP PROGRAMME

Historically, many organisations would appoint Gi Group to supply them with temporary staff to undertake unskilled job roles that involved little or no development opportunities. Utilising temporary staff in this way would often contribute to high turnover levels and low morale. Temporary workers were not fulfilled in their roles or developing new skills.

Additionally, many candidates would also come to Gi Group with few or no formal qualifications and no education beyond secondary school; in fact 79% of our apprentices to date were below Level 2 (GCSE grade 'D') when they started the Gi Group Apprenticeship Programme.

Over time, we have recognised, as have our clients, that it makes commercial sense to retain temporary workers, to develop their skills and to utilise them too. There are many benefits of this approach to building a skilled flexible workforce: lower turnover, increased loyalty and greater productivity.

HOW THE Gi GROUP UK APPRENTICESHIP PROGRAMME WAS INTRODUCED

When Gi Group first started to work with apprentices in 2009, we delivered apprenticeships in 'Improving Operational Performance' via a training provider.

Over time Gi Group realised that in order to ensure that the Apprenticeship Programme was of the highest quality and was adding value to our client service and was a positive experience for all the apprentices, we would need to operate independently.

Gi Group successfully applied to the Skills Funding Agency and was awarded a contract in 2013. This meant that we could now deliver apprenticeships ourselves to our own flexible employee workforce and the permanent staff of our clients and supply chain.

ESL DIVISION

The Gi Group Employability, Skills and Learning (ESL) division was launched in January 2016.

The creation of this division was a natural 'next step' following the company's success in the development of its Apprenticeship Training programme. The intention is to accelerate the growth of this activity through the Gi Group branch network and Site Managed Services (SMS) division.

The ESL team work with the awarding bodies, Ofsted, SFA and clients to ensure that the apprenticeship programmes are of the highest quality, maximising the potential of the temporary workers in the best interests of both clients and candidates.

Gi Group has a team of Trainers, Assessors, Internal Quality Assessors and Programme Facilitators, as well as a central back office support team. This team works alongside the Gi Group branch and SMS teams to support each apprentice through their course; providing training and guidance at each step.

Current Apprenticeship Programmes include:

- Business Administration
- Business Improvement Techniques
- Customer Service
- Improving Operational Performance
- Management
- Performing Manufacturing Operations
- Recruitment
- Team Leading
- Warehouse & Storage

In addition to the work experience the apprentice gets whilst working onsite with a client, Gi Group also takes the apprentice through the following:

- Functional Skills (English, Maths and ICT where relevant).
- Nationally recognised Industry Certificate or Diploma (depending on framework/standard).
- Employment Rights and Responsibilities.

Gi GROUP UK – THE APPROACH, THE DIFFERENCE

As a Work Based Learning Provider, the Gi Group team is experienced in running multiple Apprenticeship Programmes. Initially a member of the team will meet with a client to discuss the needs of their organisation, site and individual departments; establishing what they are looking for in the apprentices.

Gi Group designs a framework or standard which reflects the specific needs and ensures both client and apprentice expectations are met.

Gi Group UK is proud of the audit results, accreditations and awards received for our Apprenticeship Programme:

- Grade 2 / Good Ofsted rating in 2016
- 100% compliance rate by SFA
- 88% apprentice satisfaction by independent survey
- BITC Award Winner – Workplace Talent and Skills in 2014 (2015 re-accredited)
- REC Award Winner – Best Corporate and Social Responsibility Practitioners in 2014
- Recruiter 'Investing in Talent' Award Winner – Most Effective Employability Strategy in 2015
- IRP Award Winner – Best Corporate & Social Responsibility Practitioners in 2016

Gi Group has successfully qualified over 3,000 Apprentices and is one of only 90 large employers to hold a direct contract with the SFA (over 3,000 companies applied in 2014).

FREQUENTLY ASKED QUESTIONS

What happens at the end of the apprenticeship?

- The aim is to secure the apprentice permanent employment. This can be achieved if the right strategy is agreed at the start of the Programme.

Can anyone be an apprentice?

- There are eligibility criteria which include: the candidate must have lived in UK for the last 3 years and must not hold a Level 4 or higher qualification.

Are apprenticeships only for the young?

- No. Some Training Providers will only focus on 16-18 year olds, but Gi Group offers apprenticeships to anyone who meets the eligibility criteria.

WHAT CAN Gi GROUP UK DO FOR YOU?

The Gi Group Employability, Skills and Learning (ESL) team can provide information, guidance and practical support including:

- Providing information about The Apprenticeship Levy & how it will impact your organisation.
- Providing guidance about working with Ofsted and the Skills Funding Agency (SFA).
- Delivering a standard Gi Group Apprenticeship Programme.
- Designing and delivering a client bespoke Apprenticeship Programme.
- Taking over an existing Apprenticeship Programme.
- Designing & managing an Apprenticeship recruitment & assessment campaign.
- Producing detailed financial, performance and target reports and analysis.

For more information:

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