



ABOUT  
US

# Gi GROUP UK APPRENTICESHIP PROGRAMME

**Gi Group is committed to providing services for the development of the labour market. This means we understand the importance of developing the skills and employability of both our flexible employee workforce and permanent staff. We believe this makes perfect commercial sense too; helping to build a skilled flexible workforce, reduce turnover while increasing loyalty, engagement and productivity. It is for this reason that we have always supported apprenticeships.**

## **FROM EMPLOYER PROVIDER TO TRAINING PROVIDER**

We started as an Employer Provider of Apprenticeship Programmes and are today an approved training provider on the Register of Apprenticeship Training Providers (RoATP), delivering a wide range of Apprenticeship programmes throughout the UK. These include:

- Improving Operational Performance
- Warehouse and Storage
- Business Administration
- Team Leading
- Customer Service
- Management L3-5
- Business Improvement Techniques
- Recruitment
- Supply Chain

We are adept at designing apprenticeships tailored to the bespoke needs of our clients; drawing on our depth of expertise to ensure programmes integrate smoothly into the workplace.

We achieve this through detailed pre-emptive planning and our unique ability to use our own experience as an Employer Provider of apprenticeship programmes. Simply put, we've done it ourselves and know the value of doing it right.

We also know how to deliver training that engages and delivers results. Many candidates 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 under Level 2 (GCSE grade 'D') when they started the Gi Group Apprenticeship Programme. So, we have to be on top of our game when it comes to training, which is why our Functional Skills first time pass rate is 89% (national average is 61%).

## HOW WE DO IT

Gi Group has a dedicated division that works with various awarding bodies, Ofsted, the ESFA and clients/employers alike to ensure that the apprenticeship programmes are of the highest quality.

We also have a team of trainers, assessors, internal quality assessors and programme facilitators, as well as a central back office support team. These teams are led by experts in curriculum design and delivery, quality, compliance and operational integration.

In addition to the work experience the apprentice receives whilst working with the employer, Gi Group also takes apprentices 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

In addition, we have dedicated recruitment teams throughout the country that are experts in sourcing apprentices that will suit your business and can provide the support to help them integrate into your business and remain on programme.

Gi Group are Trailblazers, and have helped develop new standards, so are well practised in helping apprentices develop the knowledge, skills and behaviours to be successful.

## Gi GROUP – THE APPROACH, THE DIFFERENCE

As a Work Based Learning Provider, the Gi Group team is experienced in running multiple apprentice programmes. We start by meeting with clients/employers to discuss the needs of the organisation, site and individual departments; establishing what you are looking for in the apprentices.

Gi Group will then design a framework or standard which reflects the specific needs and ensures both client/employer and apprentice expectations are met.

## RESULTS, ACCREDITATIONS AND AWARDS

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

- Ofsted Grade 'GOOD'
- 100% compliance rate by ESFA auditors
- 88% Apprentice satisfaction by independent survey
- 94% of Apprentices secure permanent or ongoing work after successfully completing their Apprenticeship
- BITC Award in Workplace Talent and Skills Winners 2014 (2015 re-accredited)
- REC Award Winner for 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
- IRP Award Winner – Best Recruitment Campaign in 2017

## 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 is eligibility criteria which includes: the candidate must have lived in EU for the last 3 years. We welcome those that do not have GCSE's (or equivalent) to apply as we deliver great English and maths training, but anyone can apply regardless of prior qualifications.

### 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 DO FOR YOU?

As a large recruitment company with a dedicated division for apprenticeships we are best placed to partner with levy paying employers to co-ordinate and support with next steps.

Whether you are considering engaging with a Training Provider to deliver apprenticeships for you, or you want to become an Employer Provider and do it yourselves, we can support in a variety of ways:

- A complete end-to-end solution where we managing and deliver an apprenticeship programme on your behalf
- Advising/consulting to help you understand how to manage your apprenticeship programme, including:
  - Ofsted understanding, preparation and integration
  - ESFA understanding, including quality and compliance
  - Framework and standards
  - How to work with the new Digital Apprenticeship Service
- Designing a bespoke apprenticeship programme that suits your business
- Engaging specialist partners
- Recruiting
- MI Reporting

For more information:

[apprentice@gigroup.com](mailto:apprentice@gigroup.com)

01246 264928

[uk.gigroup.com](http://uk.gigroup.com)

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