



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 for staff new to industry as well as those that are progressing in their careers. We believe this makes perfect commercial sense too; helping to build a skilled flexible, progressive workforce, reduce turnover while increasing loyalty, and increasing engagement and productivity. It is for this reason that we are passionate about apprenticeships.

Gi Group have been delivering quality Apprenticeships for more than 9 years. Gi Group are graded as 'good' by Ofsted and are on the Register of Apprenticeship Training Providers (RoATP). We deliver many quality Apprenticeships up and down the country, including:

- Team Leader/Supervisor L3
- Operational/Departmental Manager L5
- Business Administration L2 & L3
- Customer Service L2 & L3
- Sales Executive L4
- Recruitment L2 & L3
- Supply Chain Operative L2
- Food and Drink Operative L2

We are adept at designing and delivering programmes that are individually bespoke to Employers and are used to being able to integrate programmes smoothly into the workplace.

We do this through solid pre-emptive planning, and from our long-term experience as an Employer Provider – we've done it ourselves and know the value when it is done right!

Our Apprentices are at the heart of what we do and this is reflected in 92% of our Apprentices stating that they would recommend us to others!

Many of our Apprentices 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%).

Over time, we have recognised, as have our clients, that it makes commercial sense to train and retain excellent staff, 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. It also builds a talent pipeline for more senior positions.

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.

Gi Group has 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. Our Trainers are high-energy, caring, compassionate and above all have a desire to see Apprentices succeed.

In addition to the work experience the Apprentice gets whilst working with the Employer, Gi Group also takes the Apprentice through the following:

- Classroom-based knowledge and skills sessions
- Virtual Instructor Led Training (VILT)
- Wider Learning Sessions
- 121 support sessions
- Information and Guidance updates and reviews
- Functional Skills (English, maths and ICT where relevant)
- Nationally recognised Industry Certificate or diploma (depending on the standard)

Gi GROUP - THE APPROACH, THE DIFFERENCE

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

Gi Group designs a curriculum which reflects the specific needs and ensures both Employer and Apprentice expectations are met.

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
92% 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 are eligibility criteria which include that the candidate must have lived in UK for the last 3 years.

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 Employers to co-ordinate and support with next steps, including.

- A complete end-to-end solution where we manage and deliver an Apprenticeship Programme
- 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
- Recruiting
- MI Reporting

For more information:

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