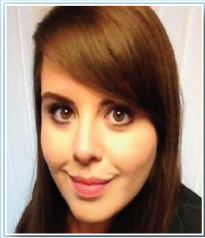


Working Solutions Recruitment – promoting the benefits of apprenticeships

Established 21 years ago, Newport Pagnell based Working Solutions Recruitment strives to match the right individual to the right employment opportunity. As part of this work, the business employs its own apprentices and is an advocate for apprenticeships amongst its clients.

Employing their own apprentices



Charlotte Walsh – Apprentice Ambassador

Over the past five years, Working Solutions Recruitment has employed three apprentices. Perhaps the best success story is Charlotte Walsh, who

undertook an Advanced Apprenticeship in Recruitment and Sales and who became an Apprentice Ambassador with the Skills Funding Agency. As an Apprentice Ambassador, Charlotte would visit local schools to promote the benefits of apprenticeships. Not only that, but Charlotte attended the FSB conference in Birmingham in March 2015 to share her experience of completing her apprenticeship.

The business is currently exploring the opportunity to place one of their current temporary employees on to a recruitment apprenticeship.

Promoting apprenticeships to clients

Working Solutions promote apprenticeships to both the employers and the individuals they work with. Where an employer has taken on a temporary employee or is looking to fill a position, Working Solutions will often ask if they have considered converting the position into an apprenticeship. Working Solutions will help with signposting to an appropriate training provider and help identify interested individuals. Successful examples include BSH where Working Solutions facilitated introductions to individuals who went on to successfully complete apprenticeships within BSH and who remained with the business on completion of their training. As an Apprenticeship Levy payer, BSH continue to offer apprenticeships to new and existing employees.

Preparing young people for employment

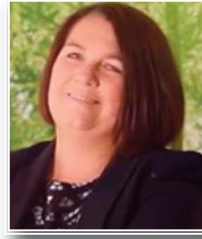
For many young people, securing employment can be difficult and this is true both for those leaving school and for recent graduates. To help address this, Working Solutions aims to support young people to develop key employability skills early on, through offering work placements and supporting programmes such as those delivered by Young Enterprise.

For more information contact:
01908 200800

The Advantages of Apprenticeships

Working Solutions see a number of benefits to apprenticeships, both for the apprentice and their employer:

- An opportunity to bring in new employees who have new ideas and knowledge of different technologies. Brings freshness to the business.
- Training is tailored to the needs of the business.
- Increased loyalty amongst employees
- Good to give people an opportunity and extremely rewarding to see individuals develop and progress in their careers
- Increased loyalty
- Offers individuals' an opportunity they wouldn't otherwise get as they don't possess the required experience and/or skills.
- Succession planning and a means to develop the business
- A way of addressing recruitment challenges



"I've had the pleasure of seeing many individuals progress and develop through an apprenticeship. Apprenticeships offer a fantastic opportunity for young people for whom university is possibly not the best pathway and enables businesses to train employees to meet their particular needs. It's also important though to remember that apprenticeships are not just for school leavers; for the upskilling of existing employees and those wishing to change career, apprenticeships are also a great option".

Sheelagh Ratcliffe, founder and managing director