



CITB IN PARTNERSHIP

Construction Apprenticeships

A guide for individuals
considering a
construction career



"I changed careers from healthcare to construction, as in the future I want to be self-employed".

"I want a job where I can be artistic and have job security".

APPRENTICESHIPS



In this booklet, we will look at what an apprenticeship in construction involves and its benefits compared to other learning pathways, such as university.

It features real-life examples of people's impressive journeys within construction and is a great tool to use:

- when deciding if construction is the right option for you
- taking the first steps in starting your journey within the industry

Why choose Construction?

Construction surrounds us, shaping everything we do in our daily lives. It builds the schools for the future, the homes we live in, and the roads we drive on. Without the infrastructure construction provides, modern society cannot function.

Big demand for workers due to skills shortages retiring workers and new technologies...

"fastest growing industry in the world - set to grow 47% by 2030"
(Global Britain, 2021)

"157,000 new jobs to be created in construction by 2026" (CITB, 2021)

The sky is the limit in construction careers!
www.goconstruct.org

Read on for more construction Apprenticeship facts...

WHAT IS AN APPRENTICESHIP?

As an apprentice, you will be earning while learning by completing your training as part of a full-time paid job. It combines 20% learning at a college or training provider with 80% on-site experience.



Learn from industry experts to develop the specific skills and experience required by your chosen trade, while benefiting from ongoing guidance and support.



With 100s of diverse apprenticeships to choose from there is something for everyone, including Degree Apprenticeships.



An accessible, flexible, and viable alternative to university, apprenticeships will allow you to stay ahead of graduates by gaining job specific experience.

Why choose an apprenticeship?



Gain hands-on experience and industry-specific qualifications to kickstart your career!

Let's take a look at some of the pros and cons of an apprenticeship vs. university?

APPRENTICESHIP

VS

UNIVERSITY

- Takes 1-5 years to complete, depending on your apprenticeship level.
- Start your career straight away after school with fewer qualifications and experience.
- Your time will be split between your employer and the training provider.
- Focus on learning hands-on skills relating to a specific job role.
- Learn while fully immersed within your industry.
- **Earn while you learn while remaining debt-free!**

- Full-time degrees take 3-4 years to complete.
- You can apply for higher-level jobs after graduation – but many of these ask for experience that is not easily achieved while studying at university.
- Time spent between lectures and seminars.
- The focus is on academic study, although many construction-related degrees offer a year in industry.
- Tuition Fees of up to £9,520 per year in addition to the cost of living away at university.

SO, WHAT NEXT?

So you've decided construction is the industry for you! Some of you may not know what trade you want to go into yet, so for more information and support in determining the right trade, please click [here](#).

For those of you who know what trade you want to do, the image to the right demonstrates some of the different routes and gives you an idea of what to do next.

Full-time college courses

Enrol in a full-time course at college to get skills, experience, and a qualification in your chosen trade making you a more desirable candidate for apprenticeships.

If you are not ready for full-time work this is a great way to start your journey at your own pace and gain the required entry requirements if needed, i.e. GCSE Maths and English.

Once enrolled in a full-time course you can still search and apply for apprenticeships. If successful you will be able to transfer onto the apprenticeship course.

Searching for an apprenticeship

Many employers advertise their opportunities online and you can begin your search here or through other job advertisement websites.

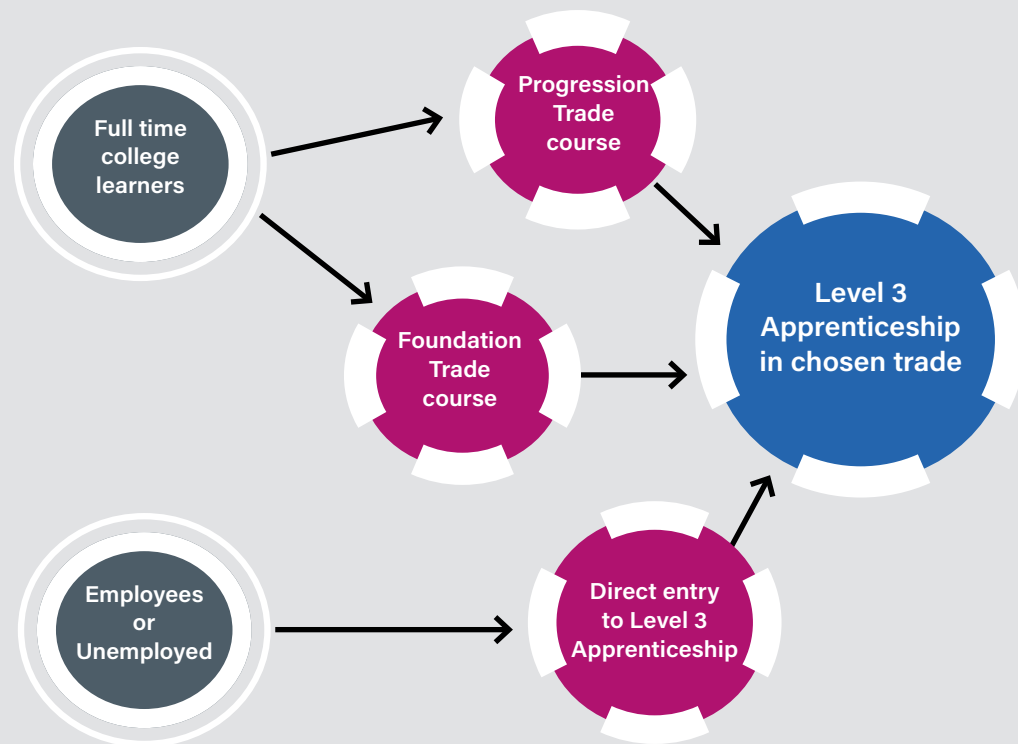
If you meet the entry requirements you can start your search now for an apprenticeship without prior experience or qualifications.

Companies will often contact local colleges directly when looking for a suitable candidate

We also encourage you to approach local employers directly in your search for an apprenticeship.

ROUTES INTO AN APPRENTICESHIP

Take a look at these different ways you can access a Level 3 apprenticeship.



DIVERSITY IN CONSTRUCTION

There is a noticeable and much-needed shift within construction to a greater understanding and acceptance of the benefits that Equality, Diversity, and Inclusion play.

Currently, the construction sector remains a male-dominated industry but in recent years there has been a greater focus on improving inclusion and diversity by employers and industry bodies.

A diverse workforce brings **different thinking to the table**, ensuring the widest range of ideas are explored.

It also makes the industry **more representative** of its customers and wider society.

The built environment is for everyone and the more inclusive the industry can become, the more the built environment will serve the needs **of all in our communities.**

Whatever background you are from and however you may identify, there is a place for you in the construction industry.

We still have a long way to go but with your help, we can bridge the gap and develop a workforce that reflects the diversity of our society.

Become a pioneer of diversity and inclusion in construction today!



Image: CITB's annual Women in Construction event

CHANGING CAREER?



Q&A with Antonia Morgan, 34, from nurse to Level 3 Site Carpentry Apprentice, with Mike Taylor Carpentry

Why did you make the shift to a construction apprenticeship?

I was working as a nurse and I was finding working full time in healthcare quite stressful. Initially, I didn't want to leave the profession completely but wanted to find something I could potentially do alongside nursing.

I've always been impressed by people who can fix things and make stuff from scratch and I wanted to continue doing something practical and hands-on. I then started to look into different training options for carpentry. I decided an apprenticeship was the right route for me as it gave me plenty of time to hone my skills.

CASE STUDY

What do you do, day-to-day?

Day to day depends on the job we are working on. One day we might be up scaffolding fitting plastic fascia and barge boards and the next we could be in a Georgian house repairing an old oak door. I like the diversity of jobs and picking up new skills along the way.

What has been your greatest struggle?

As someone undertaking an apprenticeship at an older age it can be tricky as it often means taking a pay cut. I was lucky I could afford to do so as I still work as a nurse some weekends, which helps.

If you do feel it's an option for you then get in touch with your local training centre. The UK Gov website also has some useful information on what you can expect from an apprenticeship.

ONWARDS & UPWARDS!



CASE STUDY

Q&A with Elis Dafydd, 20, who was taken on by RV Edwards Roofing as an apprentice in 2022 and is soon to be fully qualified...

Why did you choose construction and an apprenticeship?

It is what I have always wanted to do. My Dad works in construction and through helping him and the jobs I had after finishing school, I have been working in construction most of my life.

After working with a general builder and experiencing different trades, roofing was the one I enjoyed the most.

What do you do, day-to-day?

Typically, we work mostly on residential jobs, but our day depends on the project - we could be working on a

repair, completing routine maintenance or completely re-roofing a building using slate, lead, or tiles.

It is physically demanding, and we work at height so are expected to climb ladders, carrying different tools and materials throughout the day. It can be an early start, so we can make sure we get the job done on time, especially as a lot of our work is weather dependent.

How are you finding it and what do you enjoy most?

I love being outdoors and getting stuck in with projects, using my hands. You also have a lot of camaraderie on the job, and it is great being with a good team who you can have a laugh with.

BUSTING MYTHS

"Apprenticeships are only for people aged 16-18."

There is no upper age limit on an apprenticeship, anyone 16+ can apply. There are thousands of current apprentices in construction over the age of 25. You may also be able to upskill within your current role using an apprenticeship programme.

"An apprenticeship isn't a proper job."

Yes, it is! As part of this very real job, you will learn, gain experience, AND get paid. You will be an employee with a contract of employment and holiday leave.



"Apprentices pay for their training."

Incorrect. In Wales, apprenticeships are fully funded by the Welsh Government so unlike university, you can achieve a qualification, perhaps even a degree, without having to take out a student loan.

"Apprenticeship wages are not good."

The apprenticeship wage is the same as the national minimum wage for under 18s. If you are 19+ your wage will increase to the national minimum wage for your age after the first 12 months. Many employers also offer wages that are above the minimum amount.

CAREER PROGRESSION

Q&A with Harriet Silvester, 28, from Level 2 Highways Apprentice to Highways Works Supervisor

After achieving her A-Levels Harriet secured a position at her local council as a Highways Maintenance Apprentice, gaining several practical qualifications in addition to her apprenticeship.

She has progressed into several roles to obtain one of the highest-paid roles on the tools as a Winter Maintenance Gritter driver. Progressing once more Harriet became a Senior Engineering Technician, achieving more formal qualifications, including a Higher National Certificate in the Built Environment and a Level 4 NVQ

Diploma in Construction Site Supervision. Due to her **hands-on experience and qualifications**, she was successful in getting her current role of **Highways Works Supervisor**.

Harriet is an exceptional example of the progression available in construction-related roles, managing a large team of staff, two depots, and work orders from internal and external projects only 6 years after from completing a Level 2 Apprenticeship.

Why did you choose an apprenticeship over other qualification routes, such as university, a non-training job, etc.?

University did not appeal to me; I was unsure what I wanted to do and the pressure of selecting a degree that could impact my career for life was rather discouraging at 18 years old.

I chose an apprenticeship because I wanted to earn money and gain qualifications in a trade with the potential to take me in any direction.

It was the best decision I have ever made, in a world where university is becoming the norm, being able to do something that sets me apart from my peers and gain hands-on-experience has benefitted me no end.

Why did you choose Highways Maintenance?

Highway maintenance is one of those golden trades...the qualifications I have gained are recognized and in demand across the world, allowing me to work abroad or set up my own business.



What has been your greatest struggle?

Being the “new guy” in any situation is daunting but is particularly scary at 18 when you are straight out of school. My advice is to remember that everyone was new at one point. You need to **jump at every opportunity for further training and qualifications** because the fastest way to improve and progress in this trade is to gather qualifications that complement your experience.

What are your plans?

Despite receiving several offers to join other companies in similar roles, I have every intention of continuing my career within my current company. Finding a company that **nurtures you** and your progression will be one of your greatest assets.

APPRENTICESHIP LEVELS

There are different levels of apprenticeships, allowing you to enter at a level that is right for you and progress in your career. Each varies in duration, entry requirements and delivery.

For more information, please go to the Go Construct website or click here.



Specification may vary depending on the apprenticeship and training provider.

Intermediate Level 2

Equivalent of:
5 GCSE passes A*-C

Entry Requirements: D in GCSE Maths and English or Welsh First Language. Some require no formal qualifications.

Duration: 2 years

Advanced Level 3

Equivalent of:
2 A-Level passes

Entry Requirements: A*-C in GCSE Maths and English or Welsh First Language

Duration: 2-3 years

Higher Level 4,5,6,7

Equivalent of:
A Foundation Degree or 1st year undergraduate degree.

Entry Requirements: 5 GCSE A*-C, including Maths and English or Welsh First Language

Duration: 2 years

Degree Level 6,7

Equivalent of:
A full Honours Degree. Currently in development in Wales and will include Civil Engineering, Surveying, Construction Management and Design

Duration: 3-5 years

WHERE TO FIND OUT MORE ABOUT APPRENTICESHIPS



South East Wales

Bridgend College, Pencoed

<https://www.bridgend.ac.uk/>

Who to contact:

Deb Kingman 01656763233
apprenticeship@bridgend.ac.uk

Cardiff and Vale College

<https://cavc.ac.uk/en>

Campuses in Cardiff and Barry

Who to contact:

Stewart Woodward 07463275966
swoodward@cavc.co.uk

Coleg Gwent

<https://www.coleggwent.ac.uk/>

Campuses in Newport, Blaenau Gwent

Who to contact:

Kate Walker 01495333294
kate.walker@coleggwent.ac.uk

Coleg Y Cymoedd

<https://www.cymoedd.ac.uk/>

Campuses in Aberdare, Nantgarw, Ystrad Mynach and Caerphilly

Who to contact:

Mike Winter 01443 663163
michael.winter@cymoedd.ac.uk

Neath Port Talbot College

<https://www.nptcgroup.ac.uk/>

Campuses in Brecon, Swansea, Neath, Afon

North Wales

Coleg Cambria

<https://www.cambria.ac.uk/>

Campuses in Deeside and Wrexham
<https://www.cambria.ac.uk/>

Who to contact:

0300 30 30 006/
employers@cambria.ac.uk

Grwp Llandrillo Menai

<https://www.gllm.ac.uk/>

Campuses in Rhos-on-Sea, Rhyl, Llangefni and Dolgellau

Who to contact:

Jennifer Jones – Rhos and Rhyl
Iona – Llangefni and Dolgellau

Mid Wales & West Wales

Coleg Ceredigion, Cardigan

<https://www.ceredigion.ac.uk>

Who to contact:

Tanya Collins 07900 164133
Tanya.collins@ceredigion.ac.uk

Coleg Sir Gar

<https://www.colegsirgar.ac.uk/>

Campuses in Ammanford and Swansea Bay

Who to contact:

Gareth David
gareth.david@colegsirgar.ac.uk

Gower College

<https://www.gcs.ac.uk/find-your-course-gower-college-swansea>

Campuses in Fforestfach, Tycnoch & Bridgend

Who to contact:

Leanne Evans 07824159462
leanne.evans@gowercollegeswansea.ac.uk

Hyfforddiant Ceredigion Training, Aberystwyth

<https://www.ceredigiontraining.co.uk>

Who to contact:

Craig Davies 07929750921
c.davies40@htceredigion.org.uk

NPTC Newtown

<https://www.nptcgroup.ac.uk>

Who to contact:

Clare Ward 07500250010
clare.ward@nptcgroup.ac.uk

Pembrokeshire College

<https://www.pembrokeshire.ac.uk/>

Who to contact:

Chris Curtis 07896836771
chriscc@pembrokeshire.ac.uk

Niche Apprenticeships

There are several “specialist” trade apprenticeships which are managed by CITB and involve attending an English college. If you need further advice, please contact:

South Wales

- Peter Carey
- 07778429151
- peter.carey@citb.co.uk

North & Mid Wales

- Alexandra Morris
- 07384 876722
- Alexandra.morris@citb.co.uk

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For further support and more information, connect with CITB: citb.co.uk



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