

# Exploring the true value of Apprenticeship Schemes and Supported Development

Insights from the Jacobs Apprenticeship Scheme



**Jacobs**

In partnership with



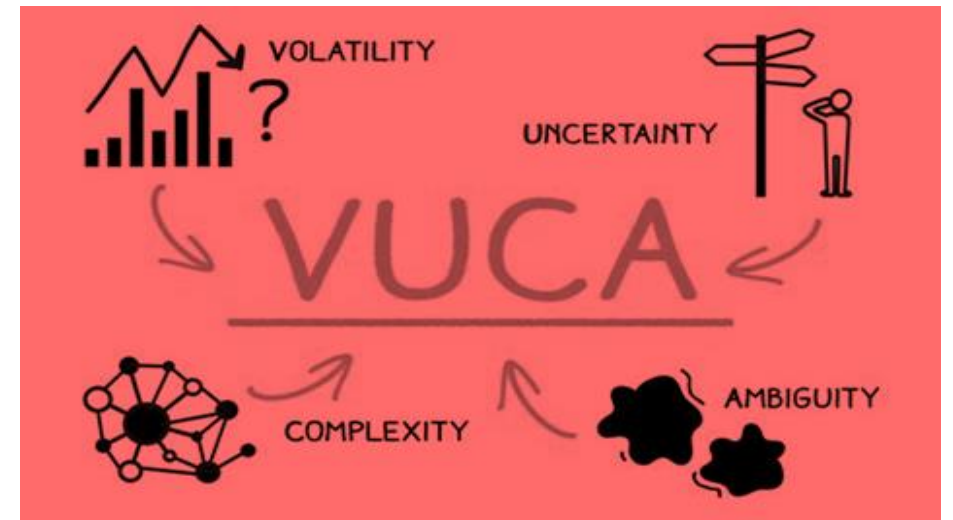
London  
Metropolitan  
College



**Project Controls**  
**EXPO**  
London, UK

# The Labour Challenge

- Impact of Brexit
- Pandemic
- VUCA effect
- New skills/Transition Economy
- Opportunity to reflect and re-set

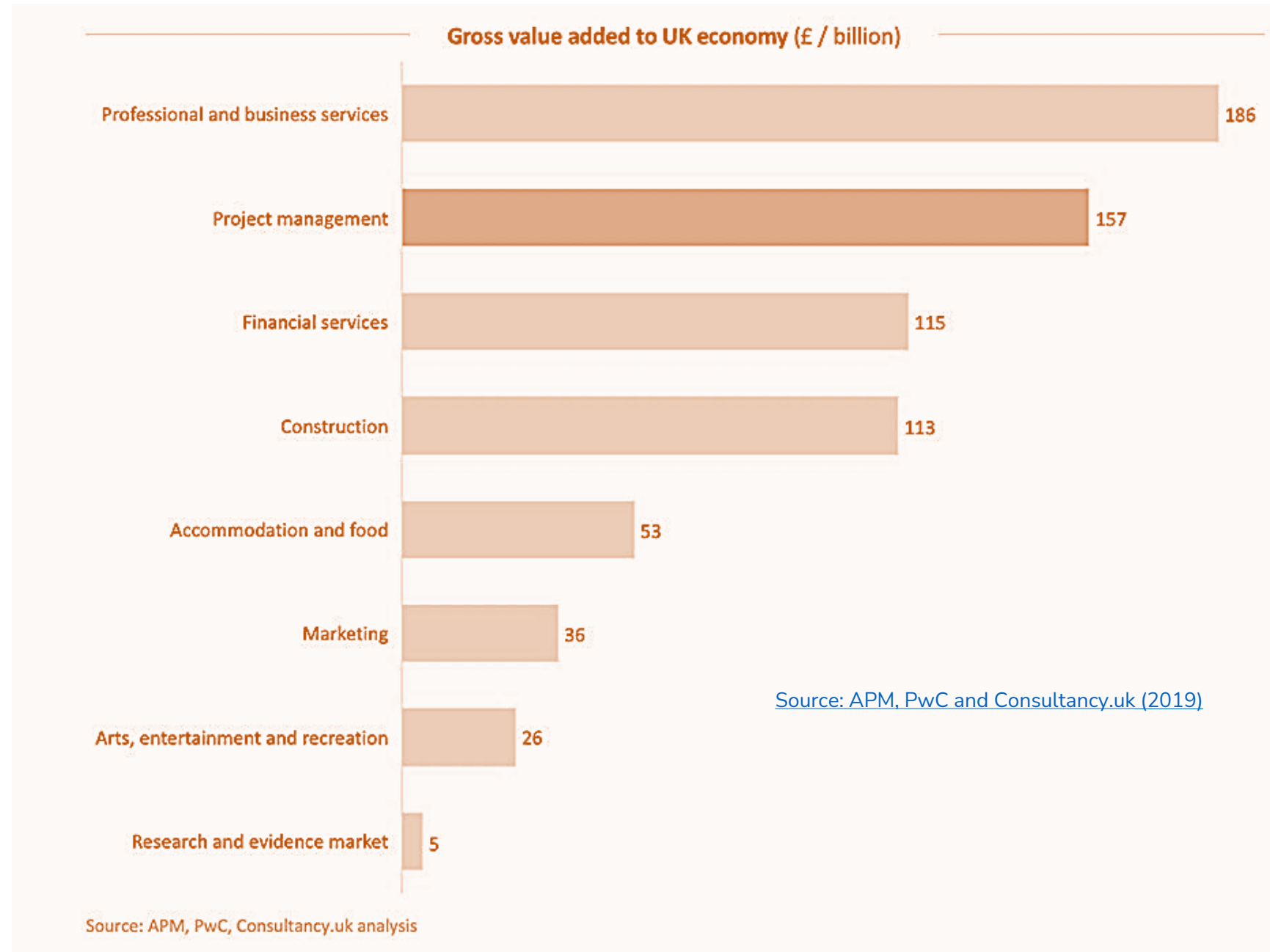


# Economic Value

APM

“Project management runs as a ‘golden thread’ through businesses, helping to develop new services, driving strategic change and sector-wide reform.”

Debbie Dore, then Chief Executive of APM (2019)



# Apprenticeships in Figures

Starts 2022/23 (Aug-July) 336,510

**Higher apprenticeships continue to grow**

34% of apprentices  
Increase of 6.1% year on year

**Level 6 and 7**

15% of apprentices  
Increase of 9.3% year on year

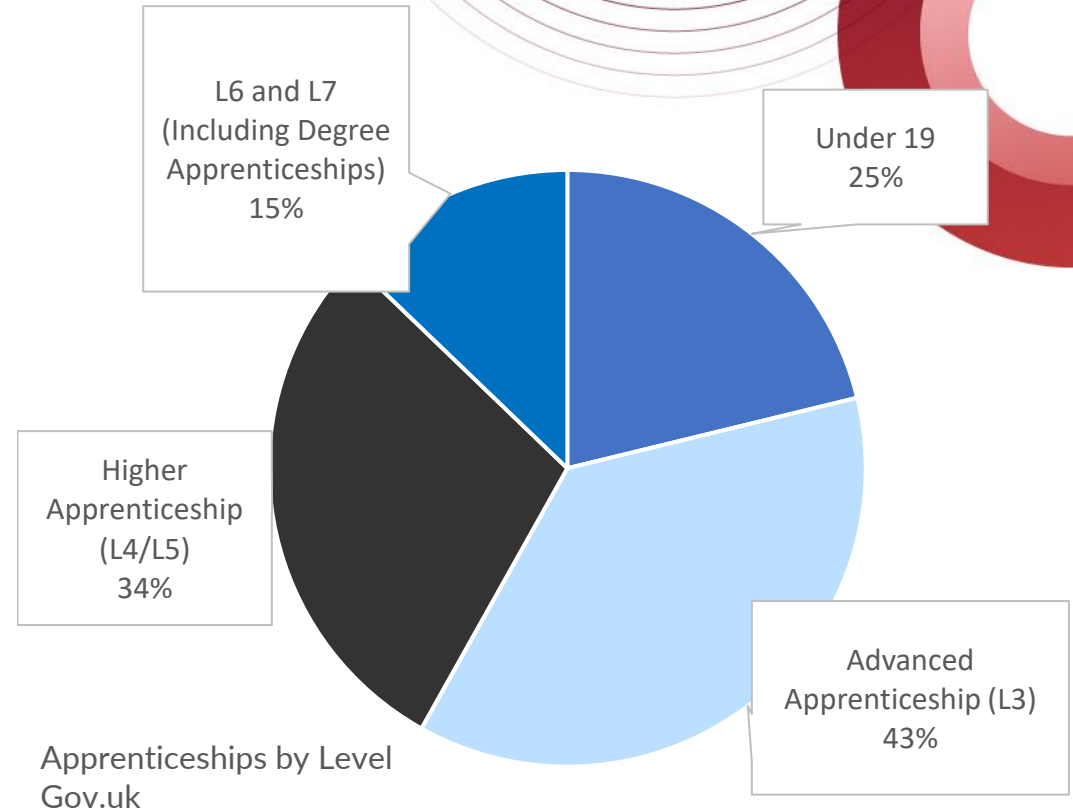
**LMC L6 Project Controls Professional Apprenticeship – increase 18.5%**

# Skills Bootcamps in Figures

Launched 22/23

48 providers nationally – skills focus Digital/Cyber

We are proposing to develop PC/PM based programmes



Survey is open on the LMC stand or capture QR code now



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# Mind the Gap

Employer needs vs. Reality

	Importance (employers)	Individual performance (Workers)	Gap
Analytical mindset	82%	54%	28%
Project management	80%	52%	28%
Creativity	81%	60%	21%
Leadership	78%	57%	21%
Industry / sector expertise	82%	62%	20%
Storytelling	74%	56%	18%
Subject matter expertise	83%	66%	17%
Critical thinking	84%	69%	15%
Problem solving	88%	77%	11%
Communication	89%	80%	9%
Adaptability	85%	77%	8%
Collaboration	85%	77%	8%
Professionalism	90%	83%	7%
Curiosity	75%	73%	2%

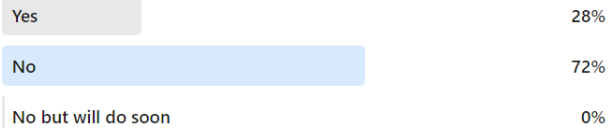
# Solutions Focused

 **Caspar Bartington** (He/Him) • 1st  
Head of Commercial Partnerships @ Association for Project Management...  
8mo • 🌐

Good morning. This unscientific poll stems from a message I was tagged in to from a teacher who'd like to shadow someone who works in project management. Seems to me like a great opportunity to share knowled ...see more

Does your organisation offer shadowing for those interested in learning more about project management?

The author can see how you vote. [Learn more](#)



29 votes • Poll closed

## Corporate Engagement

**Paul Binnie** • 2nd  
Director Of Operations Consulting EMEA ...  
4h • ⋮

This is a great initiative and we all need to support not just graduates and young trainees, but cross sector migration. Ex-military are also a great source of driven, loyal and committed people.

## Career Switch



**Andy Sutherland** • 1st  
Managing Director @ Prism Energy | Innova...  
5h • 🌐

There's a significant shortage of experienced people across the energy industry and there doesn't appear to be a huge amount of graduate/trainee recruitment going on, so is the problem only going to get worse?



**Thomas Wood** • 3rd+  
Project Manager at AECOM  
5mo • 🌐

[+ Follow](#) • ⋮

Fantastic day yesterday at the EBP Get Inspired Southampton & New Forest event hosted at Solent University. It was great to chat with some very enthusiastic students (and teachers) from schools in the region and challenge them with a few tasks relating to Cost Management, Project Management and Engineering. Some very good conversations about STEM opportunities, AECOM, and the various Graduate and Apprenticeship pathways available. [#stemcareers](#) [#GetInspired2023](#) [#aecom](#) [#apprenticeship](#) [#graduatecareers](#)



## School and University Outreach

**Iain Leslie** • 2nd  
Estimating SME  
4h (edited) • ⋮

Couldn't agree more, it's a disaster trying to get people. Aging workforce and just not the same quantity of people coming through to replace them. One of my clients has gone to a local university and taking students in for paid work experience in summer holidays, with the aim of getting them into a grad scheme straight out of uni. They hired 5 grads this year.

## Graduate Schemes



**Assystem**  
271,268 followers  
1d • 🌐

[+ Follow](#) • ⋮

reasons to enter the "Imagine the Switch" competition!

This competition will see aspiring innovators and future leaders from Universities across the UK bring forward their creativity and problem-solving skills by designing a cutting-edge digital solution for real-world project control challenges.

We will be inviting undergraduates to join us at this year's Project Controls Expo event at Wembley Stadium where they will present their idea to professionals and get the chance to network with the industry. We will announce the winners at the event.

We are particularly excited to provide the winners with prizes that will kickstart their career. Come along to witness them in action and be a part of this new and exciting initiative. Let's switch the future of project controls!

Learn more: <https://bit.ly/46cUuA5>



## Competitions

# Dual Approach

Funded options available

## Traineeships/Skills Bootcamps

Focus on key upskill areas – for example: planning, risk, estimating.

Up to 16 weeks supported training.

Large employers (250+ employees) contribute 30% of the cost, and small or medium employers (SMEs) contribute 10% ESFA.

Self-Employer or Not Employed or not taking the course through the employer – 100% AEB.

## Apprenticeships

Over 750 pathways with competencies agreed by industry.

From 12 months to 4 years.

Large employers (250+ employees) funded through levy, small or medium employers (SMEs) contribute 5% ESFA.

Must be direct link with the productive job role and the apprenticeship standard.

Develop a loyal and talented workforce with the skills you need quickly

Short programmes that focus on key development areas

Enables existing employees to develop or transition into new roles or areas.

Can be utilised to support a pipeline of new talent into the organisation.

Links to either a new role, new responsibility or precursor to an apprenticeship

Attract new talent with the opportunity to gain industry recognised qualifications alongside paid employment

Helps to retain staff in a competitive environment

Supports social mobility - access to higher programmes, often cost prohibitive for individuals funding alone

Build skills, alongside knowledge and enables consistent career pathways across business units

Improves productivity; learners are motivated to learn new skills, provide new ideas and a fresh perspective



We are in the process of developing Skills Bootcamps – We need your insights!

# Apprenticeships at Jacobs

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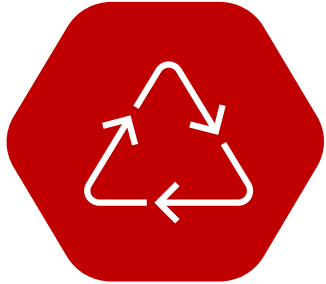


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# How do we measure RoI?

## Employer Return on Investment



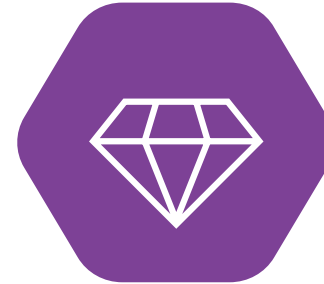
Annual introduction of new passion and creativity



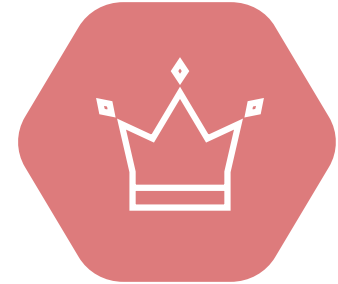
Increased business diversity – new routes into higher education



Improve employee retention through successful schemes (90%)



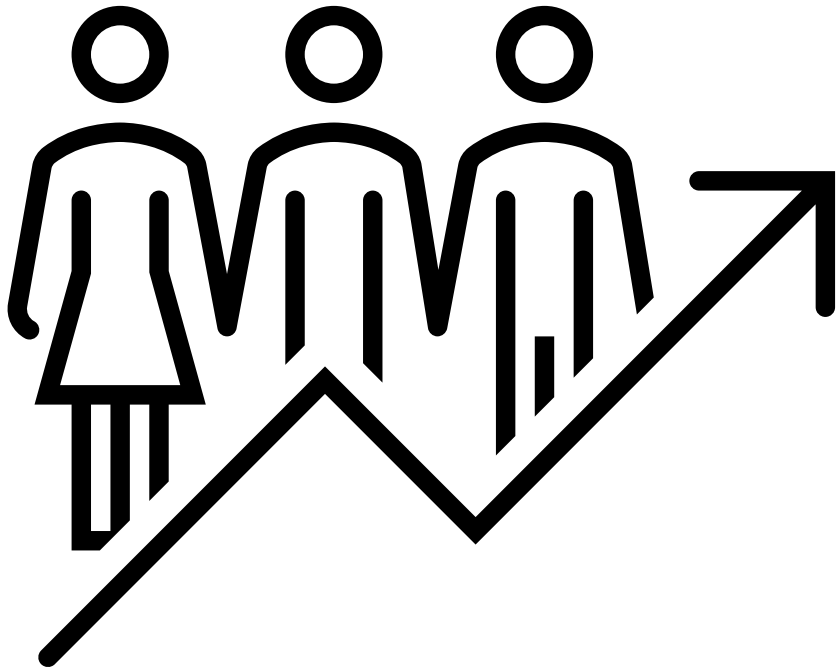
Align values from career outset



Develop Future Leaders

# Current Apprenticeship Pathways

## Continued Growth and Development



- L6 Project Controls Professional
- L3 Project Controls Technician
- L4 Information Manager
- L6 Civil Engineering Degree Apprenticeship
- L6 Environment Practitioner Degree Apprenticeship

# Apprentice Experience

Insights from Jacobs Apprentice's Jonathan Merino, Samuel Mileham and Nuray Gilanli

# My Journey – Samuel Mileham

September 2021 – Present



*Work*

Charity Events Manager  
Bartender  
Co-ran trainer reselling business  
Car Valeting  
Office Assistant (Excel, web design)

*Education*

Sixth Form  
*Business, Maths,  
Geography, Music*



Jacobs  
*Project Controls  
Apprentice*

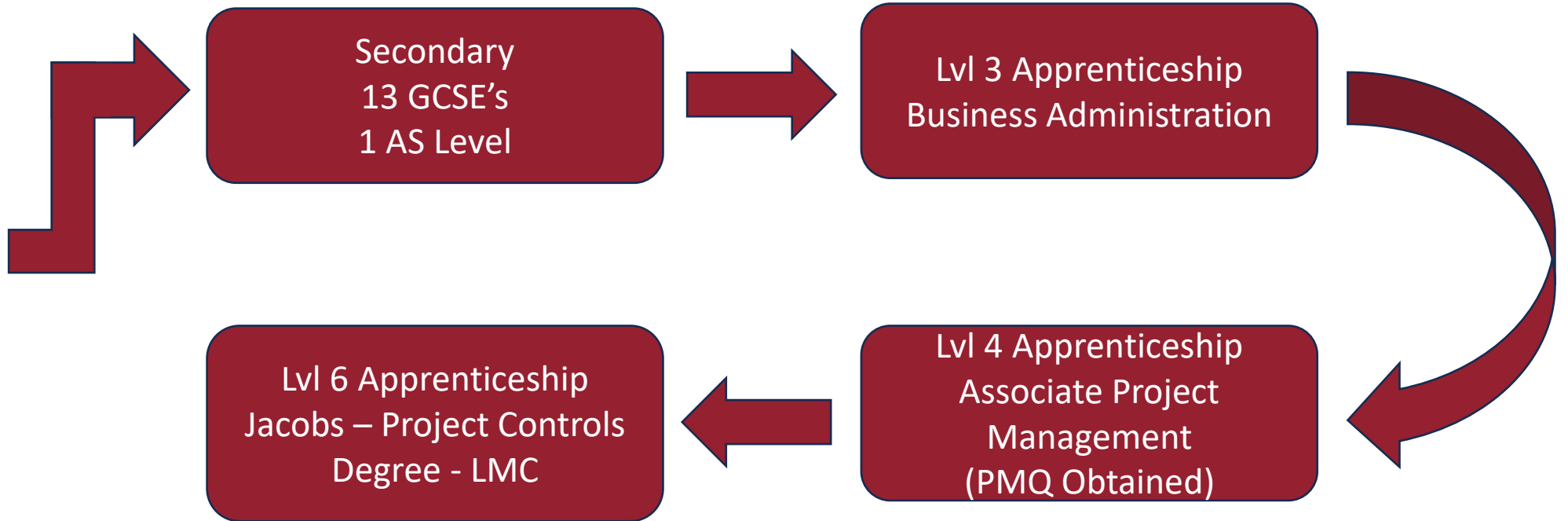
London Met College  
*L6 Project Controls  
Apprenticeship + Degree*

**Jacobs**

 **Project Controls**  
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London, UK

# My Journey – Jonathan Merino

September 2018 - Present



# My Journey – Nuray Gilanli

September 2017 - Present



Level 3 Rail Civils  
Engineering Apprenticeship



Worked as a Junior  
Technician for 4 Years

HS2



Moved over to IM Team in  
Jacobs



Completed my Level 4 LMC  
IM Apprenticeship





**THANK YOU**