

City & Guilds

ilm

A City & Guilds Group Collaboration

Apprentice Nominations 2021

#apprenticeshoutout

Thank you

Thank you to everyone who has nominated their apprentices for their resilience, adaptability and leadership.

All apprentices have been issued a City & Guilds Group Build the future digital credential, which is a portable, verified skills record contained in an image that can be shared easily across the web.

Organisations

Apprenticeships Norfolk	East Midlands Railway	Queen Elizabeth Hospital Kings Lynn
Bedford College	East Suffolk and North Essex NHS Foundation Trust	Royal Devon & Exeter NHS Foundation Trust
Bespoke Hair Academy	Edwards Ltd	Rural Payments Agency
Birmingham Metropolitan College	Flagship Group	Screwfix
B-Met Colleges - James Watt Campus	Fram Farmers Ltd	Seetec Outsource Training and Skills
B&M Retail	GelticH Ltd	SK College Group, IAMTech, Knowsley Community College
B&Q	Guy's & St. Thomas' NHS Foundation Trust	Skillnet
BT PLC	Harlow College	Stamford College
Burton and South Derbyshire College	Home Instead	The City & Guilds Group
Central Hair London	Iceland Foods & Food Warehouse	The College of West Anglia
Central Training Group	Inspire Education Group - Peterborough College	The Focus Training Group
Chelsea and Westminster Hospital NHS Foundation Trust	Kingfisher	The Inform Team
City College Norwich	Midas Customer Service Training Ltd	The Oxford Group Consulting & Training Ltd
City & Guilds	Nottingham College	The Sheffield College
Coleg Cambria	Openreach	Truro & Penwith College
College of West Anglia	Peter Pyne Training	VolkerWessels UK
Costa Express	Poultec Training	West Suffolk College
DAF Trucks UK	QEH Hospital	

Nominations

Apprenticeships Norfolk	Degree Apprentice Katy is a fantastic leader and is so passionate about Apprenticeships. Thanks for being amazing Katy! From Sophie & Simon :)
B&M Retail	We are buzzing with Pride to celebrate the National Apprenticeship Week by Saying a MASSIVE THANK YOU to all of our amazing B&M Apprentices! In the most challenging year, they have continued to show resilience, commitment and determination to continue with their Apprenticeship programme.
B&Q	We want to recognise Alex for the hard work, dedication and commitment to his apprenticeship throughout 2020. This not only saw him as the first B&Q colleague to complete his Level 4 Project Management apprenticeship but to do so ahead of schedule.
Bedford College	<p>For continuing to work hard and staying motivated through these difficult times.</p> <p>Eysia has been on a very tough, emotionally challenging rollercoaster throughout her Hairdressing apprenticeship, she has overcome all of her challenges and come out shining brightly.</p>
Bespoke Hair Academy	We are really proud of these apprentices who have worked really hard during lockdown in both practical and theory training. They have been motivated and positive in their approach to their qualification.

Sarah has had an extraordinary journey with BMet. She started as an inexperienced business apprentice around 2016/17, having only recently left school at the time, before moving to the Team Leading/Supervisor standard to take on the role as Operations Team Manager at Norton Industrial Doors. Sarah used the Team Leading/Supervisor standard to support her with a project launch that is now complete, which has entirely change the way the business operates. Whilst still sending their technicians out to jobs with archaic paper-based forms that took days to be returned and processed at the start of her apprenticeship, the operation was far from being efficient. As an enthusiastic new team leader, Sarah identified that there was room for improvement at an early stage but it took some convincing of her directors to approve the new system over a period of time that included presentations, cost benefit/analysis, and ongoing negotiation led by Sarah. In addition to what would have been a challenge under any circumstance, Sarah had to work through the unconscious bias as some thought she didn't have the experience in the business and they didn't like being "told what to do" from someone half their age. She used the knowledge, skills, and behaviours gained from the apprenticeship to articulate her business case, which was eventually agreed and by the senior management team. With their support, she was able to command the authority that she deserved and was able to gain full cooperation from her team of technicians to move things forward. Her assessor couldn't have been more pleased to see the way she applied the various techniques learned in her study and was able to make them work in real situations!

If that wasn't enough, Sarah had to overcome challenges along with way with her Apprenticeship Standard, due to changes in Exam Board and EPA organisation regulations - and without the benefit of past experience - since this was newly launched national Apprenticeship Standard and Sarah was in fact BMet's very first apprentice on this programme. Sarah was finally ready for her EPA during the first quarter of 2020 when the Covid lock down hit the nation and she had to wait until the Summer of 2020 before an assessment opportunity was available. While some apprentices might have been demotivated by this, Sarah used this as an opportunity to improve her readiness for the EPA competence discussion, which ultimately resulted in her receiving an overall DISTINCTION grade for her efforts, a grade that's unusual to be awarded by this organisation (ILM) in particular.

As a result of Sarah's development over the past few years, her employer has indicated that they now feel comfortable stepping back from the day to day operation of the business and the directors see her as someone who can drive the business forward. Sarah has been asked to take the lead on the business development plan and will be launching some continued improvements during a 2021 presentation to her senior management team. Alongside her increased level of responsibility, she will be continuing with BMet as an Operations Department Manager Level 5 apprentice, the highest level that the college currently offers! By all accounts, Sarah is a positive and highly ambitious young person. She symbolises what it means to be an apprentice and why choosing to take an apprenticeship with BMet can be the difference between simply achieving a qualification and truly making it about "inspiring futures, realising dreams", an impact that she has cascaded throughout Norton Industrial Doors as an organisation.

B-Met Colleges - James Watt Campus	This group of students are very hard working, conscientious and always eager to learn. They are a credit to the companies they're working for, which are various Rail Group Companies. Their apprenticeship is an AME criterium, with a Maintenance Bias, of which I have no doubt they'll pass with flying colours.
BT PLC	I am recognising the following apprentices for fantastic efforts during the COVID 19 pandemic. During this time they have helped on-board a piece of work critical to the business, led on training to both other apprentices and full time team members and shown a positive and hard-working attitude throughout. They supported this product in the office providing socially distanced training and have been able to adapt and overcome the obstacles presented by home working to continue to provide a high level of support to both the teams and product. A fantastic effort by all of them.
Burton and South Derbyshire College	I am nominating these apprentices for their dedication to their apprenticeship over these difficult times. The apprentices have excellent attendance, have met deadlines set by their tutors , are continuing with their training by completing webinars and practicing styles on a block and logging their OTJ training in their personal training diaries.
Central Hair London	I would like to nominate Jordan for her outstanding growth as both an apprentice and as a young adult. Jordan began her journey as a traineeship back in 2018. When Jordan first started she was extremely low in confidence. We would have many difficulties in completing tasks. with support, guidance and a lot of determination from Jordan, she has transformed into a confident and able hairdresser and adult. Jordan progressed from her traineeship, through her level 2 and is now at the end of her level 3. The transformation, journey, level of skill and attitude to learning, Jordan has taken is outstanding. She is a highly valued member of the class, and often supports her peers. She takes on every task with great confidence and ability moving from strength to strength. She has show cased her work in competitions and is currently a finalist in one. Jordan will take on any challenge I throw her way with such maturity and ability. I am in awe of all Jordan has achieved and excited for the next chapter of her career.
Central Training Group	When I met Shannon, I could instantly tell she will turn into a fabulous hairdresser. Along her journey she has proven just that! Anything you teach her, she just gets it straight away. Her cutting skills are excellent, close behind setting techniques, up do's and course work. She hasn't let lockdown bring her down, in fact she has worked even harder because she wants this so much. I applaud you Shannon keep up the good work.
Chelsea and Westminster Hospital NHS Foundation Trust	<p>We wanted to recognise the hard work and dedication that our staff have given in order to complete their Apprenticeship. It's a fantastic achievement and we wish them all the success in their careers.</p> <p>In recognition of all your hard work during the pandemic!</p> <p>To Taps, very well done for going above and beyond your apprenticeship during these very challenging times.</p>
City & Guilds	Joe is always eager to learn, continuously developed his skills, and has grown so much as a person while working here. He is a pleasure to work with.

City College Norwich

Miklos is so dedicated he continually impresses his lecturers and assessors. He produces great quality practical and theory work for his engineering apprenticeship. He goes above and beyond to make sure his work is of the highest standard. He always makes time to help others and does all of this with good humour, also balancing a young family with his work and studies too!

The sessions held with Jake have been some of the most enjoyable in my time teaching. Lockdown has given us both the opportunity to discuss areas of interest from the Classical cooking styles of Chez Panisse through to the modern. The passion and interest that Jake displays has a protein spike that is contagious beyond Covid.

Lauren has been amazing during the term of her Apprenticeship, she has been driven and committed. In this time she has had to deal with personal health Issues for Diabetes and Covid throughout Christmas. Despite all of the challenges that Lauren has had to face on top of Lockdown and the disruption to the Hospitality industry she has remained completely focused, always submitting work on time and challenging herself to improve at every opportunity. But the best bit; is that she did it with a..... "smile" every-time! Thank you Lauren for helping to making the world a little bit easier to deal with.

Coleg Cambria

All of my apprentices have risen to the challenges and in some cases, taken on extra duties as a result of the Covid-19 pandemic. When you have apprentices who embrace remote assessing, the use of Zoom or Teams, and ensuring the standard of their work has not diminished in any way, it is a testament to their resilience and ingenuity and makes my work a whole lot easier and more enjoyable.

This confirms that their chosen industry, whether horticulture, greenkeeping or environmental conservation, will go from strength to strength. It is a privilege to work with such keen and enthusiastic individuals.

For continued dedication both at work and on their qualifications throughout this lock down.

All have demonstrated a high level of commitment, engagement and dedication to learning.

Ewan has worked throughout lockdown helping provide for his community. He has shown excellent commitment and dedication to his qualification, learning and development and hi employer. Well done Ewan.

College of West Anglia

Continued Focus on the NVQ through covid and lockdown, completing work and staying engaged with good communication.

I would like to praise the efforts of all of my Level 3 Electrotechnical Apprentices for continuing to step up and complete their work during these often difficult times. There are too many to nominate individually so I have highlighted one who has consistently hit targets set for him throughout the course. He sets a positive example for others to follow.

Costa Express	<p>We at Costa Express are Proud and would like to recognise Nikki Starling, for her drive in continuing with her development and learning on the Business Admin Apprenticeship. Last year was a challenging year and without doubt Nikki put her role and responsibilities at the forefront through all that she faced! Nikki was promoted and attended a First Line Managers Course together with working on her Apprenticeship! Thank for Adapting, Learning & Leading.</p> <p>Costa Express would like to say well done to Rachel Hammond! Rachel is a real trooper, an excellent team player, always there to support colleagues and continues to drive her development and learning through her Business Admin Apprenticeship! Thank you for adapting and being resilient to change and driving your development</p>
DAF Trucks UK	<p>Made up of training Apprentices, the DAF Apprentice Panel members are an integral part of our recruitment drive, representing DAF in local and industry careers events, attending regular meetings to influence the development of the Programme. The Apprentice Panel's contribution to shaping the future of the DAF Dealer Apprenticeship Programme has already proven incredibly valuable. We are grateful for their commitment and support and excited to see what the future holds for our award winning Programme.</p>
East Midlands Railway	<p>To all EMR apprentices who have remained dedicated and committed to their learning and development and have helped keep our industry and the country moving.</p>
East Suffolk and North Essex NHS Foundation Trust	<p>Thank you for all your continued hard work throughout the pandemic!</p>
Edwards Ltd	<p>The last 12 months has brought about many new challenges and I would like to recognise our apprentices for their part in rising to those and for their continued commitment to the business.</p>
Flagship Group	<p>Thank you!</p>
Fram Farmers Ltd	<p>Developing and promoting younger talent is key to positive growth and helps to future proof any business</p>
Geltich Ltd	<p>Emily is showing enormous resilience and adaptability - starting an apprenticeship while working remotely must be one of the most challenging situations- completing a qualification at same time as learning completely new skills via zoom and working " alone" is a tribute to Emily's positivity and drive to achieve ! A first class employee well on course to achieve a level 3 business administrator apprenticeship.</p>

I would like to nominate Daniella Hall for her outstanding progress, her work during her placement with us in Gastrointestinal Medicine and Surgery. Daniella started her placement for her Business Administration Apprenticeship during a peak time of the COVID-19 pandemic and she very quickly became a highly valued member of the administrative team, helping with last minute changes, and administrative processes that were completely new to the department. She undertook all of the necessary training needed and picked up on using hospital IT systems, and the concept of booking surgeries and outpatients impressively quickly. Daniella has been involved in many different important and essential roles within our department, from helping with outsourcing surgical patients to private hospital sites, to ensuring the most urgent patients, in terms of clinical priority, are ready for surgery to be booked during the second wave of COVID-19.

This included organising their pre-assessments and ensuring they have adhered to isolation guidelines. Furthermore, Daniella has consistently completed her apprenticeship work to a high level and continues to do so, becoming involved in an exciting new project aiming to increase efficiency and efficacy of pre-assessments; a project being rolled out across the trust.

I believe that Daniella completely showcases the theme of 'Build the Future'. She has become noticeably more confident in her role, both in communication with numerous clinical and non-clinical stakeholders and in independent tasks. She has shown a huge amount of development and is a very valued member of the team; having an extremely positive impact.

I am nominating Rachael as she has consistently demonstrated her passion for working in the NHS and improving her knowledge of how to contribute to the patient journey. Rachael came from a teaching background and has used her prior experience to help other members of her cohort to complete assignments and improve their understanding. Rachael has attended all teaching sessions with enthusiasm and produced high quality written assignments. She has faced some challenges throughout 2020 but has always maintained her progress and passion to succeed.

During her time on the program, she has developed her theoretical and clinical skills by uploading evidence to her OneFile account - this included witness testimonies and personal accounts

She is on course to complete her apprenticeship in 2021 and is a credit to the audiology service. I cannot praise her enough! She is an excellent ambassador for the Trust and a true reflection of what the NHS standards aim to deliver.

**Guy's & St. Thomas'
NHS Foundation
Trust.**

From the start of her apprenticeship she lacked in confidence in herself even though she was more than capable to do perform in her role to a very high standard. Since supporting her through her apprenticeship in these tough times in lockdown Neslihan's has had to adapt her working practice whilst also starting a new role in a new department which she took in her stride and again did to a very high standard ensuring all of her work tasks were completed at the end of each day.

Neslihan's confidence in herself has increased dramatically and specifically in Maths where she has learnt new skills and is now supporting other learners outside of her organisation to be able to understand different formulas of maths problems, whilst motivating them to be able to look at Maths in a positive way to be able to gain more confidence in themselves.

**Guy's & St. Thomas'
NHS Foundation
Trust**

Since supporting Miya through her apprenticeship during lockdown she has only gone from strength to strength and taking the new changes in her stride through work and apprenticeship coursework too.

She consistently manages her work and always ensures her targets are met and to a very high standard whilst also maintaining great communication with myself and her line manager Stephen who together they work exceptionally well as a team and from this has increased Miya's skills and behaviours within her role and is excelling in her role within the department, especially when producing outstanding PowerPoint presentations for both her working role delivering to external stakeholders and her apprenticeship evidence.

**Guy's & St. Thomas'
NHS Foundation
Trust**

Fatima had a slow start, missed deadlines and didn't seem very motivated. However, she has now excelled, passed her written and sat her OSCE with confidence. The last few months her work has been above standard and exceeded expectation.

Her clinical feedback has been outstanding and she is now showing a confidence in her clinical abilities that she did not demonstrate before.

**Guy's & St. Thomas'
NHS Foundation
Trust**

Chloe supported her classmate in her maths functional skills.

Chloe spent her lunchtimes and additional hours off of her normal clinical rotation to support her colleague even during times where her peer did not want the support.

Her support helped her peer to pass her maths functional skills with confidence, when before this she did not even have the confidence to look at maths equations.

Guy's & St. Thomas' NHS Foundation Trust	<p>Fabulous physios, training as ACP apprentices! Thank you for all your work in contributing to excellent virtual services, supporting primary care in FCP clinics and continually driving service development!</p> <p>I am so grateful for the ACP in my team as she always thinks of new and different ways of approaching several challenges within and outside the team. The pride you take in your work is truly inspiring. Thank you for supporting the service and your colleagues.</p> <p>Our first cohort of occupational therapy apprentices have started new roles in the middle of the second surge of Covid19 with a pioneering enthusiasm to the challenges ahead. They will make wonderful occupational therapists in the years ahead!</p>
Guy's & St. Thomas' NHS Foundation Trust	<p>To our very first ACP Hand Therapist apprentice- trailblazing from the start!</p>
Harlow College	<p>For having a positive approach to completing their qualifications. Lots of things have changed over the last year and these learners have thrived regardless of the circumstances.</p> <p>For having a positive approach to completing their qualifications. Lots of things have changed over the last year and these learners have thrived regardless of the circumstances.</p> <ol style="list-style-type: none"> 1. Excellent both at work and college 2. Highly thought of at work. Very capable apprentice 3. Showing a mature attitude to work and college commitments 4. Rising to the challenges that are in front of her
Home Instead	<p>For starting her apprenticeship during lockdown with very little face to face support Katya has been dedicated and committed to both her training and support of their teams and the business through such a difficult time.</p> <p>For his support to the network and the team during this difficult time.</p>
Iceland Foods & Food Warehouse	<p>All these Apprentices have shown a willingness to learn, have a great attitude and are ambassadors for Apprenticeships in our business.</p>
Inspire Education Group - Peterborough College	<p>Well done to Peterborough College apprentices who have either completed their programme or who are still studying hard! You have shown commitment and professionalism whilst on programme and your hard work has certainly paid off.</p>
Kingfisher	<p>I would like to give a big shout out to Phil because of adaptability and tenacity over this past year. He has shown real resilience, never giving up, and remaining positive throughout the challenges of both the pandemic and those inside and outside of work. He has achieved so much, embracing and turning around difficult IT projects and yet still progressing his apprenticeship and passing 5 exams! He's also shared the skills he is learning with other team members and offers to help with extra tasks. A true team player and some incredible work achieved: well done Phil.</p>

Midas Customer Service Training Ltd

I am coaching these apprentices in exceptional customer service training in the salon environment via Zoom, they are such enthusiastic learners, always showing up on time and very well organised. They are very studious and have learnt so much in a short amount of time, they have all demonstrated their knowledge with answering questions about their learning material, we have completed discussions on how they will be transferring their new found skills into their salon when they return after COVID.

Nottingham College

Each one of my apprentices has worked through these very trying times, they have all continued to engage with the college and were able to sit City & Guilds on-line exams on their return to college prior to the Christmas break. They have all remained positive and continued to work well on-site, at college and with current remote learning.

The apprentices I am recognising have been outstanding role models for the apprenticeship scheme. They are from a range of backgrounds and are a range of ages, however, the commitment they have shown throughout their apprenticeship and also throughout the pandemic, has been outstanding. They have all hugely developed their skills and adaptability and have all either progressed to the next level qualification or secured themselves a permanent role, at a higher level within their organisation. They have been a pleasure to support and train and I wish them all the very best of luck. Well done.

Zineb has demonstrated a wide range of competencies and leadership skills over the period of her Apprenticeship. She has taken ownership and demonstrated excellent project management skills, she acts as an ambassador within her role and is passionate about delivering a professional service at all times!

Openreach

All 3 apprentices up for recognition have gone above and beyond in demonstrating core values of Openreach and have all stood out from the crowd throughout their apprenticeship. Whether they have been doing exemplary coursework, being ahead of schedule or providing training to New Employees to ensure New agents are meeting operational standards. They have also been used as Subject matter experts by the department allowing us to streamline processes and aid with ongoing coaching of team members.

Peter Pyne Training

We would like to take the time to recognise our wonderful and hard working apprentices, of whom, despite COVID-19 and lockdown restrictions, continue to excel and work incredibly hard. The outstanding levels of work they have continued to produce from home are truly inspirational and set an amazing standard for others to follow. Whilst on work placement before lockdown began they were reliable, has a superb work ethic and continuously strive to better themselves not only in their hairdressing skills, but in behaviours; confidence; well being and supporting others. We want to thank everyone for their efforts during such a difficult time, including all the staff who work tirelessly behind the scenes to ensure these learners are able to progress to their full potential.

Poultec Training

Consistent hard work within their Level 5 Apprenticeship.

QEH Hospital	<p>Jodie was very hard working and wasn't afraid to help out on front of house when we was busy, and was always willing to come in if we where short staffed and then do her apprenticeship working in work time or in her own time. she would also show other staff how to use short cuts using the internet. It was heart breaking to loss her but there wasn't a job opening for her when her apprenticeship finished. And the office team miss her very much.</p>
Queen Elizabeth Hospital Kings Lynn	<p>The 2 new QEH Apprentice Radiographers started their course in the middle of a global pandemic. They were the first cohort of their kind and have worked tirelessly to ensure their learning is always of the highest standard. The level of patient care they have also given during this time has never fallen below excellent. Add to this the support they give to the clinical team and you can see why we fell it is important to recognise them and their contribution.</p>
Royal Devon & Exeter NHS Foundation Trust	<p>Emma and Alice are a pivotal part of #TeamQEHEMaternity. It has been a pleasure to watch them both grow and develop within our Trust. They have both contributed to our departments future developments and I cannot wait to see where their careers take them!</p>
Royal Devon & Exeter NHS Foundation Trust	<p>They've been fantastic and coped extraordinarily well throughout the pandemic, working in extreme circumstances whilst undertaking and excelling in their Level 5 Diploma for Assistant Practitioners, just like the rest of the Level 5's, too many to mention!</p>
Rural Payments Agency	<p>We wanted to take the opportunity as part of National Apprenticeship week to recognise how much our apprentices mean to us in the RPA. They have all shown incredible resilience, adaptability and leadership throughout their learning, in challenging times. We believe in a future where everyone has a platform to share their skills and strengths and every one of our 61 apprentices should be proud to share their digital credential in recognition of their achievements.</p>
Screwfix	<p>Completing your apprenticeship during a pandemic and all it has thrown at you shows real determination and tenacity. We're very proud of all of you and your fabulous achievement.</p>
Seetec Outsource Training and Skills	<p>For continuing with their customer service specialist apprenticeship through challenging times at Heathrow airport during COVID.</p> <p>For continuing your business admin level 3 apprenticeship during such challenging times in the NHS. True commitment to your job and your learning and development, well done!</p>
SK College Group, IAMTech, Knowsley Community College	<p>All apprentices have faced a challenging year. Those apprentices involved with study during 2020 & 2021 may represent the foundation of our economic recovery.</p>
Skillnet	<p>Skillnet creates and maintains an inclusive working and learning environment that respects and celebrates difference. At Skillnet we have created diversity groups. We are recognising our Apprentices for coming together to highlight their presence within Skillnet and to break down barriers in the automotive industry.</p>

Stamford College	<p>For many getting to grips with distance learning has been a challenge and resulted in many asking for Staurday and Sunday sessions to get extra tuition.</p> <p>These apprentices have shown resilience and the ability to adapt and stay focused on achieving their goals in an extremely challenging time testing motivation and personal wellbeing. I am proud of all the apprentices and what they are achieving in their apprenticeship.</p> <p>Such a highly professional apprentice who, despite the challenges or working from home, has become an invaluable member of the finance team.</p> <p>Exemplary bricklaying apprentice who has worked tremendously hard. Described by his assessor as an 'absolute Star'. Fantastic example to others. Despite the challenges he is on track to complete his Level 2 Brickwork Apprenticeship this June.</p> <p>Excellent attitude, effort and attendance with regard to learning whilst completing their Level 2 Carpentry Apprenticeship. Exemplary example to others.</p>
The City & Guilds Group	<p>These apprentices have shown resilience and the ability to adapt and stay focused on achieving their goals in an extremely challenging time testing motivation and personal wellbeing. I am proud of all the apprentices and what they are achieving in their apprenticeship.</p> <p>Such a highly professional apprentice who, despite the challenges or working from home, has become an invaluable member of the finance team.</p> <p>All of our apprentices have been so flexible and focused even in the current climate. They have supported each other to quickly adapt to new remote delivery styles with some even having to go through EPA remotely! They've been absolute stars and have taught me a thing or two about resilience!</p>
The College of West Anglia	<p>For working exceptionally hard on your apprenticeship, a big well done you are inspirational.</p>
The Focus Training Group	<p>A huge congratulations to all of The Focus Training Group's apprentices who have strived to undertake learning during the Covid-19 pandemic, especially within the lockdown periods. Engagement with online learning has been super with apprentices attending Zoom online sessions, completing work set and also undertaking assessments.</p>
The Inform Team	<p>Deborah has stayed brilliantly motivated since she started her apprentice - impressive given this difficult time of enforced remote working. She has hoovered up every learning and mentoring opportunity we can offer her and has grown tremendously in skills and confidence. She tackles her work with intelligence and energy.</p>
The Oxford Group Consulting & Training Ltd	<p>Doing a fab job of studying and passing those exams!</p>

The Sheffield College

Well done to our Level 3 Veterinary Nurses who worked hard throughout lockdown, adapted to new exam requirements and to online learning. All the Veterinary Nurses work hard throughout their course and this just shows how resilient they are, sitting and passing their final PBA/OSCE exams.

Whilst working within the care sector during these challenging times and helping towards the fight against the COVID pandemic, this Apprentice has gone above and beyond to provide a high standard of care. Also during this time they have had to overcome barriers to complete their qualification. Excellent grades were achieved despite having to complete learning remotely, as well as getting to grips with the use of the various different online platforms. Their workplace and college performance has not gone unnoticed and the enthusiasm, effort and sheer hard work has paid off. An excellent apprenticeship grade has been awarded and the workplace has a highly valued, caring and knowledgeable member of the team.

Truro & Penwith College

Each and every one of our 6 Software Developer L4 Apprentices have demonstrated adaptability, resilience, leadership, and pure brilliance during the Covid-19 pandemic at college and during their work placement.

This particular Apprentice came into the trade of Architectural Joinery later in life and showed exceptional talent for Architectural Joinery. He worked for a fantastic firm (Winfreys of Helston) unfortunately the company folded at the time of the first wave of the pandemic. This Apprentice was made redundant, however he managed to find another job, which was difficult at the time. He went on to complete his Technical Certificate and NVQ despite redundancy and starting a new job as a Joiner whilst still arguably an inexperienced joiner. This showed exceptional confidence, resilience, determination and a commitment to continue in the trade of his choice. He is still employed in the industry and continues to go from strength to strength. Some would have given up and/or changed profession, but not this Apprentice.

VolkerWessels UK

Shoutout to Matt Perrin, Lara Wood, Louie Jones for helping facilitate the "Exploring Engineering" LAAN Conversation Cafe and making it a great success. Thank you for answering all the questions and sharing your experience with us!

West Suffolk College

A huge shout out to these hardworking and dedicated Electrotechnical L3 apprentices with West Suffolk College. You are the role models for the next generation of Electrical apprentices and your companies should be proud.

To learn more about City & Guilds Apprenticeships, please contact:
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To learn more about ILM Management Apprenticeships, please contact:
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City & Guilds and ILM Apprenticeship Guidance

Want to find out more about implementing apprenticeships in your business? Download our series of guides and latest research:

- [Guide to optimising your levy](#)
- [Making Apprenticeships Work](#)
- [Flex for Success: Employers' perspectives on the apprenticeship levy](#)
- [The Apprenticeship Levy: An employer guide](#)
- [Management Apprenticeships: The solution to the leadership skills gap?](#)
- [Engaging and retaining apprentices: Employer Guide](#)
- [Management apprenticeships: Planning an apprenticeship](#)

About City & Guilds

Founded in 1878 to develop the knowledge, skills, and behaviours needed to help businesses thrive, we offer a broad and imaginative range of products and services that help people achieve their potential through workbased learning.

We believe in a world where people and organisations have the confidence and capabilities to prosper, today and in the future. So we work with like-minded partners to develop the skills that industries demand across the world.

About ILM

ILM is the leading specialist provider of leadership qualifications in the UK. Last year, over 70,000 people enhanced their skills and performance with ILM, including 14,000 management apprentices. We believe that great leaders can come from anywhere.

With the right support, anyone can grow and develop to make a real difference to their team and organisation. Which is why we help individuals from all levels to realise and apply their potential, so that the organisations they work for can reap the benefits.

