

Apprenticeships



An apprenticeship is a productive, efficient way for your business to grow talent, whilst offering individuals the opportunity to enhance their skills and knowledge with on-the-job training. An apprentice usually offers the company stability through high retention rates, as you have trained them from the beginning.

Our Service

Apprenticeships are a great way for businesses to upskill and train their employees through on-the-job training. Our apprenticeship delivery model will enhance your employees' performance. We achieve this through our digitalised platforms and our dedicated, highly competent training team.

At C2C Group our trainers will equip your employees to pass the recommended qualification. All our trainers have industry knowledge to teach the qualification being sought. We don't only teach the qualification, we also add value by teaching real-life examples and tips we have learnt along the way.

Apprenticeships are heavily subsidised by government funding through the apprenticeship levy, so organisations have minimal outlay.

We offer apprenticeships in:

- Business Administration
- Project Management
- Customer Service
- Team Leading
- Digital Marketing
- Structured Cabling

C2C Group can help your business and individuals flourish through positive, impactful training. We know this because we are successfully training four of our own apprentices, who are learning every day whilst improving their performance and having a huge impact on the business.

Gain clarity and build confidence in your team.

Get in touch now: danielle.b@c2cgroup.co.uk / 07885 412294



Case Study

Supporting a flourishing start-up

The Problem

As a consultancy, our clients expect us to have competent, credible people to deliver their projects. As our business has grown, we have recognised the need to develop our own talent. This has included upskilling our existing team as well as recruiting and developing new people.

The Challenges

When trying to grow your own talent as a small business, you face several challenges:

- The cost of training to upscale your people
- Recruitment costs to find the right people for your team
- Selecting the right apprenticeship and apprenticeship providers
- Managing off-the-job time required by apprenticeships
- The time and effort required to help people develop

The Results

Using the government apprenticeship funding, we have been able to enrol four apprentices in:

- Departmental Management
- Project Management
- Team Leader
- Digital Marketing

Selecting the right apprenticeship providers has allowed our apprentices to deliver real-life projects to reinforce their learning. In so doing, our apprentices have helped:

- Identify and enhance the strategic direction of the company
- Improve our project management processes
- Create a marketing plan for the business

Each apprentice has implemented the knowledge and skills gained through their apprenticeship to improve our business efficiency and quality of delivery to our clients.



As an owner of an SME consultancy company, I wanted to find a way to grow our talent. Apprenticeships have helped us do just that. We have four apprentices working for us, whose training has greatly enhanced their productivity and the standard of work they deliver. They are always happy to share new ideas sparked from what they have learnt, and these ideas have helped us improve as a business and deliver a better quality of work to our clients.

Joanna Strahan, Director of C2C Group

The Solution

Funding

As a small business, we used the government apprenticeship levy to help fund the cost of training, with 95% of the cost covered by the government.

For medium to large companies who already pay into the government levy, it is a fantastic way of getting value for your contributions. The system works on the basis of 'use it or lose it', so it is always worth keeping an eye on.

If your company invests heavily in apprenticeships, you can go beyond using your available apprenticeship levy funds and enter into a co-investment model. This means once you have spent your available funds, the government will fund 95% of any further apprenticeship training.

Finding the right people

People are key to our business, so selecting the right apprentices was crucial. We encountered zero recruitment costs in the growth of our team, by:

- Upskilling an existing member of the team who was committed to the business and their own growth
- Engaging with the Kickstart Scheme where we found our new rising star
- Directly recruiting a talented project manager and supporting his aim of completing his apprenticeship
- Supporting a vulnerable member of the local community by helping them kickstart their new life and reigniting their passion for learning

Selection of apprenticeship providers

Selecting the right apprenticeship provider is key to running a successful apprenticeship programme, as this can dramatically improve the apprentice's experience and increase the knowledge and skills they gain. To get the best from your apprentices, they must have tutors with real-life experience and industry knowledge.

We were lucky to know some amazing tutors and have used our connections to select the best apprenticeship providers. It has also led to us becoming an apprenticeship provider in areas we have expertise and experience in, including project management and team leading.

Off-the-job hours

A common misconception about apprenticeships is that the apprentice must spend one day a week away from the workplace, commonly referred to as 'off-the-job training'.

Each apprentice is required to spend six hours per week on tasks or activities that support their learning, but this doesn't have to be day release or even all in the same day.

By working with the right apprenticeship provider, you can sculpt 'off-the-job' assignments and allocated projects to help improve and support your business. Apprenticeships are based on real-life delivery; what better way to do that than through a project for the business they know and understand, and where their outputs will be valued.

Developing Others

We have created a culture within the team that unlocks talent from within, including those on our apprenticeship programmes. We do this by using the GiANT model of developing others, which helps our experts who have specialist knowledge to impart their wisdom and coach others in the successful delivery of a particular service. This approach has helped us better use skills and resources within our team.