

Thames Water

Apprenticeship Guide for

Parents

This guide is suitable for Parents and those responsible for young adults looking to join an apprenticeship. Within you will find useful information on:

- What to expect from an apprenticeship
- What Thames Water has to offer
- The apprenticeship programme at Thames Water
- Who the suitable candidates are





Making the step from school to the world of work is a huge change, and your son or daughter will need all the support they can to help them make the right careers choices.

To give your child the best advice and to give you the confidence in their choices you need to know what options are available to them. We have designed this information pack with both of you in mind to hopefully provide you with all of the facts you need as a family.

We recognise that university isn't a route that everyone wishes to take and with the rising tuition costs, and a competitive job market after graduation, apprenticeships are now becoming an increasingly popular avenue as a great alternative to studying for a degree.

Thames Water offers unique and exciting apprenticeships in Mechanical/Electrical and Electrical/Instrumentation technical disciplines, a fantastic opportunity for those with a passion for engineering and getting hands-on with the way things work. These programmes are designed to equip your child with valuable skills both in the classroom and on site with our trained technicians as well as key personal development opportunities

What is an apprenticeship at Thames Water?

Apprenticeships vary from company to company but the main key principles are the same.

They will offer your child the opportunity to :

- Earn while they learn
- Work towards gaining a recognised qualification to add to their education
- Learn through a structured and tailored programme with their progress closely reviewed throughout.
- Experience a wide range of learning formats including a blend of theoretical classroom based learning and on the job training with support from experienced colleagues to gain job-specific and key employability skills.

Here at Thames Water we also offer structured support from our training programme team who visit the colleges and sites on a regular basis to check in on our apprentices and ensure they are thriving in their roles. We also have a structured support network of previous Thames Water apprentices who are readily on hand to help coach and share valuable advice where needed.

We buddy our apprentices up on site so that they have constant support throughout the programme and our managers hold regular meetings with them throughout years 2-4 when they are out on site to ensure they feel supported throughout their career journey



Who funds the apprenticeship?

We will. We appreciate that our business' future talent lies with our apprentice population and it is important to us that they gain the very best start to their career. Not only will we pay for the apprenticeship training, we also pay a salary which is above the governments recommended minimum and offer a wide range of employee benefits too.

How long does it take?

Our apprenticeships follow a combined structure of both work on-site and classroom based learning. The length of the apprenticeships can vary slightly and depending on the programme and the level of qualification the apprentice is working towards.

Typically our apprenticeships are 4 years long. During year 1 your child will be at college 5 days a week and through years 2-4 they'll be out on site with a day of classroom working during the week. Those that wish to go on to further studies at the end of the apprenticeship may be sponsored to do so dependent on the skills required at the time.

What is the outcome of the Apprenticeship?

The outcome for your child will be a vocational qualification which will enable them to succeed in a career with us. They will use the skills they have learnt every day from planned work out on our sites to reacting to high priority incidents. Their role will be essential in providing first class service to our customers now and in the future

It doesn't stop there! At Thames Water there are many opportunities to develop further skills progress onto an exciting and successful career journey. When our Apprentices complete the apprenticeship they will be skilled in either Electrical & Instrumentation or Mechanical/Electrical disciplines. Further studies could lead them to becoming a technical expert and becoming multi skilled across disciplines or they may event prefer to follow in the footsteps of some of our previous apprentices who have reached the level of team manager or site manager. This would be much further down the line for them, but the opportunities are there if they have the ambition and commitment.



Who are we looking for?

Here at Thames Water we understand that your child is still developing and learning and we really want to help them achieve their best. Whilst we do have minimum educational requirements for entry to the apprenticeship we also have a range of traits that we look for too.

When we look for our apprentices we look for people who:

- Are able to demonstrate imaginative thinking and generate new ideas.
- Have a can do attitude, are self-motivated and take ownership of their work.
- Are able to work effectively with others
- Health and safety is important to us and will be to our apprentices too, they will need to observe safe working practices, listen to peers and take ownership for reporting any potential risks.
- Have a genuine desire to continue learning in the engineering world.

Qualification requirements

- For the Electrical/Instrumentation route these are 5 GCSE's graded A-C with a minimum of a C grade in English and a B Grade in Maths.
- For the Mechanical/Electrical route these are 5 GCSE's graded A-C with a minimum of a C grade in English.

What if my child doesn't have these qualifications?

We also run a Traineeship programme. This is suitable for those who are not in employment, education or training and have limited qualifications. Our traineeships are a 6 month programme where they will join our experienced teams on site to learn some new skills and gain some valuable work experience. They will be paid a salary during this placement.

We really hope that this document has provided you with some key information which will help you support your child through this process. If you require any further information, please do not hesitate to contact us via the details on the website.