

Rugby's priceless apprentice strikes steel

Rugby firm Apex Stainless Fasteners can't get enough of its 'priceless' apprentice.

Apex, of Somers Road, is one of Europe's leading specialist suppliers of stainless steel fasteners. The company was established in 1991 and has 100 employees.

Operations Manager Jim Carter was a former apprentice himself and the company has employed apprentices since 1997. Apex develops apprentices through in-house training and regular visits from Heart of England Training.

Jim said: "I knew the value of Apprenticeships from first-hand experience. When the company gave me a chance to be an apprentice 13 years ago, it was the best thing that had ever happened to me.

We view Apprenticeships as a great way to train employees and invest in them by enabling them to gain qualifications at the same time. At present, we have five apprentices and plan to take on more in the future.

Heart of England Training made the process simple by having apprentices ready and waiting to work and selecting the most suitable candidates to put forward to us.

Our Sales Executive, Dean Foulds, is a priceless apprentice - he has taken the workload pressure off his colleagues and provided substantial business benefits to our sales team by increasing productivity and efficiency. He has really grown into his role and become a valuable member of the team."

Apprentice Dean Foulds, aged 19, said: "I found out about Apprenticeships from a Heart of England Training newspaper advert and thought it would be a good idea to earn and learn at the same time. Two years later, it's worked out really



Lynn Crane, Daniel Rule, Dean Foulds and Jim Carter

well - this was a fantastic opportunity for me.

"I've completed my level 2 apprenticeship in Business and Administration and I'm now studying for Level 3. I've also passed my Technical Certificate Exam and I'm on course to complete my Advanced Apprenticeship in Business Administration.

It's been so convenient with the assessor coming on-site to teach me, it doesn't feel like a conventional 'course'.

An Apprenticeship was the ideal choice for me as I needed the income but wanted to continue education. The qualifications and practical skills that I've gained are mine for life."

When asked what he would say to other people thinking about applying for an Apprenticeship, Dean added: "Go for it! By getting into an Apprenticeship, you've made your first step on the employment ladder. It's a great way to learn and earn at the same time."

Heart of England Training delivers apprenticeships for thousands of people and hundreds of employers across the Midlands.

Dean's Recruitment Advisor, Lynette Crane based at Heart of England Training's Rugby Business Administration centre in Clifton Road, said:

"It wasn't long before Dean's employer had spotted a reliable, trustworthy apprentice and they were keen to develop his skills further within the workplace.

Dean was given increased responsibility and ownership for projects, above and beyond his role as a sales assistant. The tasks included analysing procurement systems and seeking to achieve better value for money from agreed suppliers, as

well as developing a customer feedback programme. These all had a clear and measurable impact on the success of the business.

Apprenticeships offer people of all ages the opportunity to get recognition for their efforts in a wide range of real working environments. Our apprentices are valued very highly by employers for the contributions that they bring and they often go on to employ apprentices of their own."

To find out more about apprenticeships like this one call 0800 0281 576, visit www.hoet.co.uk or email info@hoet.co.uk

Safeguarding children and vulnerable adults...

Is a commitment shared by all staff at Heart of England Training and there is a comprehensive plan in place to support continuous improvement in this important area. Recent actions include:

- All new learners receive a welcome text message advising them on safeguarding procedures and contacts.
- Safeguarding leads have attended designated persons training with LSIS.
- A safeguarding guide for employers, learners and parents is available in all centres and to download from our website.
- The safeguarding leads have been carrying out focus groups with learners.

For further information contact safeguarding leads Jan Gibson or Matthew Barry on 0800 0281 576 or email info@hoet.co.uk

Achievers and thanks to employers

Beauty therapy advanced apprenticeship

Victoria Herbert
Kirsty Drewett

Beauty therapy apprenticeship

Kelly Pitman
Zara Michaela Fleck
Chandni Jethwa
Aimee Gardener
Rachael Chambers
Sunera Khan
Chantel Wickham
Jerome Russell
Sarah Williams
Georgia Wilkins
Rabiya Khatri
Hayley Louise O'Leary
Tamima Daud
Hajra Moosa
Martina Gamble
Leanne Henderson
Iqra Shaheen
Lucy Green
Felicity Dunn
Abbie Jade Maycock
Neelam Govind
Leanne Grace Eaton
Zainab Pervez
Khailia Warren
Danielle Clare
Zoe Craven
Kaylee Louise Jefferson
Theresa McGrath
Rachael Chinn
Keeley Powell
Carly Brogan
Natalie Stansfield

Business and administration advanced apprenticeship

Gary Montgomery
Tamar Dickens
Danielle Ryan
Dean Thomas Foulds
Ali Akhtar

Chelsi-Jade Charlene Edwards
Arandip Hunjan
Hannah Kay Keningale
Jack Edmund Seager
Jamie Crinigan
Princess Simpson

Business and administration apprenticeship

Tom Worn

Jade Theresa Louise Doczi
Andrew Britton
Natalie Pratt
Melanie Leatherland
Adam Skendrovic
Nicola Hutchins
Emma Louise Eaton
Sade Lauren Hampson
Rebekah Anne Anderson
Adam Oakes
Oliver Roche
Nadine Rose
Callam Finlay
Laura Mary Fisher
Gabrielle Hampson
David Goddard
Wendy Jean Underwood
Sharon Cameron

Hairdressing advanced apprenticeship

Mary Gladders
Rebecca Shepherd
Emma Hill
Dennis Bodle
Elizabeth Jane Thomas
Elaine Ackerman
Jenny-Louise Whitehead
Dean Evans
Stephanie Long
Rachel Harrison
Emma Louise Salisbury
Liam Roy Barlow
Danielle Edwards
Kelly Butler
Liz Jones
Sam Oxford
Sandra Beckford
Lisa Goodacre
Chelsea Leigh O'Connor
Jasmin Chapman
Victoria Lillystone
Rebecca Wadson
Samantha Wade
Sinead Edgar
Lauren King
Fiona Hancott
Ellie George Preson
Nicola Whelan

Hairdressing apprenticeship

Victoria Bate
Abbie Thorneycroft
Katie Melvin
Nadine Allen
Jo-Anne Fugill
Aimi Barley
Samantha Bass
Stacey Beck
Tiffany Davenport
Amie Deegan

Michelle Fitzsimons
Hayley Carr
Kiran Kausar Khan
Amy Humphrey
Melissa April Milloy
Lauren May Smith
Mary Smith
Heather Wright
Terri Anne Coates
Jemma Diana Norton
Steven Vince
Danuelle Perrin
Sarah Spray
Chloe Williams
Abbi Handley
Courtney Flint
Zak Flavell
Kayleigh Thomas
Royston Spencer Fleck
Hannah Morrall
Eileen Swan
Charlene Flynn
Simon Whymark
Cleo Bailey
Debbie Billingham
Kyle Lowe
Ashton Lombard
Mark Anthony Williams-Carter
Laura Hannah May Blythman
Jenny Paston
Grace Hall

Customer service apprenticeship

Rebecca Ann O'Reilly
Kathleen Crosskey
Deborah Jane Farrington
Pauline Williams
James Northridge
Maxamillion Woon
Kelly Odum
Lisa Easingwood
Daniel Paul Soutart
Imtiaz Ali Khalifa

Management advanced apprenticeship

Kelly Edwards
Daniel Thomas Scott
Malcolm Langley
Claire Elizabeth Chitty

E2E Achievers March - June

Hairdressing

Kerri-Louise Powell
Nikita Whitmore
Nikki Lucas
Naomi Roberts
Jordan Gottshalk
Keeley Jacob
Sophie McClean

Beauty therapy

Hajra Bibi
Sarah Robinson
Emily Douglas
Sophie Douglas
Liann Dickerson
Glory Ebelugwu
Emma Calwser
Faiza Sultana

Business and administration

Kerry O'Donnell
Musarat Begum
Samantha Emily June Carter
Chris Stuart Coleman
Adeel Raja
Shaun Brown
Hannah Goggin

Thank you to the following employers of this issues achievers for your support

Pretty Chic
Oasis
Vivid
Visible Changes
Partnership NHS Trust
CCC - Council House
Apex Stainless Fasteners
CCC- Broadgate House
Heart Of England Training Rug
Partnership Trust
Brethertons
CCC- Broadgate House
LDJ Solicitors
First Assist Services Ltd.
Capita Health Solutions
CIA Insurance
WHITEFRIARS HOUSING - park st
WHITEFRIARS - St James Lane
Whitefrairs Housing - Torrington Avenue
LDJ Solicitors
HAFELE UK LTD
Lammas House
Revival
Robin Jay
Glitz Hair Design
CUTTING CREW - Solihull
BLUNTZ
Paul Dean
Glitz Hair Design
Sassy Hair Studio
Essentials Toni & Guy
Blow
Level Headed
Perfect Hair

Blairs
Classic Cutz
Lanza Hair Design
Candy Heads
Essentials Toni & Guy
Toni N Guy
Visions - Warwickshire
Candy Heads
Unique 2
Achillies - Evesham
Richard Wallace
Cawthorne & Wright
Richard Wallace
HAIR DESIGN
Metamorphis
High Style
Essentials
Aesthetics
Antonio's (Trinity Court)
Scope Unisex Hair Design
Farha Hair and Beauty
Richardson's
Hair Gallery
Changes
SIMON PAUL
STUDIO ONE
Shapes
Wallace Hairdressing
Hair Company
Le Chic
Remy Hair Salon
THE HAIR SHOP
INDY HAIR
Carl Flavell
March Hair
Richard Wallace
Robin Jay
PERFECTION
SYER HAIR AND BEAUTY
Suzannes Unisex Hair
Hair City
Hollies Hair Salon
Essential Hair
Sue Davies Hair Company
Hair.Comb
Lutterworth Sports Centre
Signum Corporate
Communications
Optivision The Opticians
Voice
Motocross World LTD
Matthew Charles
HOGARTH AT COLIN SPIERS
Signum Corporate
Communications
Crown Mobile
Hearsall Inn
S&S Londis
Milward Brown

New minimum wage rates

From October 2010, National Minimum Wage rates will increase from:

- £5.80 to £5.93 an hour for workers aged 21 and over
- £4.83 to £4.92 an hour for workers aged 18 to 20
- £3.57 to £3.64 an hour for workers aged 16 to 17

The rise is around the two per cent mark in each category. As promised, the government has extended the adult minimum wage rate to 21-year-olds from October 2010. Previously the qualifying age for the National Minimum Wage was 22.

Apprentice minimum wage - £2.50 per hour

The government also accepted a recommendation from the Low Pay Commission (LPC) to introduce an apprentice minimum wage of £2.50 per hour.

The new rate will apply to:

- apprentices under 19
- apprentices aged 19 and over, but in the first year of their apprenticeship



Charity events in support of Birmingham children's hospital

Charity catwalk event

On Sunday 2nd May learners gave up their own time to participate in a charity catwalk event at the Birmingham Conservatoire.

The event was staged to raise money for Birmingham's Children Hospital. They raised over £3000 which is going to be used to buy a new cardiac machine for children with previously untreatable heart conditions.



Trainer/assessor Vikki said "I took five learners to the event - Krystal Stait, Kelly Edwards, Sumera Shaheen, Simone

Green and Amy Louise Burgess. They all helped to style models' hair for the catwalk, they had a great day and were a credit to Heart of England Training".

Easter egg collection

Birmingham trainer/assessor Leanne Taylor said "The students at Gateway House wanted to do something for charity to link in with an every learner matters lesson on voluntary work. Beauty therapy apprentices Victoria Murphy and Aicha Heddouche decided they wanted to collect easter eggs for Birmingham Children's Hospital."

"The group of level 2 students worked extremely hard liaising with the hospital, creating posters and contacting local businesses asking them to donate easter eggs and in their own time went out to collect them. Thanks to all their hard work we collected 76 easter eggs which were delivered by the students on Thursday 1st



April to Birmingham Children's Hospital."

"All the staff would like to say a big well done and thank you to the students. We would also like to say thank you to the businesses that kindly donated" added Leanne.

Thank you to the following businesses for donating easter eggs:

Marston Green Hairdressers, Urban Roots Hair, Levage Beauty, Boots, Sainsbury's, Somerfield, Hotel Chocolate, Marks and Spencer, Oasis Market Jewellery Sector, Poundland, Tesco's, Select Education, Shelter.

The Coventry pre-16 awards evening

The evening was held at the City's Belgrade Theatre and was a great success this year.

Support acts including local

singers and dance groups entertained the crowd of young people, parents and training staff.

Beauty therapy trainer/assessor Alison McCafferty said "It was the best ever of these events with a really good turnout, our learners really enjoyed the recognition of their successes".



Alison McCafferty centre, with Sarah Bishop, Morgan Emslie, Channeice Robinson, Rachel Aldrich

Lucky competition winner

This young lady was the lucky winner of 2 tickets to see the Black Eyed Peas at the NEC. The school pupil from Birmingham entered our competition at the 'Real Apprentice' event held at

the RICOH arena earlier in the year. Recruitment Adviser Anne Farrell presented her with the tickets.



You've asked for it!

We're always trying to improve and we really appreciate your honest feedback about anything to do with our company from the training services that we offer, our staff, our customer service, resources etc. Here are just some of the actions that we've taken recently from your suggestions...

Business administration learners in Leicester asked for new desks and computers

We have relocated the business administration training to a larger room and introduced work stations, chairs and 9 new computers

Employers have asked for higher level qualifications
We have introduced level 4 NVQ in business and administration and will offer the level 5 management qualification when it is released later this month

Learners and Connexions in Birmingham have asked for a business administration provision

We have introduced a new provision catering for up to 15 learners and based in Gateway House in the City Centre

Employers have asked for apprenticeships in retail
We have gained centre approval with City and Guilds to offer apprenticeships, advanced apprenticeships and level 1 qualifications in Retail

FREE legal advice workshops for employers

Brethertons LLP
S O L I C I T O R S

We are delighted to offer employers the opportunity to attend a range of **FREE** legal advice practical workshops in partnership with Brethertons Solicitors. Employers have indicated to us that the following topics are of particular interest:

- Data protection and privacy at work13th September 2010
- Staff recruitment, retention and exit17th January 2011
- Discrimination and flexible working7th March 2011
- Workshop times.....12.30pm – 2.00pm
- Buffet lunch provided

Places will be limited. To book please contact Oliver Roche on 0800 0281 576 or email oliver.roche@hoet.co.uk

If you would like to feedback on any aspect of Heart of England Training please ask a member of staff for a 'Your Voice' form or email info@hoet.co.uk



Any Other Business?

EMPLOYERS...

Are you making the most of funded training opportunities?

Extra man power....

- Could an Apprentice make a difference to your business?

Training for your current staff....

- Do you have any new staff in the 16 + age bracket that you'd like to train & develop through the Apprenticeship program?

Help another company and earn yourself a bonus....

- Do you know of another company that might be interested in our training? **Recommend them to us and if they use our services we'll give you a £25.00 gift voucher!**

LEARNERS...

Learn even more....

- Would you like to take additional qualifications?

Help someone and earn yourself a bonus....

- Do you have a friend or colleague who fits the criteria above? **Recommend them to us and if they start one of our courses we'll give you a £25.00 gift voucher!**

YOUR RECRUITMENT CONTACTS

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