



3 MONTHS	1 - 5 YEARS			
Recruitment	Qualifications / apprenticeship routes available	Learning alongside on-the-job / onsite experience	End-Point Assessment	Output roles / job opportunities
<p>Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. There is no upper age limit for an apprentice.</p> <p>Apprentices can be new or current employees. New employees are typically recruited on a fixed term contract with a timeframe corresponding to the defined length of the apprenticeship.</p> <p>Apprenticeships can take anywhere from 1-5 years, depending on the level being undertaken.</p> <p>Southwark Construction will recruit apprentices in partnership with local recruitment partners such as</p> <ul style="list-style-type: none"> <li>• The Skills Centre</li> <li>• Southwark Works</li> <li>• Local job centres</li> </ul>	<p><b>Professional apprenticeships</b> (provided by LSBU and others London-wide)</p> <ul style="list-style-type: none"> <li>• Construction Management</li> <li>• Building Services &amp; Design</li> <li>• Building Services Engineering</li> <li>• Structural Engineering</li> <li>• Civil Engineering</li> <li>• Surveying</li> <li>• Quantity Surveying</li> <li>• Building Surveying</li> <li>• Architecture</li> <li>• Digital Engineering</li> <li>• CAD Technician</li> </ul> <p><b>Trades apprenticeships</b> (provided by the Skills Centre, Lambeth College, LSBU and others London-wide)</p> <ul style="list-style-type: none"> <li>• Groundworker</li> <li>• Bricklayer</li> <li>• Plumbing and Heating</li> <li>• Installation Electrician</li> <li>• Carpentry</li> <li>• Floorlaying</li> <li>• Fire &amp; Security installation</li> <li>• Field Engineer</li> <li>• Painting &amp; Decorating</li> <li>• Steelfixing</li> <li>• Scaffolding</li> <li>• Formworking</li> </ul>	<p>Apprentices must be allocated at least 20% of their normal working hours for formal learning, either by attendance at their education provider or self-study.</p> <p>Apprentices will spend the remainder of their time working for the employer, gaining hands-on experience directly related to their area of study.</p> <p>Opportunities for this within Southwark Construction could include work placements with</p> <ul style="list-style-type: none"> <li>• New Homes</li> <li>• Asset Management</li> <li>• Southwark Repairs</li> <li>• Planning</li> <li>• Regeneration</li> <li>• Build contractors</li> </ul>	<p>Following any professional qualifications undertaken, apprentices are required to undertake an end-point assessment in order to complete their apprenticeship.</p> <p>The end-point assessment will test them on their ability to apply the knowledge and skills they have learnt.</p> <p>Depending on the qualification and the end-point assessment organisation, it may include</p> <ul style="list-style-type: none"> <li>• A practical assessment</li> <li>• An interview</li> <li>• A project</li> <li>• Written and/or multiple choice tests</li> <li>• A presentation</li> </ul>	<p>On completion of their apprenticeship individuals will be supported and encouraged to seek permanent employment in their chosen field, within the council or with other local employers.</p> <p>The roles available to apprenticeship graduates could include</p> <ul style="list-style-type: none"> <li>• CDM Coordinator</li> <li>• Building Safety Inspector</li> <li>• Clerk of Works</li> <li>• Architect</li> <li>• Designer</li> <li>• Mechanical engineer</li> <li>• Electrical engineer</li> <li>• Clerk of works</li> <li>• Quantity surveyor</li> <li>• Structural engineer</li> <li>• Green energy designer</li> <li>• Surveyor</li> <li>• Cost consultant</li> <li>• Employers agent</li> <li>• Site manager</li> <li>• Site safety inspector</li> <li>• Technical Project Manager</li> <li>• Installation Electrician</li> <li>• Plumbing and Heating Installer</li> <li>• Carpenter</li> <li>• Scaffolder</li> <li>• Bricklayer</li> </ul>

#### Continued professional development for all Southwark Construction staff

Existing staff will have opportunities to upskill and retrain, in line with corporate policy. Some of the learning opportunities available to them include

- 'In-house' apprenticeships, whereby an existing employee can undertake an apprenticeship qualification, linked to their role, while retaining their permanent employee status
- ILM – an accredited leadership and management qualification. Southwark has an established ILM programme designed to embed the technical and behavioural skills required to support the delivery of the fairer future promises through structured learning to develop existing and aspiring managers
- Relevant industry courses such as RIBA Project Management for Construction, Royal Institute of Chartered Surveyors (various), Modern Methods of Construction (including Net Zero Carbon), Fire Safety Awareness, IOSH (Institute of Occupational Safety and Health)