**Grow Our Own Talent**

To ensure we have a skilled pool of candidates for our roles in the future across our services we have re-established Wrexham County Borough Council’s Apprenticeship/Trainee Scheme to Grow Our Own Talent within the organisation. We have developed these apprentice schemes throughout the Council to provide a range of job experiences and opportunities to support a variety of different backgrounds and qualifications in your preferred career pathway.

We will offer valuable work experience opportunities and support to develop your skills, expertise and knowledge with the aim of gaining permanent employment within Wrexham Council.

**What are the benefits?**

All Apprentices/Trainees will enjoy a range of benefits including:

* Potential to join the Local Government Pension Scheme
* Flexible working and work life balance
* Generous leave entitlement
* A range of Health and Well-being initiatives
* Council Reward Scheme which offers many discounts and offers in your favourite shops
* Discounted leisure membership
* Learning, training and development
* A range of life long skills to enable employment for the future

**Corporate Apprentice Scheme – 2 year scheme**

The corporate apprentice will be supported by Coleg Cambria and Workforce Development to complete a work based learning NVQ qualification with the opportunity to progress to the higher level.

To ensure the apprentice receives the best experience and development, the individual will rotate across a range of service areas over a 2 year period. The service will identify a manager / mentor to support the placement for the whole period in their service area.  This will provide wellbeing and job role support to ensure the apprentice is able to perform to the best of their ability and to gain as much experience as possible from Wrexham County Borough Council’s Corporate Apprenticeship Scheme.

**An Apprentice will:**

* Earn a wage - £10,186.00
* Spend time with experienced staff
* Study towards a job related qualification (NVQ Customer Service, Business Administration or ICT).
* Receive paid holidays and receive the same benefits as other employees
* Work for approx 37 hours per week

**Who can apply for the Corporate Apprentice Scheme?**

* If you are 16 years of age or over
* If you are not or will not be in full time education in September 2023
* If you are looking to transition from student life to working life
* If you are unemployed and wish to try something new
* If you have the right work approach, values and behaviours – Trust, Respect, Integrity, Flexibility, Innovation and Commitment
* **If you have at least 5 GCSE’s Grade C/or above (or equivalent) including Welsh or English Language and Maths**

**Where will they work?**

Depending on your preference, there are a number of placements available in the following services:

* Customer Service & Digital
* Economy & Planning
* Housing
* Social Care
* Education & Early Intervention Services
* Finance & ICT
* HR & OD Performance and Improvement

**Housing Craft Apprentice Scheme – 4 year scheme**

Our four-year programme brings learning and earning together. Not only will you study towards a nationally recognised Craft qualification, you’ll earn a salary, develop new skills and gain valuable knowledge and experience. With excellent training opportunities, varied career paths and secure employment, this programme will kick start your career allowing you to set the foundations for your future employment with Wrexham Council.

You’ll be introduced to your chosen trade, teamed up with an experienced craft employee to develop your technical knowledge and hands on skills. We run an apprenticeship scheme for craft trades, which covers plastering, joinery, plumbing and electrical.

**An Apprentice will:**

* Earn the following salary which is based on 16 year old rate becoming an apprentice in September 2023 and then has further salary increases in year 3 and year 4

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Electrician | Plumber | Joiner | Plaster | Painter |
| Year 1 | £12,109 | £11,763 | £11,356 | £11,356 | £11,356 |
| Year 2 | £14,888 | £14,447 | £13,927 | £13,927 | £13,927 |
| Year 3 | £18,592 | £18,592 | £17,356 | £17,356 | £17,356 |
| Year 4 | £19,518 | £19,518 | £18,214 | £18,214 | £18,214 |

* Spend time with experienced staff
* Study towards a job related qualification and become a qualify craft employee
* Receive paid holidays and receive the same benefits as other employees
* Work for at least 30 hours per week
* Gain practical skills to help with future employability

**Who can be an Apprentice?**

* If you are 16 years of age or over
* If you are not in full time education in September 2023
* If you are looking to transition from student life to working life
* If you are unemployed
* If you are looking to switch careers
* If you have the right work approach, values and behaviours – Trust, Respect, Integrity, Flexibility, Innovation and Commitment

**Qualification criteria:**

* + **Apprentice Plumber / Electrician** **– 3 x A-C GCSE’s** which include English or Welsh if first language, Maths and a technical GCSE for example Science or Design Technology
  + **Apprentice Painter / Joiner / Plasterer** – **3 x A-D GCSE’s** to include English or Welsh if first language, Maths and a technical GCSE for example Science or Design Technology

**Environment Traineeship Scheme – 2 year scheme**

An Environment Traineeship will offer valuable work experience opportunities and support the Trainees to develop their skills and knowledge with the aim of gaining permanent employment within Wrexham Council. The traineeship is a 2 year scheme that combines office and on site work, providing skills and experience whilst building confidence.

**A trainee will:**

• Earn a wage

o Year 1 – G02, £20,258

o Year 2 – G03, £20,441

• Spend time with experienced staff and quickly gain practical skills

• Receive paid holidays and receive the same benefits as other employees

• Work for 37 hours per week

• Gain skills from a variety of placements throughout Environment & Technical Services

**Who can be a Trainee?**

• If you are 16 years of age or over

• If you are not in full time education in September 2023

• If you are looking to transition from student life to working life

• If you are unemployed

• If you are looking to switch careers

• If you have the right work approach, values and behaviours – Trust, Respect, Integrity, Flexibility, Innovation and Commitment

• If you have a preference for learning through work experience

**Year 1 – The Trainee will be on 4 placements**

• Waste and recycling

• Highways Maintenance

• Business Support

• Projects

**Year 2- The Trainee will be placed on 4 placements of their choice from the following**

• Waste & Recycling

• Waste Strategy

• Contracts & Engineering

• Transport

• Highway Maintenance

• Enforcement

• Carbon Reduction Team

• Business Support

• Fleet Management

• Projects

• Crematorium & Cemeteries

• Street Works

• Open Space Team

• Street Lighting