

Apprenticeships

Aston Group are proud to be able to support and educate our local communities by offering apprenticeships as part of our long term contracts.

Our belief in the importance of diversity is matched by our commitment and enthusiasm for recruiting and training apprentices. In addition to providing employment opportunities, and upskilling our local people, we are contributing to growing a pool of talent that we can recruit from in the future.

What is an apprenticeship?

An apprenticeship, which must last for a minimum of 12 months, combines hands-on work, side by side with our industry experts, along with the opportunity to train and obtain qualifications. It's also a paid position, so you earn while you learn. At least 20% of your time is set aside for learning, usually at a college, university or training provider.

The rest of your time is spent applying your knowledge and skills in the workplace, doing the job that you set out to get. You will be given the chance to become an Apprentice Ambassador for Aston Group, attending careers fairs and events to talk about your experience as an apprentice. At the end of it, you'll gain official certification, which will be equivalent to traditional qualifications.

Apprenticeship levels are set and equivalent to as follows:

Level 2 (Intermediate): GCSEs

Level 3 (Advanced): A-levels

Level 4 (Higher): Foundation degree

Level 5 (Higher): Foundation degree/first year of bachelor's degree

Level 6 (Degree): Bachelor's degree

Level 7 (Degree): Master's degree



What are the age limits for apprenticeships?

There is no maximum age limit for an apprenticeship, but they start aged 16 or over, living in England and not in full-time education.

What are the benefits?

There are many benefits to completing an apprenticeship with Aston Group, which include:

- ✓ experience and skills development
- ✓ a nationally recognised qualification (with no tuition fees)
- ✓ employee benefits and a salary
- ✓ exposure to industry professionals
- ✓ building good relationships

Apprenticeships provide you with the support of targeted one-on-one learning. Someone is always available to you to answer your questions, show you how to perform a skill and help you perfect techniques.

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You have direct access to mentors and colleagues who can help you address your development needs, maximize your strengths and use specific instruction from your studies and instantly apply it to real-world experience.

On top of this, you'll be paid for your normal working hours and the training that's part of your apprenticeship, usually one day per week. You'll also be entitled to 24 days of paid holiday per year, plus bank holidays, of which there are currently eight.

Other Aston Group benefits include an Employee Assistance Programme, Health Cash Plan, Cycle to Work Scheme, Death in Service benefit, Apprentice Starter Kit and Pension (where applicable).

An apprenticeship can start at any level

Entry levels for Apprenticeships will differ depending on the level however all apprenticeships will require a minimum of Maths and English qualifications, with higher level courses requiring higher level entry qualifications such as A Levels.

Aston Group believe that a positive and enthusiastic attitude, combined with a willingness to learn, polite and respectful manner, and desire to deliver great quality work and customer service, is far more important than your qualifications to date.

What types of apprenticeships do Aston Group offer?

Gas, Plumbing and Heating
Business Administration
Financial
Information Management
Information Technology
Health & Safety
Construction
Quantity Surveying
Electrical
Mechanical

Please note: These types of apprenticeships are offered only when there is a specific business need, and the availability may change from year to year.

How do I apply?

Our new 3 day apprentice recruitment programme, Get Into Construction, is held at various colleges and community centres around London 2-3 times a year (March, June and October). Multiple employers from the built environment will be on hand to engage with applicants interested in a career in the construction industry, whether trades or office based, and workshops on Creating CVs and Interview Skills will be available to prepare candidates to interact with potential employers. Keep an eye on our [careers page](#) where we will advertise these events. Applications will not be accepted outside of these dates.

What happens after apprenticeships end?

Efforts will be made to ascertain whether an offer of employment can be made to you upon the successful completion of the apprenticeship. However, there is no guarantee of continued employment once this agreement has concluded.

