

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 wage
- ✓ exposure to industry professionals
- ✓ good relationship with employers means better job opportunities
- ✓ recognised as an equal member of staff

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 weaknesses, 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 the 22 days of paid holiday per year, plus bank holidays, of which there are currently eight.

Other Aston Group benefits include an Employee Assistance Programme, Cycle to Work Scheme, Birthday Off (after 1 year of Service), Death In Service benefit, Apprentice Starter Kit and Pension (where applicable).

What qualifications do I need for an Apprenticeship?

An apprenticeship can start at any level, some with few or no qualifications needed. Others may ask for higher level entry requirements. Additional training with Functional Skills in English and Maths will be provided where necessary.

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?

Business Administration
Financial
Information Management
Information Technology
Health & Safety
Construction
Quantity Surveying
Electrical
Mechanical

How do I apply?

Keep an eye on our [careers page](#), as Apprenticeship vacancies will be advertised there.

If you would like to apply for an existing apprenticeship vacancy or register your interest in future apprenticeships, you will need to send your CV with a cover letter explaining a little bit about yourself, and the type of apprenticeship you are interested in.

Once an appropriate vacancy occurs, we would then contact the successful candidates selected for interview.

What happens after apprenticeships end?

Apprenticeships are a fixed term contract for the duration of the apprenticeship, and once completed there is no legal guarantee that you will be offered a permanent position. Aston Group are keen to continue developing our apprentices, and prefer to retain our apprentices, should the needs of the business and their behaviour allow.