

ESSEX CAREERS

Your guide to local employment and skills

Featuring:

Sector focus on
the early years and
education sector

Mid-Essex



Find out more about:

- Apprenticeships
 - Careers in the army
 - Roles in the renewable energy sector
- and much more...**

The Apprenticeship Hub

Attention year 11 and year 13 school leavers looking to launch your career with an apprenticeship! You can benefit from the support of an apprenticeship adviser through the Apprenticeship Hub.

The apprenticeship route is becoming increasingly popular, and competition can be tough. The Apprenticeship Hub is designed to give young people in Essex the best possible chance of securing a high-quality apprenticeship of their choice. It links young people to an apprenticeship adviser who can offer support every step of the way.

Alongside our work in schools, the Apprenticeship Hub works closely with employers and training providers to keep you up to date on the exciting opportunities on offer. This allows us to carefully match different opportunities to potential apprentices.

Essex Opportunities

To find out more or to speak to a member of the team, email us at apprenticeship.hub@essex.gov.uk, text us on **07860 033674**, or find out more information by visiting: www.essexopportunities.co.uk/apprenticeship-hub.

View our latest film to find more information about us.

The Apprenticeship Hub also provides regular updates on current opportunities and other news through the **Apprenticeship Hub Padlet**.

Once a young person registers with the Hub, they can expect to receive:

- **regular apprenticeship vacancy bulletins**
- **invitations to recruitment events**
- **online and face-to-face sessions delivered by industry experts on topics including how to design a CV, successfully competing at assessment centres and how to stand out at interviews**

Online events take place in the evening to allow everyone to attend.

This magazine has been produced by the **Essex County Council Employment & Skills team** to provide a comprehensive insight into all matters relating to the Employment & Skills opportunities within Essex.

We are very grateful to all the individuals and organisations who have contributed to the fifth issue.

Essex County Council welcomes your input. Please get in touch if you have any questions or would like to contribute to future issues.

Future issues will be published in spring.

Enjoy reading and don't forget you can contact us at essex.careers.magazine@essex.gov.uk and view all editions at **Essex Opportunities**.

Produced for Essex County Council by Careermap Ltd

Essex County Council Project Managers

Emma Curtis, Commissioner for Skills Development
Kaisha Ellis, Commissioner for Skills Development
Rebecca Thorpe, Sustainable Growth Communications Officer

Careermap Project Manager
Simon Bell, Founder

Contributors

Fiona Marriage - Essex County Council | Cathie Foster - The Skills Network | Rich Kirchel - ACL | Julie Rickards - Mid Essex Teacher Training | Paul Woods - Harlow College | Sarah McGill - CTSN SCITT | Elizabeth Richards - Vocational Training Services | Megan Gilson - Essex County Council | Sarah Hamilton - Chelmsford College | Sally Medd - Chelmsford CVS | Sophie Zenonos - Houghton and Sons | Claire Wright - Rose Builders | Stephen Beauchamp - Murphys | Amie Pettitt - Army Recruitment Group | Lieutenant Colonel Naveed Muhammad MBE - Royal Signals Corps Apprenticeships Lead | Ben Gibbons - YMCA Essex | Annette Hall - Essex County Council | Toni Parrish - Essex County Council | Sophia Robertson - Kleek Hairdressing | Nikki Berry - RWE | Edward Robb - Engage Agency | Julia Borland - New City College

Contact

For more information about Careermap, email: info@careermap.co.uk

You can find more information about Careermap on www.careermap.co.uk.

 @carermap.uk  @careermap.uk

 career_map  Careermap

If you would like to discuss how Careermap can help your organisation to create bespoke useful guides, please contact Sharon Walpole, Partnerships Director at info@careermap.co.uk

Contents

- 04** Welcome
- 05** Sector spotlight - Early years and education
- 06** Routes into early years and education
- 08** Careers in early years and education
- 10** Kickstart your career in early years education with The Skills Network
- 11** The Poppins Early Years Bursary
- 12** The many faces of teaching
- 14** Early years and education qualifications at Harlow College
- 15** Graduate opportunities in early years teaching
- 16** Apprenticeship training with Vocational Training Services (VTS)
- 18** Choose foster caring as a career
- 19** What do you know about Essex?
- 20** Finding your way in Essex
- 22** Regional focus - Mid-Essex
- 23** Mid-Essex - facts and figures
- 24** Careers in health and early years at Chelmsford College
- 25** Volunteer Essex
- 26** Discover careers in construction at Houghton and Son
- 27** Think you know construction? Think again! - Murphy
- 28** British Army Apprenticeships
- 29** Royal Signals Apprenticeships
- 30** All about apprenticeships
- 32** YMCA Essex: supporting families and changing lives
- 34** Get support and funding for apprenticeships
- 35** Career opportunities in hair and beauty
- 36** Building offshore wind careers in Essex
- 38** Myth-busting roles in the renewable energy industry
- 39** New City College launches Green Skills Centre and cutting-edge virtual reality video labs

FOREWORD

Councillor Tony Ball

Essex Careers Magazine

I am very pleased to be able to introduce the seventh edition of Essex Careers. The magazine continues to receive fantastic feedback and we are always pleased to hear from those who are using and finding it helpful. Don't forget to let us know through the survey link below and help us spread the word so others can access and benefit from the magazine too.

This is another packed edition and there is a wealth of information available for you to read. The sector spotlight is on the early years and education sector and contains information on roles available, skills needed for the sector and key employers based here in Essex. Articles include teacher training, bursaries available from ACL and skills bootcamps; in addition to the usual handy 'routes into' overview to help with navigating the different options.

For our geographical focus, we take a closer look at what is happening in mid-Essex, with articles from Chelmsford College and local business Houghton & Son. There's also an in depth look at apprenticeships, with information on how they work and what support is available here in Essex. You can also explore potential jobs within the renewable energy sector, careers within the army, volunteering opportunities and much more!

The readership of the magazine continues to grow, with thousands accessing the online, digital and hard copies. We encourage you to spread the word and share how you're using the information. Your feedback is incredibly valuable to us and we'd love to hear your suggestions for future editions. Please take a moment to complete our survey and let us know your thoughts.

A huge thank you to all the contributors and everyone involved in creating this edition. We hope you enjoy reading it! Don't forget, you can reach us at essex.careers.magazine@essex.gov.uk and read all editions on [Essex Opportunities](#).

Councillor Tony Ball,
Essex County Council Cabinet Member for Education Excellence, Lifelong Learning and Employability

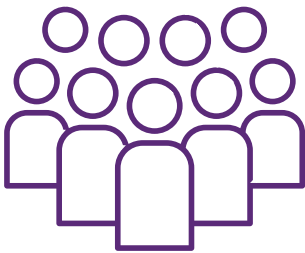


SECTOR SPOTLIGHT -

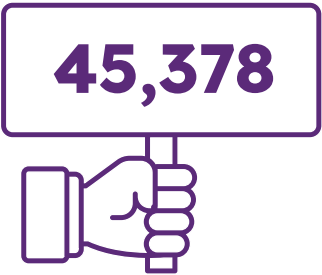
Early years and education

The early years and education sector is full of opportunities in Essex, with 45,378 jobs currently in the sector. In the past year alone, around 1,100 employers have advertised 23,277 vacancies. This sector isn't just about teaching, it offers a wide array of roles for those interested in working with children and young people.

Read on to find out more about the roles available and the skills you will need to be successful in this sector.



23,277 vacancies
from around
1,100 employers
in the last 12 months



45,378

jobs in Essex



Average annual salary
in Essex is **£32.6K**



Top employers in the early years and education sector in Essex:
NHS, Strategy Education, South Essex College, Essex County Council, Academies Enterprise Trust, The Sigma Trust, USP College, Parker Smith Inclusion, Harris Federation
and
Anglia Ruskin University

Top three advertised occupations in Essex:
Secondary education teaching professionals, teaching professionals NEC and teaching assistants

Source: Official Labour Market Statistics (ONS) and Lightcast Analyst | Figures include Southend and Thurrock

Early Years & Education industry pathways



Qualification	Description	Length of time	Assessment		Level of study	Award UCAS points	Entry requirements	Work experience	What does it lead to?
Apprenticeship	Involves completing a vocational qualification in early years and education while receiving paid, on-the-job training. Examples include: Childcare • Further Education (FE) Educator • Teaching Assistant	One year minimum, usually (12 to 18 months)	Apprenticeship dependent	➔	2 or 3 with potential to progress to higher and degree apprenticeships	No	Employer dependent English and maths Level 2	Yes (paid job with at least 20% off-the-job training)	Higher Level or Degree Apprenticeship University Work
A Levels	Academic qualifications that can be taken at a college, sixth form centre or online. Available in a variety of subjects. Maths, English and science subjects could be useful for a career in the early years or education sector.	2 years	Mainly exams at the end of the course – can include coursework	➔	3	Yes	For individual schools and colleges to decide (commonly 5 GCSEs at grade 4 and above)	No	Degree Apprenticeship Work
Technical/vocational	Qualifications that teach you how to do tasks specifically related to the early years and education sector. Relevant BTEC programmes include: Caring for Children • Children’s Care • Learning and Development and Early Childhood Development.	Course dependent	Course dependent (coursework and exams)	➔	2 or 3 depending on the type of BTEC undertaken	Yes	Course dependent (coursework and exams)	Course dependent	Apprenticeship University College Work
Degree apprenticeship	An Academic qualification where you can study part-time at a university while working. One example is a postgraduate teaching apprenticeship (however, level 7 apprenticeships are currently under review).	Three to six years dependent on the course level	Dependent on the course. Taken as an end-point assessment	➔	6 or 7, usually the same as a bachelor’s or a master’s degree	Yes	Dependent on the level of course. For a postgraduate teaching apprenticeship, candidates must hold a degree and be working in a school.	Yes. 20% of the time is spent studying at university while 80% of the time is spent working.	Work
Degree	An academic qualification which students at university complete. These can be taken in a range of different subjects and could lead to a career as a specialist subject teacher in secondary schools. A degree in primary education could lead to a career as a primary school teacher.	Three or four years depending on whether there is an optional sandwich placement	Dependent on the course Mostly taken as exams at the end of the degree	➔	6	Yes	Dependent on the University’s entry requirements	Course dependent	Work Post Graduate courses at university
Post-graduate courses	Full time academic qualification for individuals who want to undertake further study at an advanced level. Those that wish to become teachers must complete initial teacher training. This is needed for teachers to gain Qualified Teacher Status (QTS) if they have not already got this through their degree. This can be completed at university, or through alternative routes such as School Centred Initial Teacher Training (SCITT).	One year course if taken full time, two years for part-time	Usually exams at the end of the course. Some postgraduate courses now use written assignments instead of exams.	➔	7	Yes	Dependent on the university, but requires an undergraduate degree first.	Yes	Work

Careers in early years and education

Nursery through to secondary education

Working in early years and primary education can be incredibly rewarding. You'll make a real difference in children and young people's lives, helping them grow, learn and feel confident. It's a career where you can be creative, work with others and constantly learn new things.

If you enjoy working with children and young people, have lots of patience and want to help others achieve their best, this could be a perfect career for you! Whether you start as a teaching assistant or decide to become a teacher, there are lots of ways to build a career in education.

A guide to careers in early years and education

You'll help children grow, learn and develop in school or nursery settings. Your role will be to positively influence their lives, ensure they feel safe, and help them learn. Here's an easy guide to the different roles you could explore and how to get there:

Qualified Teacher Status (QTS)

After completing a teacher training program (such as a PGCE, bachelor's degree or SCITT), you must achieve Qualified Teacher Status (QTS) to work as a primary school teacher in England.

The QTS certification is awarded by the National College for Teaching and Leadership (NCTL). It signifies that you have met the national standards for teaching.

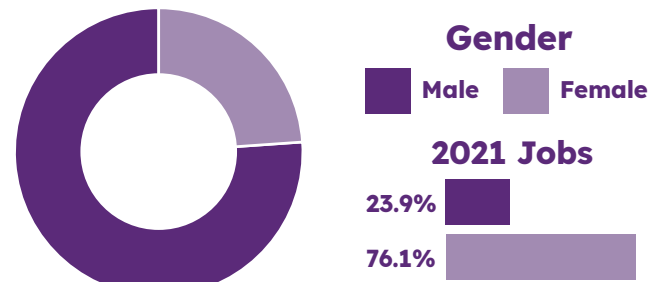
You can also apply for QTS if you've trained overseas but you must go through a process of recognition of your qualifications.

Induction year

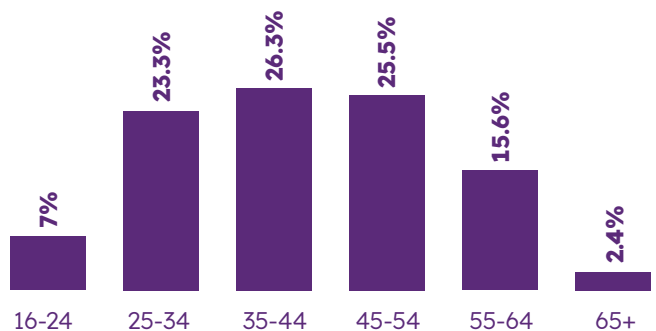
Once you gain QTS, you'll need to complete an induction year as a Newly Qualified Teacher (NQT). This involves working as a full-time teacher under the supervision of more experienced staff.

Successfully completing your induction year leads to full teacher certification.

Average salaries for job roles in education and early years	
Teaching professionals	£18.2K
Secondary education teaching professionals	£44.7K
Special and additional needs education teaching professionals	£29.9K
Teaching Assistants	£18.7K
Education Manager	£39.9K
Higher education teaching professionals	£44.9K
Early education and childcare assistants	£18.3K



National occupation gender breakdown



National occupation age breakdown

Skills needed

Patience Working with children can be challenging, so being patient is key.	Creativity You'll need to think of new ways to teach children and keep them engaged.	Communication You'll need to explain things clearly and work well with other teachers and parents.	Empathy Understanding children's feelings and needs is important in helping them succeed.
---	--	--	---

Source: Official Labour Market Statistics (ONS) and Lightcast Analyst | Figures include Southend and Thurrock

Teach First

This is a two-year leadership development programme aimed at high-achieving graduates. It combines teaching in challenging schools with leadership training and support. **After completing the program, participants receive QTS.**

For further information visit the [Teach First website](#).



What kind of jobs can you do?

	What you'll do	Where you'll work	Qualifications needed
Nursery assistant/practitioner	Help look after children, plan fun activities and support them as they learn basic skills like counting or speaking.	In nurseries, pre-schools or childcare settings.	To start, you may need a Level 2 qualification in early years or childcare. After some experience, you could go for a Level 3 to take on more responsibility.
Early years teacher (EYT)	Teach young children (up to age 5), plan lessons, help them with reading, writing and other key skills.	In nurseries, pre-schools or reception classes in schools.	You'll need to do specialist teacher training focused on early years education, or you could get a degree in Early Childhood Studies. GCSEs in English, maths and science are also important.
Primary school teacher (years 1 to 6)	Teach children ages 5 to 11, covering subjects like English, maths, science and art. You'll also help with their social and emotional development.	In primary schools.	To be a teacher, you'll need a degree (in Education or a subject you want to teach) and QTS (Qualified Teacher Status). To get QTS, you can do a PGCE (Postgraduate Certificate in Education) or a degree with QTS.
Secondary school teacher (years 7 to 11)	Teach children ages 11 to 16, specialising in a particular subject such as English, maths, science, art or physical education. You'll also help with their social and emotional development.	In secondary schools.	To be a teacher, you'll need a degree (in Education or a subject you want to teach) and QTS (Qualified Teacher Status). To get QTS, you can do a PGCE (Postgraduate Certificate in Education) or a degree with QTS.
Teaching assistant (nursery to key stage 2)	Assist the teacher by helping children during lessons, working with small groups and supporting students who need extra help, like those with special needs.	In nurseries and primary schools.	You'll need a Level 2 or 3 certificate in supporting teaching and learning. Some schools may ask for GCSEs in English and maths.
Special educational needs coordinator (SENCO)	Help plan and coordinate extra support for children with special educational needs (SEN). This could involve working closely with other staff and families.	In nurseries or primary schools.	You need a teaching qualification (like QTS) and some extra training in special educational needs. You also need experience in teaching.
Childminder	Care for and educate small groups of children in your own home. You might look after children after school or during the holidays.	In your own home.	You'll need a Level 3 Award in Childcare and to register with the local authorities (like Ofsted in the UK).
Playworker	Plan and supervise fun activities and games for children in after-school clubs or holiday schemes.	In after-school clubs, holiday schemes or play centres.	A Level 2 or 3 qualification in Playwork is helpful for this job.



Kickstart your career in early years education with The Skills Network

Are you looking to start a career in early years education? The Skills Network, one of the UK's leading online education providers, has launched a new government-funded Skills Bootcamp.

Fast-track your career

This four-week Level 3 online course, complements the existing 12-week Skills Bootcamp. It offers a faster route for those ready to start their careers in early years education.

Learn at your own pace

The flexible structure allows you to study at your own pace, making it ideal for those juggling other commitments. By the end of the course, you'll be ready to pursue an early years apprenticeship or work in unqualified positions within nurseries, preschools or reception classes.

Get the skills you need

You'll gain sector-specific skills through four key units:

- Child development
- Health and wellbeing in early years settings
- Safeguarding and child protection
- Equality, diversity and inclusion

You will also have a dedicated learning support advisor to guide you through group learning sessions and online assessments.

For more information, visit [The Skills Network website](https://www.skillsnetwork.co.uk), email Izzy Jenkins or Emma Roberts at: theskillsnetwork@rbh.co.uk or call **01675 443 939**.



Wendy Dodson, Partnerships Director, Skills Bootcamps at The Skills Network, said:

"We're delighted to now be able to offer this new intensive, four-week Skills Bootcamp alongside our 12-week course. This accelerated course will open the door to even more people benefitting from this completely free way of accessing the necessary skills required to begin a career in the early years sector."

"The new four-week course is the ideal choice for individuals who are currently unemployed and wish to study during the day, allowing them to speed up the process of getting into the industry."

"Early years education is a wonderful area to work in but there is a shortfall of qualified staff to deliver this, therefore, this new intensive course is an excellent opportunity to develop a new workforce to tackle this skills gap."



The Poppins Early Years Bursary: funded qualifications from ACL and Essex County Council

Make a meaningful difference in the lives of young children in Essex with a rewarding career in early years.

If you are looking for a new career in early years or want to build on the skills you already have, the Poppins Early Years Bursary can help. The courses available help everyone, no matter their experience level, reach their full potential.

If you live or work in Essex, there is funding available to support you. There are lots of options to choose from, whether you are just starting out or want to move into a management or specialist role.

Apprenticeships: Apprenticeships are a fantastic way to learn new skills and earn money at the same time. ACL offers the following apprenticeships to support early years workers:

- Level 2 Early Years Practitioner
- Level 3 Early Years Educator
- Level 3 Team Leader Supervisor
- Level 5 Coaching professional
- Level 5 Early Years Senior Practitioner

Work based qualifications: If you are volunteering or working in early years, these courses can help you grow and reach your goals:

- Level 2 Early Years Practitioner
- Level 2 Diploma in Playwork
- Level 3 Early Years Educator
- Level 4 Advanced Practitioner
- Level 5 Early Years Senior Practitioner

Online courses: ACL offers a wide range of courses for those aspiring to work in early years education or are already in the sector. ACL's accredited courses cover topics including special educational needs, difficult childhood experiences, challenging behaviour and more.

Gateway to childminding: Have you ever thought about starting your own business but do not have the money or support to do it? If you live in Essex, you could get a grant of up to £1,000 to help you become a registered childminder.

Employers: Early years employers who want to upskill and train staff can also apply for funded training.

ACL can't wait to welcome you onto a course and help you on your career journey!



For more information visit the [Poppins Bursary page on the ACL website](https://www.acl.org.uk/poppins) or email Poppins.Bursary@essex.gov.uk



The many faces of teaching

Mid Essex Initial Teacher Training (Mid Essex ITT) is a secondary school specialist in teacher training.

They are currently celebrating 30 years of training teachers for Essex schools. In February 2024, Ofsted graded the provider ‘outstanding’ for the second time. The provider works with 17 partnership schools in Essex. Since 1994, some 1,000 teachers have passed through its doors.

The Mid Essex ITT team prides itself on a rigorous interview process to select the right individuals for the profession. This is followed by a year-long course with a carefully crafted curriculum, along with in-person weekly training.

Mid Essex ITT guide trainees as they work ‘on the job’ in schools with a network of support around them, helping their confidence in the classroom to grow.

Teaching is unique and those that become teachers do so in many ways. Many come straight from university to train. They have studied the subject that inspires them and, in turn, they know they want to pass on that passion to young people.

It is always the people who make schools wonderful. No matter their background, a desire to share knowledge unites these people. They want to shape young lives and be a guiding light in their students’ school years.

Many say that teaching is a tough career choice. But they also say that job satisfaction is unmatched. Explore their case studies and find inspiration. Could this be you next year?



"It is always the people who make schools wonderful."



Kim Harrison - career changer

“Changing careers is daunting. I know that because, after 15 years in retail head offices, I transitioned to teacher training. My passion for geography and a desire to inspire young minds drove me.

“After years in a fast-paced industry, I found myself craving a role with deeper purpose. A fantastic teacher sparked my love for geography during my own school years. I went on to study Geography at the University of Birmingham. Then, I worked my way up to Head of Product in fashion and retail businesses.

“The decision to step back into training wasn’t easy, especially as a mother to a young child. I chose a flexible, part-time route, which allowed me to balance my family responsibilities with my studies. I chose to train with MEITT based on the team’s professionalism and extremely high standards. The part-time route also gave me time to immerse myself in wider school life, such as mentoring and supporting field trips. These experiences enriched my understanding of the classroom and helped me grow as a practitioner.

“Adapting to a new job and juggling commitments is tough. My past experience has helped with teamwork, problem-solving, resilience and a drive for improvement. This, plus the outstanding support from my training provider and placement schools, has helped me succeed.

“I’m excited to bring my unique view to the classroom. I want to spark curiosity and build resilience in the next generation. Teaching can turn your passions into something real. It’s a daunting but rewarding career change for anyone considering it.”



Dan Andrews – graduate trainee teacher in physics

“I wanted to be a teacher from a young age, it was my Physics teacher in year 10 that really inspired me.

“I went into university already knowing that I wanted to be a teacher and completed work experience programmes while I was there. These included a four-week internship with Mid-Essex Initial Teacher Training, which only made my decision clearer.

“After graduating with a 2:1 in Physics from The University of Southampton, I signed up to train with MEITT. The transition from university to the training was challenging. The workload increase was initially difficult to manage. The support from all the staff at MEITT was invaluable and I soon got into the routine.

“There were advantages and disadvantages to being a graduate trainee. Having less life experience made the move into the workplace harder. Eventually I was able to forge stronger relationships with the students. I was also able to adapt to the changing world of education, including the use of technology.

“I have taken on many roles since graduating. Assistant Head of Sixth Form, KS3 Science Coordinator and Head of Extended Project Qualification.”

For more information, visit the [Mid Essex ITT website](#) or call **01376 556 398**.



Early years and education qualifications at Harlow College

The first few years of a child's life are crucial for their future learning and development. Early years practitioners like childminders, nursery workers and teaching assistants support young children and their parents in early years and primary school settings.

In the past decade, the number of early years practitioners and teaching assistants has declined. This shows the need for more training opportunities for those interested in the sector.

Harlow College offers training for adults already working in placement settings to become qualified Early Years Practitioners or Teaching Assistants.

This includes:

- a Level 2 qualification: gain a Licence to Practice in an Early Years setting.
- a Level 3 qualification: gain a Licence to Practice and Room Leader status, allowing you to manage a nursery group.

Harlow College also offers the new T Level qualification in Early Years. This covers topics like child development, supporting education and wellbeing. T Levels are equal to three A Levels and can lead to university, an apprenticeship or a job. T Level graduates can move on to a Level 3 Advanced Apprenticeship.

It's always nice to hear from our former students who have kick-started their careers at Harlow College. Maria studied the Level 2 Supporting Teaching and Learning in Schools. She said: **"I have not only successfully completed my Level 2 course, but I am really looking forward to continuing my studies into Level 3 in the same course. I have also got a new job and setting in a local primary school and I could not be happier."**



To discover more about Early Years and Teaching Assistant courses for adults over 19, visit the [Harlow College website](#).

To explore a T Level qualification in Early Years, check out their [Early Years webpage](#).

Have you considered a career in teaching in the early years?

Are you already working in early years and would like to gain additional qualifications?

Early Years Initial Teacher Training (EYITT) leads to the award of Early Years Teacher Status (EYTS). Early Years Teachers are specialists in early childhood development and learning. They make the care and education of babies, toddlers and young children their first concern. They are accountable for achieving the highest possible standards in their professional practice and conduct.

Essex Primary School Centred Initial Teacher Training (SCITT) offers a one-year, part-time, accredited Graduate Employment Based route. This is fully funded by the government. It leads to Early Years Teacher Status for graduates already employed in early years settings.

The entry requirements include a UK university degree, English Language or literature, mathematics and science at GCSE grade 4/C or above.

Essex Primary SCITT offers:

- high quality tuition delivered by highly experienced, engaging and knowledgeable tutors.
- a curriculum and training programme proven to equip trainees with the skills to create engaging learning environments that support children's development.
- proven results - 100% success rate for trainees completing the programme.

The programme features:

- a bespoke personal development plan to personalise your journey through the programme and build on your existing knowledge and skills.
- 12.5 days of continuous professional learning and development. These are a mix of face-to face and online sessions.
- alternative setting placements to gain additional experience in at least one different early years setting.
- The Change Project - an exciting in-setting leadership project that both builds leadership skills and enhances provision in the employment setting.
- an external mentor to guide and support throughout your journey.
- an in-setting mentor to provide additional support and guidance.
- ongoing assessment throughout the programme.

"The knowledge and passion that the tutors have for the Early Years is outstanding. The range and depth of information that they provide throughout the training is exceptional." EYITT Trainee

Start your journey towards becoming an Early Years Teacher today.

Visit the [Cambridge Training Schools Network SCITT website](#) or email scitt@catrust.co.uk to find out more. You can also call **01223 262503**.





Apprenticeship training with Vocational Training Services

With over 30 years of experience, Vocational Training Services (VTS) specialises in helping learners in childcare, health and social care and teaching achieve their full potential.

Why you should become an apprentice:

- work, learn and earn: get hands-on experience in a real job while earning a wage. Put your skills into practice immediately.
- no experience needed: perfect for school leavers or anyone looking for a fresh challenge or career change.
- build your career: gain the knowledge, skills, and behaviours employers value, giving you an edge in your chosen field.
- time to focus on learning: you'll have dedicated hours during the workweek for off-the-job training, helping you study without added stress.
- get expert support: you'll be assigned a personal tutor who will guide and support you every step of the way.

Apprenticeships available:

VTS offers a variety of programmes tailored to your career goals, including:

Health and social care:

- Adult Care Worker (Level 2) to Leader in Adult Care (Level 5)
- Senior Healthcare Support Worker (Level 3)

Education and childcare

- Teaching Assistant
- Early Years Practitioner (Level 2)
- Early Years Educator (Level 3)
- Early Years Lead Practitioner (Level 5)

With programmes lasting 12 to 18 months, apprenticeships provide comprehensive training to set you up for success.

Why choose VTS?

- personalised training: all sessions are delivered face-to-face at your workplace.
- experienced tutors: VTS tutors bring real-world expertise to your learning experience.
- flexible curriculum: training is tailored to meet your goals and workplace needs.

For employers:

Hiring an apprentice is a smart investment in your workforce and the future. Apprentices bring new skills and motivation, with training costs often covered by government funding. They earn recognised qualifications, apply new knowledge directly to their roles and help you maintain industry standards. This approach also fosters employee loyalty and growth, while expanding and upskilling your team.

Message from the CEO: Emma Henigan

"Apprenticeships have changed beyond recognition over the years, but VTS has continued to be the stable safe pair of hands for our industries providing them with high quality training."



"We deliver in some of the industries most affected by COVID, hospitals, care homes, schools and nurseries and we are delighted to be able to continue to work within these sectors upskilling their staff when they need it the most."

Take the next step

Whether you're starting your career or looking to develop new skills, apprenticeships from Vocational Training Services provide the perfect opportunity for you to succeed.



Learn more or apply today by visiting the [VTS website](https://www.vts.ac.uk), calling **01702 353 557**, or emailing info@vts.ac.uk



Success stories

Lucy Watling completed the EYP2 Apprenticeship at Nannas Day Nurseries before progressing on the EYE3 and has since been promoted.

Lucy says "Apprenticeships give you so much knowledge and skill to help you get further in your career. My course has improved my confidence in my job role, and I can now support my colleagues. If you are thinking about doing an apprenticeship or progressing to the next level, I would 100% recommend it!"

Abbie Swann, Early Years Quality Assurance Manager at Scallywags Nursery Chelmsford says:

"The information and guidance we received are at a high level and the tutors are always available to answer any questions or queries through telephone call or email. The quality of the course was brilliant and covered lots within early years and leadership."

Whilst working at Nannas, Emily Suen has worked her way up the career ladder from a student to a Nursery Practitioner, then to a Room Leader, Deputy Manager and now a Nursery Manager.

She says "Being in a Nursery Manager role, I am lucky enough to help guide staff members with their apprenticeships. I have the opportunity to meet staff members at the very start of their journey and support them in their sign-up with VTS, arranging their tutor visits, and support them with their work and deadlines."



Choose foster caring as a career

Are you committed to making a difference to a child's life? If you're over 21 and have a spare bedroom, you can explore fostering. Essex County Council's fostering team is here to support you and find a flexible fostering option that fits your lifestyle and family.

Just like most roles, fostering requires specific skills. You'll find that many of these come naturally to you. Essex County Council offer exceptional support and training to foster carers and their families. They also pay competitive fees with plenty of added benefits.

Curious about what it's like? Read about Maria and Phil's journey as foster carers and see how they've made a lasting impact on the lives of children of all ages:

"We have cared for children of all different ages from a few weeks to years, there are different fostering options to suit different families. Most of our foster children have experienced trauma in their lives and the most important thing is to help them feel safe, secure and nurture them.

"The difference you can make to children's lives by fostering is so rewarding. One of our foster daughters sadly lost out on a large part of her childhood as she would often be left for long periods of time without food to look after her younger siblings, who were just a few months old and a toddler.

"When she first came to us, she had the weight of the world on her shoulders. She just didn't receive the love or support she desperately needed but now she gets it from us. She can enjoy being a child again.

"She missed out on her own education, but she has really flourished in the past year! She's now at the level she should be and this has made her much more confident. She loves going to school now and wants to do well. She feels so proud of herself and skips out of school to share her achievements with me and the family. We know she'll have a bright future ahead of her.

"Many foster children miss out on praise. We commend them all, no matter how small the achievement may seem, and focus on what they can do, instead of what they can't. This praise and encouragement make such a difference to their development and has helped build on their confidence significantly. We're helping them to believe in themselves.

"If you are considering fostering, I would say that if you have the love and attention to give a child then you can do it! You will get to meet the most amazing people, other foster carers and the children themselves. You will have brilliant support, training and feel part of a community.

The love you give them and the love they give you is like nothing else in this world."

Essex County Council are recruiting foster carers now. If you'd like to find out more, please call **0800 801 530** or **visit the website**.



What do you know about Essex?



The Essex population is projected to grow by over 56,000 over the next five years.



Essex is home to 1.8 million people, 60% of whom are aged 16 to 64.



There are 756,599 jobs in Essex, projected to increase to 790,542 by 2030.

For the first three months of 2024 there were **71,431 vacancies** from over **7,000 employers**.

Essex has an employment rate of 77.3%, this is above the UK employment figure of 75.8%.

The **construction, transport, health and social work** and **wholesale/retail** sectors are set to **see the most growth**.

In terms of jobs, the **largest sectors of employment in Essex** are **wholesale and retail, health and social care, construction, education, transportation and insurance**.



There are over 80,000 businesses in Greater Essex – 99% of these are SMEs (small to medium sized enterprises), employing fewer than 250 people each.

Those offering the **highest wages** are: **aviation, transport and logistics, health and social care** and **engineering**. Collectively these sectors bring the **most GVA (Gross Value Added)** to Essex along with manufacturing.

Source: Official Labour Market Statistics (ONS) and Lightcast Analyst | Figures include Southend and Thurrock

Finding your way in Essex

Essex schools, colleges, universities and training providers

- 1

ACL Essex – Adult education and apprenticeships
- 2

Anglia Ruskin University
- 3

Chelmsford College
- 4

Colchester Institute – Colchester Campus
- 5

Colchester Institute – Braintree Campus
- 6

Colchester Institute – Harwich Energy Skills Centre
- 7

Harlow College
Harlow College - South East Institute of Technology (Harlow College campus)
- 8

New City College – Epping Forest Campus
- 9

South Essex College – Basildon Campus – Centre for Digital Technologies and Luckyn Lane Campus
- 10

South Essex College – High House Production Park – Purfleet
- 11

South Essex College – Southend Campus and Stephenson Road Campus
- 12

South Essex College – Thurrock Campus
- 13

Southend Adult Community College
- 14

Stansted Airport College (part of Harlow College)
- 15

The Sixth Form College Colchester
- 16

Thurrock Adult Community College
- 17

University of Essex – Colchester Campus
- 18

University of Essex – Southend Campus
- 19

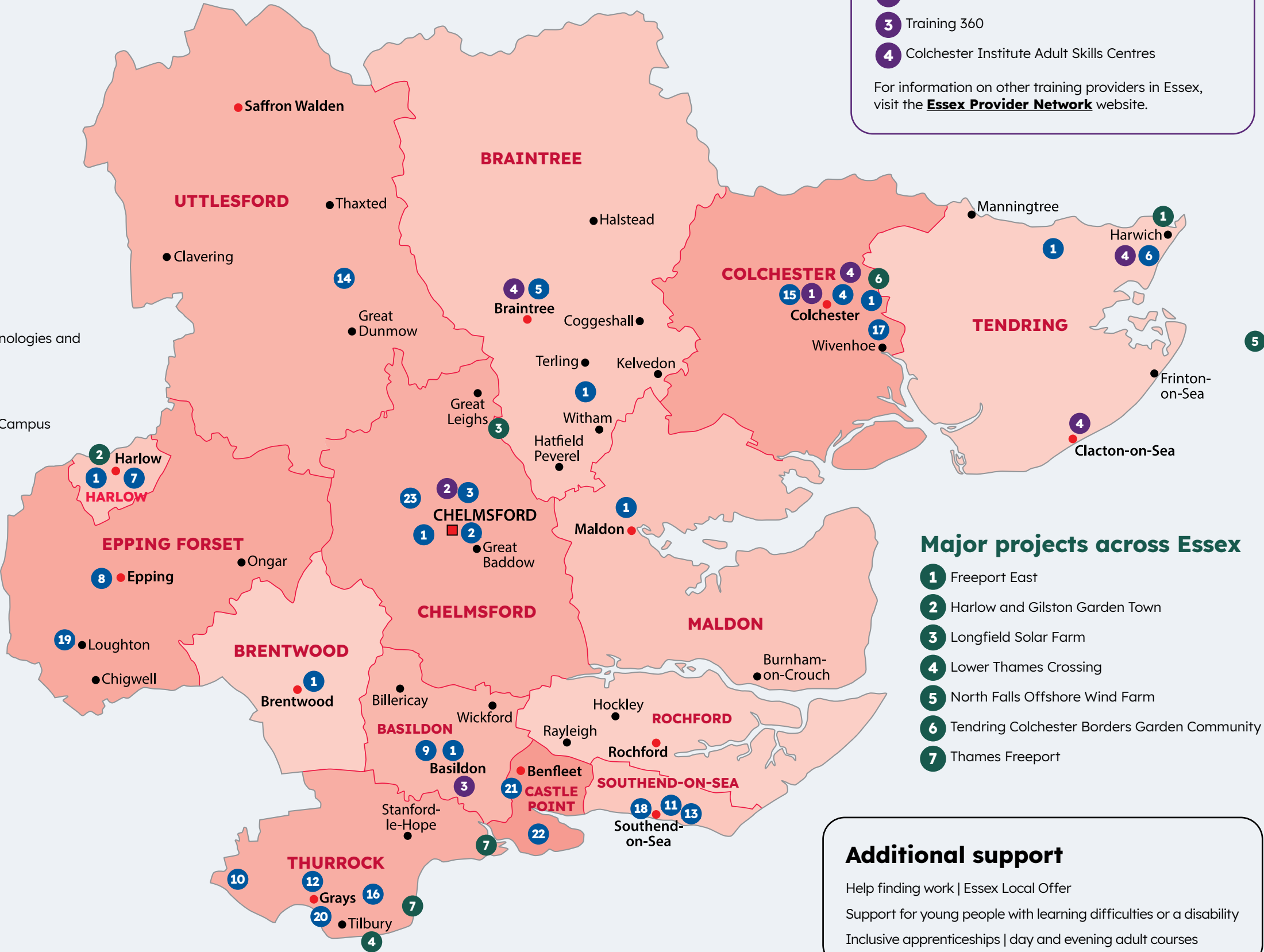
University of Essex – Loughton Campus
- 20

USP College – Palmer’s Campus
- 21

USP College – Seevic Campus
- 22

XTEND Digital Campus
- 23

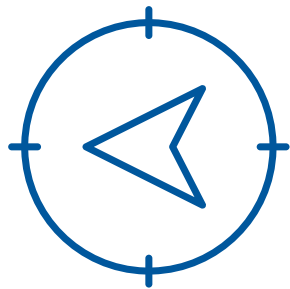
Writtle University College



For more information on further education in Essex, visit www.federationofessexcolleges.org



Regional focus Mid-Essex



Mid-Essex is a diverse mix of both urban and rural areas. It has a population of 842,881 residents.

The region is known for its well-established employment sectors. These include healthcare, retail and hospitality.

The city of Chelmsford forms part of mid-Essex. As the birthplace of radio, the city has an excellent reputation for its thriving engineering sector. It is also home to Anglia Ruskin University, rated University of the Year in 2023.

During the medieval period, Braintree played a crucial role in the textile industry. It became a hub for manufacturing and innovation. Cotton mills were established there, and the town became known for its cotton spinning and weaving.

Located on the Blackwater Estuary, Maldon has a rich maritime history. It was once a vital trading area where cargo would move to and from London. Today it hosts many vessels that were originally registered back in the 1900s.

DID YOU KNOW?

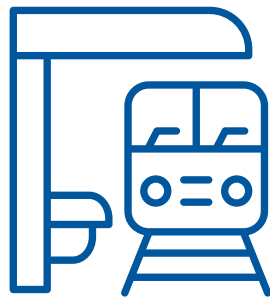


111,384
job vacancies
were posted in the area
between September 2023
and September 2024.
These came from
8,296 employers.



Mid-Essex has a
population of **842,881**
residents, of which **512,913**
are of working age.

The organisations with the
highest number
of employees
are the **NHS** and
Essex County Council.



Beaulieu Park Train Station is expected to
open in **Chelmsford** in
2025. The station will
act as a transport hub
alongside a new bus
interchange and cycle
parking facilities.

Careers in health and early years at Chelmsford College

Career opportunities in the health and early years sector are in high demand. Chelmsford College offers a variety of courses to prepare you for these rewarding careers.

Dr Shelley Goodman, Head of the Department of Health Care & Science, states:

"Society relies on dedicated individuals who care for both children and adults. As the demand for skilled staff grows, health professionals will remain essential.

"If you are passionate about caring for people, then a career in childcare, or health and social care career is the pathway for you."

Chelmsford College has state of the art classrooms and offers work-based learning.



They offer many courses, both online and in-person. This includes:

- **T Levels & Apprenticeships in Health and Education & Early Years:** specialise in health, supporting adult nursing teams and early years education.
- **Access to Higher Education**
- **Level 2 Certificate in Understanding Children and Young People's Mental Health**
- **Level 2 Certificate in Understanding Nutrition and Health**
- **Level 2 Certificate in Understanding Specific Learning Difficulties**



Visit [Chelmsford College's website](https://www.chelmsfordcollege.ac.uk) to discover more about their courses and learning opportunities.



New year, new choices, new opportunities



The start of a new year brings fresh opportunities and the promise of positive change. Many of us set resolutions to guide us toward our goals. One resolution that stands out as truly life-changing is volunteering.

Volunteers are the heart of communities. They support organisations like Essex Search & Rescue, Essex First Responders and air ambulance services. They play vital roles in the NHS, prisons, police force, schools and charities. Volunteers ensure people in need receive help. They enable hospital discharges and provide companionship to those feeling isolated.

The ultimate resolution

Volunteering offers the chance to give to others while enriching your own life. Unlike resolutions that often fizzle out, volunteering keeps you motivated and engaged.

Through volunteering, you can:

- meet new people and build connections
- stay active with a sense of purpose
- boost your mental health and happiness
- learn new skills or use existing talents for good
- gain valuable experience and expand your network
- try out a new career

Volunteering is challenging, rewarding, and full of variety. It's fun, fulfilling and leaves a lasting impact on both you and your community.

Countless ways to volunteer

In Essex, the opportunities are endless. Chelmsford has nearly 400 volunteering groups and Volunteer Essex makes it easy to connect with them.

Visit **Volunteer Essex**, browse opportunities in your area and register. The charity or group you choose will contact you for a friendly chat about next steps.

For a more personalised approach, contact your local Volunteer Centre through Volunteer Essex. Book an appointment to meet with a local expert who can help match your passions, skills and goals to a perfect role.

Make volunteering a reality this year

Take the first step toward an unforgettable experience - you won't regret it. Volunteering is more than just a resolution; it's a gift to yourself and the community. Make this the year you make a difference that lasts.

Discover careers in construction at Houghton and Son

Houghton and Son is a respected family-run business based in Essex. It has a reputation for excellence in the trade industry. They specialise in high-quality construction, maintenance and renovation services. The company combines traditional craftsmanship with modern techniques. This enables them to deliver outstanding results across residential and commercial projects.

Houghton and Son invests in the future of the industry through apprenticeship programmes and training. This includes mentorship, hands-on training and exposure to diverse projects. This helps to develop practical skills and industry knowledge.

The company offers apprentices a supportive environment. This enables individuals to grow into skilled tradespeople. There is a special focus on teamwork and continuous learning. This ensures that apprentices gain the experience and confidence needed to succeed.



Houghton and Son provides career opportunities for those passionate about construction and trades. Find out more by visiting: www.houghtonandson.co.uk

@houghtonandson

Houghton & Son

Houghton & Son



Rose Builders

Rose Builders' apprenticeship and trainee programmes are going from strength to strength. So far, 50 apprentices have completed their apprenticeships. A further 10 management trainees are completing their degrees. These are in Quantity Surveying and Construction Management.

Not every apprentice or trainee stays for life – although some have enjoyed 30-year careers with the company! Rose Builders know it's important to train and develop local people. By doing this, they help ensure there are enough skilled people in the area to support the growth of the construction industry. Some employees have left to join larger companies or become self-employed. Last year, they welcomed back a carpenter who finished their Advanced Carpentry & Joinery Apprenticeship in 2021.

Apprentices come from all walks of life. The current group includes school leavers, career changers, ex-military personnel and existing employees. Apprenticeships really do work for everyone!

ROSE

Find out more information about opportunities available by visiting [visiting the Rose Builders website](http://www.rosebuilders.co.uk).



Some of our apprentices this year: Carpentry Apprentices Levels 2 and 3, Property Maintenance Level 2, Groundworks Level 2 and Painting and Decorating Level 2, we also have an Accounts Apprentice, a Quantity Surveying Apprentice and degree trainees in Quantity Surveying and Construction Management.

Think you know construction? Think again!



Would you like a career where you can see the results of your work on a grand scale? Whether you enjoy practical tasks, creativity, technical skills or planning projects, the construction and engineering industry has a role for you.

About Murphy

Founded in 1951, Murphy is a leading international engineering and construction company. They build train stations, highways, bridges, tunnels, buildings and energy solutions. You may have seen them in Chelmsford, where they are currently building the new Beaulieu Park Station.

With more than 4,000 employees across the UK, Ireland, Canada and the USA, Murphy offers exciting opportunities to start your career. They don't just need engineers and machine operators; they also have roles available in finance, HR, design and communications.

Entry Pathways

Apprenticeships

Murphy's apprenticeships combine practical experience with a recognised qualification. Open to all ages, they're perfect for starting a career, switching fields or progressing further in your current role. Applications to start an apprenticeship in September 2025 are open now.

T Levels

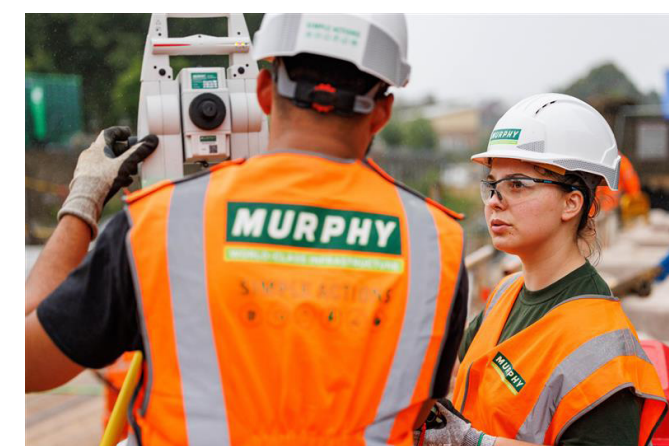
Finished your GCSEs and wondering what's next? T Levels are the perfect blend of classroom learning and real-world experience. You can spend 80% of your time studying and 20% on placement with Murphy, where you can turn your learning into action.

Graduate Programme

This two-year programme develops your skills through impactful projects that shape global infrastructure. Graduates work toward industry-recognised qualifications and secure a role with Murphy upon completion.

Murphy aims to create 'a great place to work where people feel secure and comfortable to be themselves.' They believe that inclusion is only truly embedded once this feeling is created permanently.

To support this aim, they operate a collection of inclusive recruitment activities designed to break down the barriers to meaningful employment. This includes recruitment programmes supporting prison leavers and refugees. Murphy was also the first, and only, construction company in the UK to offer Ambitious About Autism placements.



Find out more and take the next steps in your construction career by [visiting Murphy's website](http://www.murphy.co.uk).




ARMY
BE THE BEST

Discover apprenticeships in the British Army

Thinking about a career in the British Army? Consider completing an apprenticeship! The British Army has been named the Number 1 Apprenticeship Employer for 2024, for the fourth year in a row.

The British Army offers over 40 different apprenticeship schemes. Nearly 13,000 apprentices are in programmes from Level 2 to Level 4. This means that over 95% of soldiers start an apprenticeship when they begin their initial trade training.

The British Army offers apprenticeships in many fields, including:

- Public services and health
- Engineering
- Communications & IT
- Animal care
- Logistics
- Construction
- Business administration

The apprenticeship you choose will depend on your role in the Army. You'll get training related to your job as part of your initial training. These apprenticeships are designed with other employers to meet industry standards. They are approved by the Institute for Apprenticeships and Technical Education.

Visit the [British Army jobs website](#) to find out more.

Did you know:

- the first temporary apprenticeship college opened in Aldershot in 1923. Over 65 years, there have been 16 apprenticeship colleges in the UK. Now, the British Army offers modern apprenticeships in training schools and the workplace.
- the last apprenticeship college closed in 2004. Since then, over 106,945 soldiers have completed apprenticeships.

Staff Sergeant Parry – Royal Artillery (Watchkeeper Pilot)

"Achieving my BA Honours degree in Business, Leadership, and Management marked the pinnacle of my apprenticeship journey, a moment of unparalleled pride. Earning first-class honours with a distinction not only validated my dedication but also affirmed my proficiency in the intricate realms of leadership and management, valuable to my role within the military."



Royal Signals Apprenticeships

The Royal Signals are the British Army's experts in communications. They specialise in IT, cyber and telecommunications. They play a key role in warfighting, disaster relief and peacekeeping missions. Soldiers in the Royal Signals complete apprenticeships to develop their skills while supporting modern military operations.

These apprenticeships also provide transferable qualifications, preparing soldiers for careers after their service.

Depending on their trade, soldiers can undertake one of the following apprenticeships:

- Level 4 Network Engineer (Network Engineer and Information Services Engineer)
- Level 3 Data Technician (Electronic Warfare & Signals Intelligence)
- Level 3 Maintenance and Operations Engineering Technician (Power Engineer)
- Level 3 Network Cable Installer (Communication Infrastructure Engineer)
- Level 2 Supply Chain Warehouse Operative (Supply Chain Operative)

Apprenticeships last between 12 and 30 months, depending on the role. This training equips soldiers with the skills needed to excel in their jobs and adapt to new technology. Those who complete an apprenticeship can then use the qualification to apply for Professional Registration with organizations such as the Institution of Engineering and Technology.

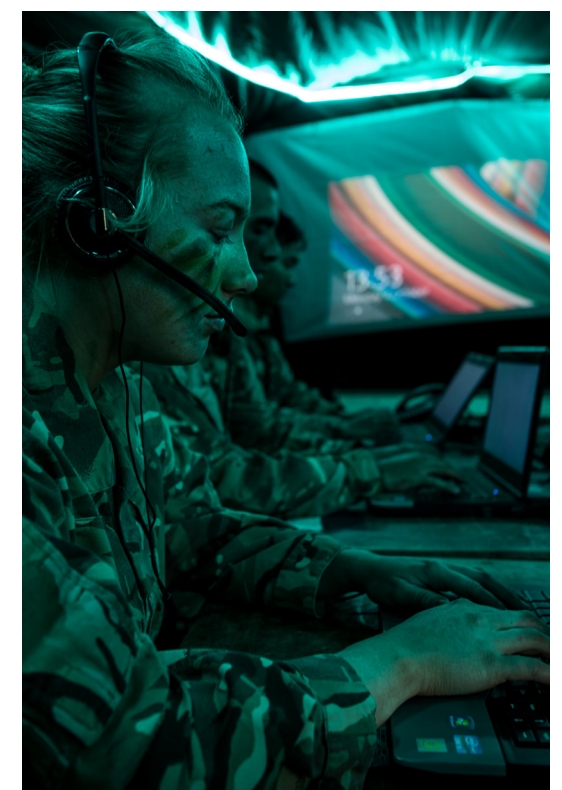
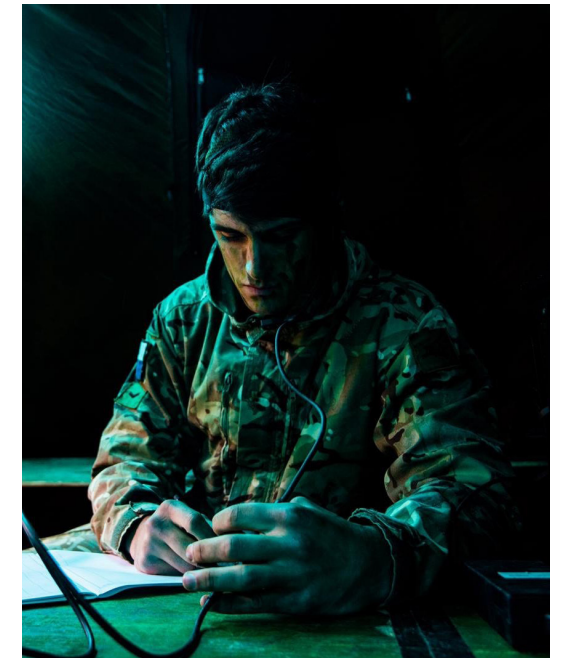
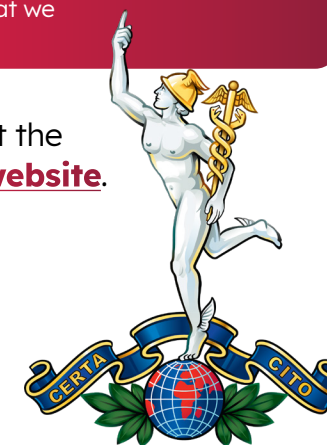
Lance Corporal Skipp – Network Engineer

"I strongly believe that the army is one of the best employers to work for because of the support and opportunities it provides. The Army allows soldiers time off work to attend courses and lessons to develop both professionally and personally."

"The highlight of my apprenticeship consists of many things, such as the Networking Engineering skills I developed, and the friends I made along the way. Even though they have moved on to different career paths, we keep in contact as if we never left. The work itself felt fulfilling; we had a purpose, and the tasks we completed had a real impact on what we did for the Army."



Discover more about careers at the Royal Signals by [visiting the website](#).



All about apprenticeships

Apprenticeships offer a dynamic way to start or advance a career. Whether you're passionate about building skyscrapers or developing the next big app, there's an apprenticeship for you.

How apprenticeships work

An apprenticeship in England is a paid job where the apprentice gains hands-on experience. At the same time they study for a qualification related to their role. They combine practical work with academic learning. Apprenticeships are a key pathway for skill development and career progression.

Apprenticeships are open to anyone over the age of 16. They are not just available to those leaving school. They are also available to older individuals, looking to upskill or change careers. Each programme has specific entry requirements, such as certain GCSE or A level grades.

Key features of apprenticeships

Apprentices spend about 80% of their time working in their job and 20% in training.

Most apprenticeships last between one to four years, depending on the level and complexity of the programme.

Apprentices are paid a salary. The minimum wage for apprentices is lower than the national minimum wage, but many employers offer competitive rates.

Apprenticeships are funded by a combination of government and employer contributions. For young people aged 16 to 18, training costs are fully covered.

The future of apprenticeships

Increased flexibility: flexi-job apprenticeships allow individuals to gain skills with multiple employers. This is useful in sectors with short-term project-based work, like film or construction.

Government incentives: employers are encouraged to create apprenticeships with financial incentives. Particularly for hiring apprentices under 25.

Focus on STEM fields: an increase in high-demand areas like technology and engineering. For example, **cybersecurity apprenticeships** now train individuals to counter digital threats.

Green apprenticeships: with a growing focus on sustainability, apprenticeships in this field are increasing. For example, in renewable energy, electric vehicle maintenance and eco-construction are on the rise.

Apprenticeships cater to a wide range of industries



Construction and trades

Level 3 Bricklaying Apprentice: learn techniques for modern and traditional construction projects.

Level 6 Chartered Surveyor Apprentice: work on high-profile infrastructure projects while earning a degree in surveying.



Healthcare

Level 3 Dental Nurse: assist dentists with clinical tasks and patient care.

Level 5 Nursing Associate Apprentice: practical work in a hospital and classroom learning. This leads to a nursing qualification.



Digital and technology

Level 4 Software Developer Apprentice: develop coding and programming skills while working on live software projects.

Level 6 Data Analyst Apprentice: work with big data to solve real-world problems while earning a degree.



Creative and media

Level 3 Junior Content Producer Apprentice: learn video editing and social media strategies.

Level 4 Junior Production Coordinator: support creative industries with gaming, logistics scheduling and technical compliance.



Business and finance

Level 2 Accounts/Finance Assistant: handle basic financial transactions and bookkeeping.

Level 3 Business Administrator Apprentice: develop organisation and communication skills in office settings.

Where to find an apprenticeship

National Apprenticeship Service (UK): visit the **Find an Apprenticeship website**. This lists vacancies across various industries and locations. You can search by sector, level or keyword.

Company websites: many companies advertise their apprenticeship vacancies directly on their career pages. Such as BT, NHS and Jaguar Land Rover,

Job boards: use platforms like **Indeed**, **Reed** and **Careermap**. These list apprenticeship roles alongside traditional jobs.

Tip: Set up alerts on websites to receive notifications about new vacancies that match your interests.

Local connections: contact local colleges, training providers or councils. These often have partnerships with businesses offering apprenticeships. Find out more information about apprenticeships in Essex on the **Essex Opportunities Portal**.

Career fairs and events: attend apprenticeship and career fairs to meet employers.

Networking: leverage personal connections or on LinkedIn to learn about opportunities.



Apprenticeships are a key pathway for skill development and career progression

Levels of apprenticeships

Apprenticeships in England are available at different levels:

Intermediate (Level 2) Equivalent to GCSEs. These are entry-level apprenticeships. Example: a **hairdressing apprentice** learns cutting, styling and colouring techniques.


Advanced (Level 3) Equivalent to A levels. These apprenticeships suit those ready for more responsibility. Example: an **engineering technician apprentice** gains skills in mechanical systems or electrical engineering.

Higher (Levels 4 to 5) Equivalent to a foundation degree, these offer advanced technical training. Example: an **IT specialist apprentice** may specialise in cybersecurity or software development.

Degree (Levels 6 to 7)* Equivalent to a bachelor's or master's degree. Example: an **architect apprentice** works towards full accreditation while gaining real-world experience in design.


* The UK Government is considering significant changes to the funding of Level 7 apprenticeships. This is part of a broader reform of the apprenticeship levy. The proposal is to remove public funding for these programmes. Funding would instead prioritise lower-level apprenticeships (Levels 2 to 4).

Benefits of apprenticeships




Earn while you learn

Apprenticeships combine wages with free or subsidised education, making them a debt-free alternative to university.



Practical experience

Gain real-world skills that employers value, boosting employability.



Progression opportunities

Many apprentices continue into full-time employment or higher apprenticeships within their organisation.

YMCA Essex: supporting families and changing lives

When most people hear 'YMCA,' they think of the iconic song. YMCA Essex is so much more. The charity supports communities, children, young people and families across Essex.

YMCA Essex's mission is simple: to provide the support and encouragement they need to grow, thrive and reach their full potential.

YMCA Essex pursues this mission through three key areas: housing, youth work and childcare.

Housing – YMCA Essex operates a 44-room supported housing unit in Colchester. It provides a safe, supportive home for young people aged 16 to 25. Staff work closely with each resident, equipping them with skills, confidence and opportunities. This includes helping them find work, pursue education or learn to manage a tenancy. Seeing them successfully move on to their own homes is a milestone celebrated together.

Youth Work - YMCA Essex supports young people through youth clubs across Essex, providing welcoming spaces to connect and grow. They also partner with local primary schools to offer family support. This helps young people and their families navigate life with confidence.

Childcare - YMCA Essex offers childcare services, including a nursery in Chelmsford for children aged three months to four years. They also host eight breakfast and after-school clubs. These programmes provide safe, fun places for children.

YMCA Essex is always looking for passionate people to join their team, as paid employees or volunteers. If you're interested in making a difference and becoming part of YMCA Essex, please get in touch and take the first step toward an exciting and rewarding journey.

You can find out more about YMCA Essex and opportunities available via:

Email: enquiries@ymcaessex.org.uk

Phone: **01245 355677**

Website: www.ymcaessex.org.uk



YMCA

Apprenticeships at YMCA

YMCA Essex recently received an apprenticeship levy transfer from Essex County Council through the Essex Apprenticeship Levy Transfer Service. This funding has allowed Izzy, one of YMCA Essex's dedicated staff members, to begin a youth work degree through an apprenticeship.

Izzy's journey with the YMCA is particularly inspiring. Having once been a recipient of YMCA Essex's youth services, she has come full circle to become a vital part of the team. Today, she is shaping and delivering impactful services for young people across the county.

Izzy is already showcasing how this training is elevating her skills. The Youth Team are already seeing the benefits of the fresh ideas and insights she brings as she applies her learning to her role.

Izzy said: "Stepping into youth work quickly showed me how rewarding this field can be. I thrive on creating positive experiences for young people, helping them navigate life's challenges with confidence. My Degree Apprenticeship in Youth Work with Captiva Learning has further fueled my passion for empowering the young people we support at the YMCA.

"Learning alongside like-minded peers has been inspiring. This degree has helped me bring more purpose and understanding to the youth club sessions I run across Essex. I often apply my new knowledge, whether working directly with young people or collaborating with staff, always striving for the best outcomes in our work."



YMCA Essex's mission is simple: to provide the support and encouragement they need to grow, thrive and reach their full potential.





Get support and funding for apprenticeships

The Essex Apprenticeship Levy Transfer Service has secured over £5 million to help cover training costs for many small businesses and charities, such as the YMCA.

Benefits of apprenticeships:

If you take on an apprenticeship, you can:

- get practical, hands-on training while you earn
- gain industry-recognised qualifications that look great on your CV
- open doors to new career paths and skill development

If you're an employee looking to receive training for career development or to upskill, we can help you find the right apprenticeship. We can also support you in obtaining a levy transfer to fully fund your training costs.

For employers, apprenticeships can help create a pipeline of skilled workers, reducing recruitment costs. They ensure that employees are trained to industry standards. This can enhance service quality and efficiency. Proven benefits of training include more motivated staff who feel valued and confident in their roles.

If you are looking for an apprenticeship or funding, please contact the team by emailing apprenticeship.hub@essex.gov.uk

The Essex 200 Apprenticeship Support Fund

This new fund offers up to £2,000 for small and medium sized enterprises (SMEs) hiring new apprentices. Training must start between 1 September 2024 and 31 August 2025. That's up to £2,000 per apprentice for up to two apprentices, easing the financial commitment of hiring and training. Find out if your business is eligible on the [EALTS website](#).

Get ahead of the game

Looking to secure top young talent for your company? Early engagement is crucial. Partnering with the Essex Apprenticeship Hub gives you access to a pool of motivated school and sixth form leavers. Over 350 summer 2025 school leavers are already registered and seeking opportunities. This is expected to exceed 700 by February 2025.



Career opportunities in hair and beauty

Where will your qualification take you?



To get qualified in the hair and beauty industry, apprenticeships are a fantastic route. They offer hands-on experience while you learn, combining practical skills with theoretical knowledge. This approach ensures you are ready for a job upon completion.

The hair and beauty industry offers far more than just styling, cutting or colouring. Once qualified, your skills can lead to an array of exciting, creative roles across many industries. Here's where your career could take you:

Session stylist Work backstage at fashion shows, on photoshoots or for top magazines.

Business owner Become your own boss, set your hours and build a loyal clientele.

Colour technician If you're fascinated by the science of hair colour, becoming a specialist could be your calling. Colour technicians are in high demand, particularly for cutting-edge styles and trends.

Make-up artist From bridal beauty to special effects for film and TV, make-up artistry is a diverse career where creative flair shines. You could work in entertainment, fashion or even theatre.

Massage therapist Pursue a flexible and rewarding career in spas, hotels or as a freelancer.

Nail technician Nail art and design are thriving, whether in salons, as part of editorial shoots or through freelance work. This role combines creativity and precision in equal measure.

Afro-Caribbean hair specialist Become an expert in textured hair, using braiding, twisting and smoothing techniques. This skillset is highly valued in salons and creative industries alike.

Educator Inspire the next generation of stylists and technicians. Teaching allows you to share your knowledge, shaping future talent while building a rewarding career.

Retail consultant Use your knowledge to promote top beauty products in retail or department stores, combining expertise with customer care.

Whether your passion lies in styling, teaching or business, the hair and beauty industry opens doors to many possibilities. If you are interested becoming qualified in hair and beauty, you could take on an apprenticeship with Kleek.

To find out more, please visit the [Kleek website](#).

You can also email recruitment@kleek.ac.uk or phone **01325 281 295**.





Building offshore wind careers in Essex

The winds of change are blowing through Essex. The county is becoming a hub for renewable energy and innovation. Successes like the Galloper and Greater Gabbard wind farms have paved the way. Now, proposed projects like Five Estuaries and North Falls aim to bring even more opportunities. Together these four projects are creating jobs today and will train the workforce of tomorrow.

The UK Government has big goals for offshore wind. By 2030, they want to quadruple capacity to 55 gigawatts of offshore wind energy. That's great news for the industry, but it comes with a challenge. To meet this target, the sector needs 70,000 more workers. While this presents a skills gap, it also offers a chance for people to join a growing industry. It's an exciting opportunity for young people entering the workforce or those looking to switch careers.

Essex's strong start

Galloper and Greater Gabbard have built a solid foundation in Essex. These wind farms generate enough energy to power 800,000 homes every year. Galloper began operation in 2017 and Greater Gabbard started in 2012. Together, they prove Essex's potential in renewable energy. Galloper created over 600 jobs during its construction. Now, 60 skilled workers are employed full-time to manage operations. Most of these roles are based in Harwich, supporting local workers and businesses.

Greater Gabbard is a joint venture between RWE and SSE Renewables. Though its base is in Suffolk, it shares lessons

for Essex's future projects. As a sister project to North Falls, it shows what the region could achieve.

Galloper goes beyond just generating energy. Its aims to inspire young people and educate communities about offshore wind. Carrying out visits to schools, colleges and universities and attending career fairs and community events. They inspire young people and educate communities about offshore wind. They also visit schools, colleges and universities and attend career fairs and community events.

Galloper's initiatives include:

- work experience placements, offering real-world exposure to wind farm operations.
- Galloper's Introduction to Offshore Wind Careers programme, which helps students with CVs, mock interviews and career advice.
- RWE Wind Turbine Technician Apprenticeships, where participants earn while they learn.
- RWE Virtual Work Experience, which allows anyone to explore offshore wind from home.



Some of the roles available in offshore wind:

- Offshore engineer • Project manager
- Wind turbine technician • Control room operator
- Warehouse and facilities • HSE advisor
- Mechanical or Electrical engineer
- Office administrator • Maintenance coordinator
- Finance manager • Consents and licensing
- Communications • Site managers and supervisors
- Project engineers • Electrical technicians
- Quality control and assurance specialists
- Oceanographers • Geophysicists
- Stakeholder engagement

What is next for Essex

Projects like Five Estuaries and North Falls are ready to build on this success. Five Estuaries is a joint venture between RWE, Macquarie, ESB and Sumitomo. North Falls is a partnership between RWE and SSE Renewables.

Both projects aim to show the range of careers in offshore wind. These aren't just technical roles. There are jobs in environmental science, project management, communications and administration.

By highlighting these opportunities, the projects hope to create a skilled local workforce. If the projects are approved, construction could start as early as 2027. Preparing the workforce now is key to ensuring local people are ready to seize these roles.

A lasting legacy

These wind farms represent more than energy. New workers won't just find jobs - they'll help shape a sustainable future. The benefits will help communities thrive for years to come.

North Falls and Five Estuaries are also part of the East of England Energy Group (EEEGR). This trade body supports the region's energy sector and its supply chain. The projects also belong to EastWind, a group promoting offshore wind careers in the region.

Through EEEGR and EastWind, events are held across Essex to inform people about the sector. These events are ideal for anyone wanting to learn about job opportunities in offshore wind.

Essex is on the path to becoming a leader in renewable energy. Offshore wind projects bring clean power, jobs and long-term growth.

For students and career-changers, this is a chance to join a booming industry. The sector offers stability, growth and the chance to make a real difference.

To find out more or get in touch with any of the projects visit the links below:

Galloper Windfarm

Five Estuaries

North Falls Offshore

Greater Gabbard



Myth-busting roles in the renewable energy industry

The renewable energy industry is growing rapidly in the UK, especially in the East of England. With a strong history of oil and gas production in the Southern North Sea, the East of England has supported jobs in energy for decades.

Climate change and net zero targets have led to a shift to support new technologies. This includes hydrogen, solar, nuclear, and crucially, offshore wind. In 2023, the East of England was the second-largest producer of renewable energy in the UK after Yorkshire and the Humber.

Supporting production at this capacity requires a large number and wide range of jobs. This number will only increase over the decade as we look to meet net zero targets.

However, joining the industry can be a daunting and confusing task, with many myths holding people back.

To help, let's bust some of the myths surrounding the renewable energy sector:

1. Jobs are only in coastal areas

While many energy infrastructure developments are in coastal communities, this is only a small portion of the work available.

Many supply chain businesses operate nationwide. They provide various services and products for the renewable energy industry.

2. Not having renewable-specific skills

There are many new and emerging technologies being introduced. It's understandable to think that these new forms of energy generation require an entirely unique set of skills. Some roles, like engineering, construction and installation, may require a conversion training course. However, roles in finance, project management or communications are almost directly transferable to the renewable energy industry.

3. A new industry means less job stability

The renewable energy industry is unique because it builds on experience from the oil and gas industry.

Offshore wind, for example, still relies on much of the experience of the older industry. This includes maritime practices, construction methods and job roles. Many leaders in renewable technology, such as Ørsted, Equinor and RWE started as oil and gas companies. They are now building strong portfolios of renewable projects.

Now is the time to explore a career in shaping the renewable energy industry.

Visit these websites to get started:

[East Wind Offshore Cluster](#) | [My Energy Future](#) | [East of England Energy Group](#)



New City College launches Green Skills Centre and cutting-edge virtual reality video labs

New City College (NCC) is thrilled to announce the opening of its Green Skills Centre and state-of-the-art Immersive Video Labs. These facilities will equip students with essential skills and training for future careers.

Green Skills Centre

Located at the Epping Forest Campus, the Green Skills Centre supports the UK's transition to a net-zero carbon economy. It offers practical training in renewable energy and green technologies. This prepares students for the growing green job market.

Courses offered include:

- heat pump training
- solar photovoltaic (PV) systems installation training
- electric vehicle charging installation and maintenance

These courses are crucial in combating climate change and are industry-recognised qualifications.

Hands-on experience

The centre provides a hub for school leavers to gain experience with cutting-edge equipment. It houses training bays equipped with advanced technology used by UK installers. Courses are also open to professionals already in the industry who want to upskill. Training is kept up-to-date with current practices through partnerships with industry experts.

Immersive Video Labs

New City College has also opened another high-tech hub – futuristic immersive video labs. These labs will benefit students across a range of courses, including solar panel installation, electrical installation and health and social care.

These labs provide adaptable spaces to accommodate different classes and course content. Key features include high-definition linked-up screens, tracking cameras and the latest Meta 3 Oculus VR headsets.

Ian Fitzpatrick, project leader at NCC, said: "This is a fantastic resource. It's the future of teaching and learning." New City College is proud to be at the forefront of educational technology. They strive to provide students with the best possible learning opportunities.

To find out more about the Green Skills Centre and courses available, visit the [New City Trade Skills website](#), email commercial@nccclondon.ac.uk or call **020 7613 9239**

We want to hear from you!

Take our quick survey to let us know what you liked in this issue and what you'd like to see in future editions.



Scan me!

Or email us at

essex.careers.magazine@essex.gov.uk