



PARENT & GUARDIAN PACK



Who are apprenticeships designed for?

You must be over 16 years old to undertake an apprenticeship to meet the entry criteria. The general pre-requisite we look for in an apprenticeship is a genuine interest in continuing your studies whilst working.

We welcome diverse and unique individuals, with varied backgrounds, experiences, races, gender identities, ages, religions and abilities.

Your child's future matters to us, and that's why we've gone the extra mile to produce apprenticeship schemes which also focus on behavioural development.

What's the process for applying to an apprenticeship?

We know that the mere mention of interviews, assessment centres and a recruitment process can all sound a little daunting. However, we offer a number of touch points to ensure that they feel supported throughout the process, giving them a chance to showcase themselves in the best light.

Right from the beginning, everyone has their own account area on our online applicant tracking system which gives them a contactable email address. This means if they ever have any queries, they can be reassured that there will be a friendly recruiter on hand to help guide them through the next steps.

For many people, an apprenticeship assessment centre or interview is likely to be their first in the working world. To ensure everyone feels at ease, they are provided with a coaching call ahead of the day, where we share some hints and tips for performing well, as well as letting them know what to expect on the day.

We try to make our assessment centres accessible for all candidates. We strive to ensure that we are as accommodating as possible.

All our candidates are offered feedback at every stage of the application process so that they can identify areas that they've excelled in, as well as areas to focus on developing in the future.

At Milestone Infrastructure we recognise that making the switch from education to employment is a big deal for youngsters and parents. As parents, you'll naturally want what's best for your child – and they'll need your help in making decisions that could shape their lives.

Being straight up with you, that can feel like a lot of pressure and can be a super-stressful time for you as a parent.

As a parent, your child can rely on you to give career advice – but as a parent you may not feel informed enough to offer it in the first place.

That's why we've created an overview of what parents need to know about Milestone Infrastructure's Apprenticeship Schemes, sharing our knowledge to help you understand what apprenticeships involve and why our schemes are so great.

Take a moment to yourself to read through this useful information page.

Let's start at the beginning, what is an apprenticeship?

An apprenticeship is an opportunity for your child to combine employment and education by gaining practical experience in a real job while studying for a recognised qualification and earning a fantastic competitive salary.

In the past apprenticeships were once associated with manual trades, but they've evolved over the years into hundreds of different roles across multiple industries.

At Milestone Infrastructure, we have apprenticeships covering a wide-range of skillsets and career aspirations. These range from 'out in the field' such as a Street Lighting Electrician or Highways Operative across the country. Working in our offices working as a Business Administrator, Designer or some of our wider offering includes Civil Engineering, Quantity Surveyor or Site Supervisor role. If your child isn't sure what apprenticeship they might suit they can always look at **Go Construct** website to explore.



Will my child really be learning 'new skills' with an Apprenticeship?



Firstly, we recognise that a child's first step into a new job straight after school or college can be a bit daunting, but we offer extra support to ensure they are able to learn new skills on their apprenticeship. There are lots of key support touchpoints including:

- Daily or weekly calls/catch-ups with their line managers/mentors, giving an opportunity to get to know their team and understand their work requirements for the day.
- Quarterly meetings with the Emerging Talent Team, offering development, and social opportunities through our programmes.
- There is a framework of support internally and externally through training provider offering a dedicated coach, so apprentices are supported on their journey.

Each area of our scheme offers a structured learning programme that ensures our apprentices develop specialised and transferrable skills under the guidance of line managers/mentors who are there to support and offer regular feedback reviews. We will support their personal and professional development throughout the scheme and set them up for future success.

They will spend 6-hours of their week or a 'block week' studying towards a nationally recognised qualification. They will need to complete records of evidence of their learning to achieve a chosen qualification or award. The 6-hours or 'block week' is taken within the working day, removing the extra stress of late-night revision and supporting your child's wellbeing.

Apprentices will gain so much varied experience, not only in their work role, but also in life skills, behaviours and confidence. We offer lots of opportunities for them to become Science, Technology, Engineering & Maths (STEM) ambassadors and get involved in careers fairs and events where they can talk to others about their own experience. This gives variety and the chance to meet other apprentices from different organisations and schemes.

And it doesn't stop there, we don't believe that learning should stop once an apprenticeship ends – which is why we have an extensive range of additional learning options, including further university studies and management courses.



What happens when an apprenticeship ends?

At Milestone Infrastructure we offer apprenticeship schemes on permanent contracts across all levels; ranging from Intermediate to Higher and Degree apprenticeships. The length of our schemes depends on the role (the majority are one to two years). There is guaranteed job security! When the apprenticeship ends and they have passed, they will continue in their role.

There are many varied options for progression depending on how an apprentice wants to progress. Many will stay in that role for a while to gain more competency, but we have lots of apprentices that have moved into different areas of the business later on.

Will an apprenticeship affect my child's earning potential?

Definitely not! Depending on what level they enter, your child could be earning a market competitive salary with us with clear salary progression opportunities, along with some pretty amazing benefits.

All of our schemes are funded by us – so there's no tuition fees, no student loans and no debt!

The main draw of an apprenticeship is that they offer a proverbial 'foot in the door' in our business, and most of our successful applicants go on to have rewarding careers with us.

We hope we've managed to give you a good overview of apprenticeships as a parent, and if you or your child are ready to explore more here are a few things that might help.

[Click here to visit our website](#)



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