

Final report : Delivery of the Apprenticeships Service for the Greater Cambridge Apprenticeships (May 2021)

Overview

We (Form the Future) completed the 24-month contract to deliver the Greater Cambridge Partnerships Apprenticeships Service on 28th February 2021, having achieved or over-achieved all of the KPIs. The programme was delivered by Form the Future and Cambridge Regional College.

The main objective was to deliver the 420 new apprenticeships starts required by the City Deal contract and to clearly identify how the programme had facilitated these starts.

In this report, we'll explain what we did, what the outcome was, identify where we identified additional needs or areas for improvement.

Background

The City Deal for Greater Cambridge recognised that economic growth requires an appropriately skilled workforce. While Cambridge is successful in attracting graduate and post-graduate talent, businesses have suffered from skills shortages and frequently claim that an inability to attract or retain a skilled workforce is their biggest barrier to growth. One way to develop these skills is by growing a skilled workforce through apprenticeships. Apprenticeships blend learning and working and allow companies to develop employees with exactly the skills they need to help their organisations grow. At the same time as providing the companies with the talent to increase productivity, apprenticeships offer a step into a career for young people – and a step up for others. This is why a skills service focused on developing new apprenticeships for local businesses was the focus of the City Deal for Greater Cambridge.

Although Form the Future has been supporting the GCP's ambition to generate 420 new apprenticeship starts since the early days of the City Deal, it was not always possible to demonstrate an exact link between our interventions and specific outcomes. The focus of this programme was to be able to clearly identify the new apprenticeships that resulted from our work.

What Greater Cambridge Apprenticeships delivered

We divided the challenge broadly by the audiences: organisations that could be supported to create new apprenticeships and candidates who could take these up. CRC led on the former and Form the Future the latter, but we supported each other where necessary and where it was strategically important to do so. For example, Form the Future led engagement with other training providers, who might view CRC as a competitor, until they understood the inclusive nature of the project.

Our method was to get access to prospects – whether employer or candidate – with an interest in apprenticeships. To do this, we developed a brand, a marketing campaign and a microsite to inform and engage prospects. We established a strong presence in the market which enabled us to reach businesses, other training providers and prospective candidates.

We used a range of PR, advertising, digital and social media and events to connect with our audiences.

Once we engaged them we worked with them on an individual basis to understand their issues and help them progress. For a business this could be matching a skills gap to a particular apprenticeship, at the right level, guiding them on pay scales and available training providers, helping them understand the finances and getting the vacancy advertised. With the candidates we would assess their interests and abilities to help them match with suitable apprenticeships, at the right level, and then to help them to apply. This might mean helping them prepare a clear and effective CV or giving them the confidence to go to an interview.

By achieving this direct engagement with candidates and employers, we are able to report whenever our work resulted in a new apprenticeship, rather than simply counting starts from other official sources.

What we achieved

KPI 1 Target: 420 people starting an apprenticeship as a result of intervention by the Service

Despite the impact of Covid on the businesses in the region, we over-achieved this target by delivering 436 new apprenticeship starts. A list of apprenticeships is included in the appendices.

KPI 2: Target: 320 new employers have agreed to support an apprenticeship scheme

The support service delivered to businesses as a result of this project ensured that despite Covid, we over-achieved this target with 425 new employers introducing apprenticeships during this period. The service enabled greater agility to support businesses with new Government initiatives, providing knowledgeable staff who helped businesses to both understand the opportunities and to help navigate the process.

KPI 3 Target: 18 schools have agreed to support enhanced apprenticeship activity

We over-achieved this target with 27 schools agreeing to support enhanced apprenticeship activity. What this meant in practice was incorporating apprenticeship awareness sessions into the careers programmes at all of the state secondaries and sixth-forms in greater Cambridge, so that ALL students had the chance to learn about apprenticeships and consider one as part of their future plans.

In year 1, we exhibited at all of the 11-16 schools post-16 options evenings for year 11 students and their parents, including delivering presentations to all attendees at some of these events. We always bring apprentice employers along as well so that students and their parents can meet apprentices and their employers and learn more about the nature of different apprenticeship programmes.

In year 2, we developed a novel approach to get around social distancing requirements and worked with all the 11-16 state schools and the post-16 providers in greater Cambridge to

create a virtual event for the options process, ensuring apprenticeships were considered alongside other pathways.

KPI 4: Target: 7,500 students connected with employers

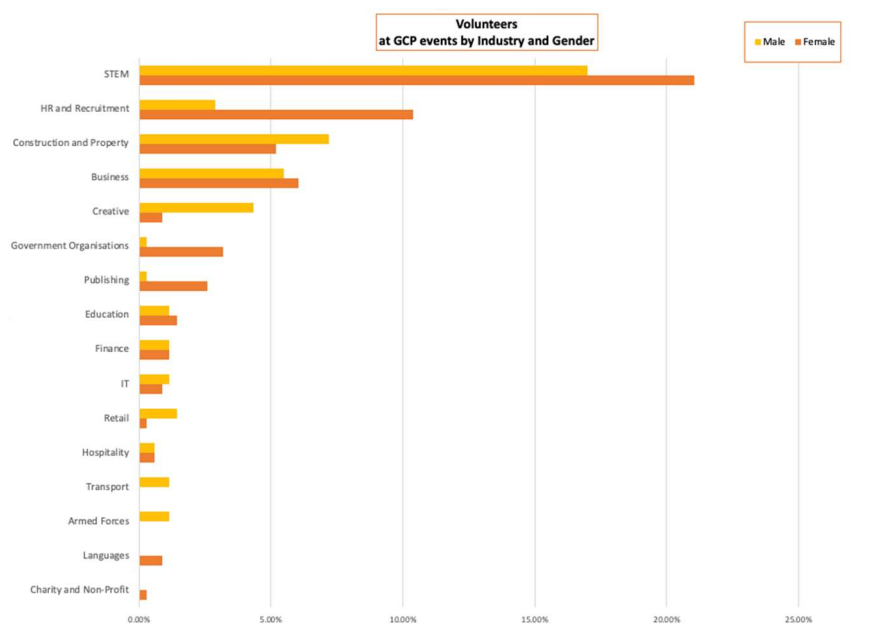
We over-achieved this target with 13,358 students connected with employers.

We define a *connection* as the opportunity for students to have a meaningful engagement with employers. Our activities have included individual 'mock interviews' conducted by an employer and age-suitable question and answer sessions to small cohorts delivered either in person or, more recently, virtually.

Such engagements are backed by research indicating that students are 25% less likely to become NEET after four or more employer engagement activities and, on average, could expect 1.6% increase in wage premium per activity. (Cited research in <https://www.educationandemployers.org/wp-content/uploads/2019/04/Research-summary-website-version.pdf>)

We achieved this through a series of events in schools. 89 events at schools held, and a further 24 that had been planned were postponed or cancelled due to COVID. We did, however, create new format virtual events that took place online and were open to students and their parents across all schools. These were well received and inspired activities that we will continue in the new contract.

We recruited 347 volunteers from the local business community and put them in front of students at our GCP events. These came from a range of industries, with key strategic areas, such as STEM and construction, being strongly represented. Our future focus will be to continue our high levels of recruitment in these areas but also to push for more involvement in areas likely to be under-represented post-Covid such as the creative industries and hospitality. We also feel it will be pertinent to explore not only the industry sector of employer volunteers, but also the skill sets involved in their businesses and roles: digital and data analysis skills, for example, transcend industry sectors and have been identified as a key area where growth is required in the region.



A total of 114 different employers were involved in candidate engagement activities over the course of the project, with the most participation from those in the strategically significant sectors. See the list in appendices.

One learning was that the most impactful volunteers, as a rule, were those who were closer in age to the learners. They were more relatable and were closer to the decision-making stage. They were also more likely to be in entry level roles and students could imagine themselves in their place, more so than they can with more experienced employers.

Candidate support

Out of the 13,358 students we engaged with apprenticeships and careers through our events, many were further supported by our careers advisors with both one-off and ongoing personal guidance.

Initial one to one apprenticeship appointments were conducted in the autumn term with predominantly Year 11 students. The conversations were around vocational areas of interest to the individual students, how apprenticeships ‘worked’ in reality, recruitment processes and how and when to source vacancies.

Follow up interviews were scheduled for the latter part of the spring term and early part of the summer term. However, although some of these were conducted with individuals who were keen to have a second appointment for a specific application or to compile a CV, the majority of these appointments were postponed due to the Coronavirus shut down. We needed to adjust our delivery and we introduced a telephone service and later used Teams and other video services where permissible. Fortunately, this has proved very adaptable and though some schools require the students to participate with screens off, we still find it useful to screenshare as part of guiding them to opportunities and resources.

Issues

Unsurprisingly, the pandemic caused serious upheaval to our programme. The lockdown made it difficult to engage businesses who were no longer in their offices. The economic impact, uncertainty around trading and new ways of working delayed recruitment decisions. Many planned apprenticeships didn't go ahead. Meanwhile, with schools in lockdown, opportunities to link students with employers were reduced, and the focus of schools was almost exclusively on keeping students safe and continuing to push core subjects. Our own organisations moved to remote operations, implementing entirely new people and project management systems, increasing our focus on wellbeing during a very challenging time.

The positive news is that we were able to adapt. We established effective ways of working and developed interventions that allowed us to continue to work towards and achieve our KPIs. We shifted many activities online: initially with employer engagement and candidate one-to-one sessions, which took place over video conference or telephone. Then to larger open online careers events, which had the benefit of attracting a wider audience. One comment from a parent after one of these online careers talks was:

"I prefer this approach to events as if the event had taken place at school I wouldn't have been able to join. As it is, I've learned something and I can now help my child with his next steps."

Not everything worked perfectly first time – our first large scale post-16 options event for year 11 students and families crashed when the software couldn't cope with the volume of participants – but we changed the platform and improved our approach. We've subsequently run very effective large scale events and will continue to plan these into our delivery programme for the new contract.

The plan for events aimed at employers had to move online as a result of Covid. This change has demonstrated that businesses prefer this means of communications and that there is greater attendance to webinars which are also then used for on demand content enabling business leaders to access the event/information at a time to suit them.

Apprenticeship numbers fell nationwide and in the greater Cambridge region against the previous year unemployment rates doubled and large numbers of students left school, college and university to enter a very uncertain job market, first in 2020 and will again in 2021. At the same time, the pandemic hastened downward trends in sectors like retail and we saw the closure of many shops on the high street, leading to job losses. While greater Cambridge was cushioned by the growth of many of our digital and life sciences companies as well as healthcare where recruitment continued, it's clear that many employees will need to retrain to find work in new sectors.

Programme impact

As the KPIs indicate, the aim of the programme was to create new entry routes into the growing businesses in the region. This creates opportunities for young people and provides the skills local businesses need to grow.

It's important to recognise that this work would not have happened without this investment from the GCP.

The careers programme that Form the Future provides to local schools would never have had the scale and impact that it's had. Since 2012 and the end of Connexions, schools have had responsibility for providing careers education without any additional funding. While some schools in parts of the country set up as Opportunity Areas (e.g. Fenland and East Cambridgeshire) have benefited from additional government funding which included provision for some careers support, greater Cambridge schools have not. We know from the Rand Europe report into careers advice across Cambridgeshire and Peterborough that the work Form the Future has delivered to schools on behalf of the GCP is cited more often than any other support across the region. Impington Village College explains the value it offers to them and their students in this video: https://youtu.be/IE7lOG_jya8.

We evaluate all of the activity that we deliver and students report very high levels of satisfaction with the provision. We've had nearly **100% satisfaction** with the apprenticeship careers guidance sessions and **88% approval overall** on the careers and employability events. Given that students were required to attend many of these activities – and hadn't chosen to - these scores are extremely high.

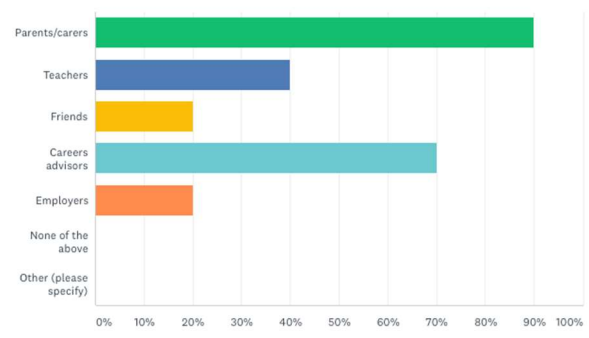
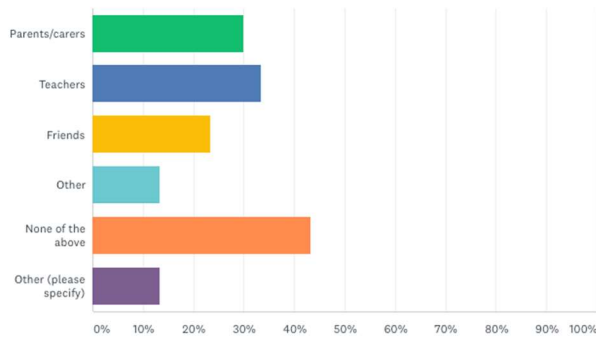
The bureaucracy associated with apprenticeships can put off even those who are aware and committed. Many businesses need the additional support and encouragement that CRC were able to provide through additional staff employed for this programme. We have outperformed the market for apprenticeships despite a downturn. Our feedback from employers clearly evidences that without this additional support, Greater Cambridgeshire would have seen a much greater reduction in apprenticeship numbers. Employers were challenged by running their business during a pandemic and adapting to new ways of working. The support provided to help them access Government Apprenticeship incentives made the difference between taking on an Apprentice or postponing or even cancelling their plans.

At the start of this programme, we were asked to review attitudes to apprenticeships amongst learners and parents and we have repeated the survey to see what's changed. The results provided some interesting insights:

Student survey results

Careers Advisors and parents are now far more likely to encourage apprenticeships, inferring a greater knowledge and appreciation of the pathway.

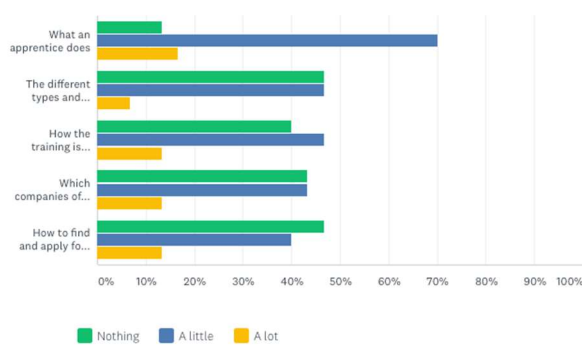
	Have any of the following encouraged you to consider an apprenticeship?	
2019		2021



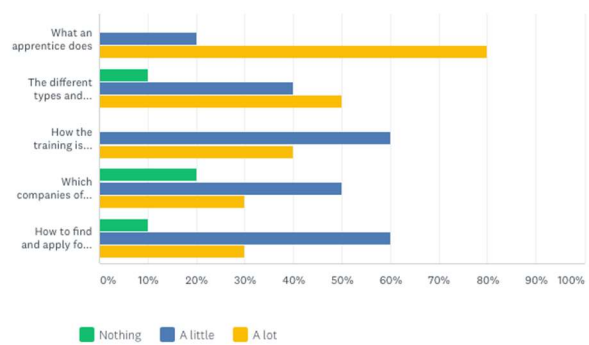
There was an enormous shift in the knowledge that students had about apprenticeships.

How much do you know about apprenticeships?

2019



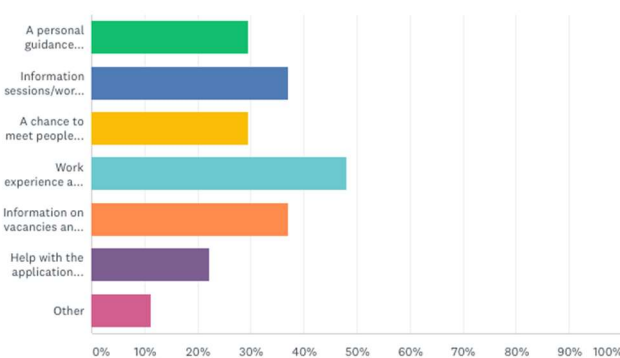
2021



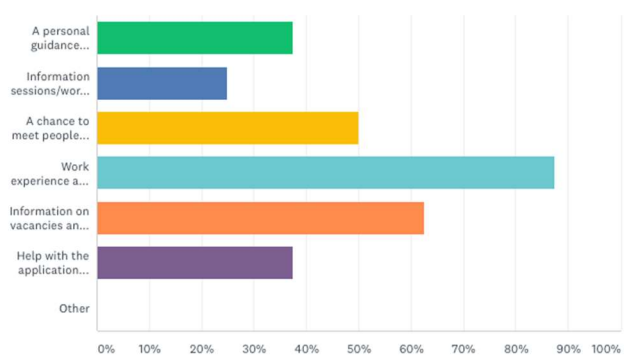
Students are now more aware of the importance of work experience, information on vacancies and connecting with current apprenticeships (shown in yellow in the graphs below).

What would help you to consider whether an apprenticeship could be right for you?

2019



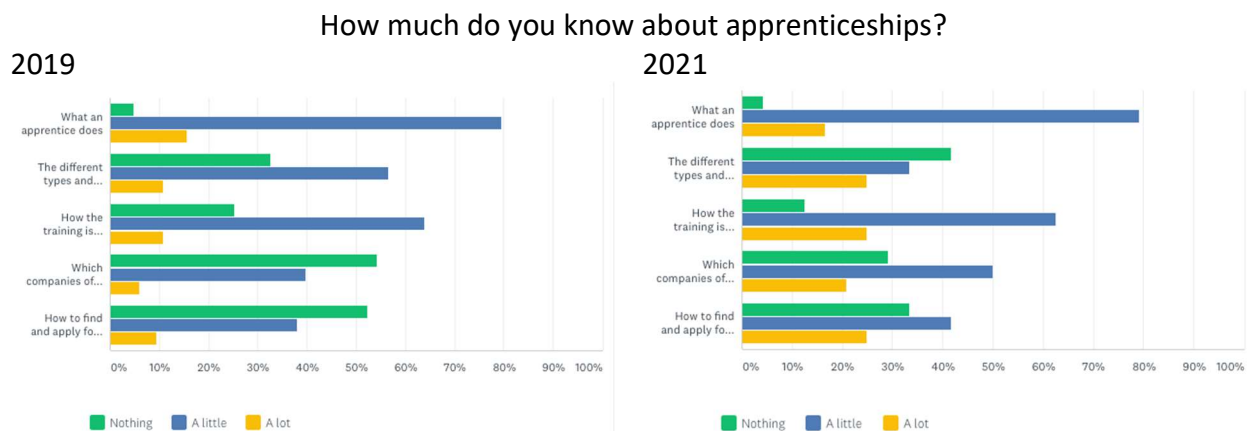
2021



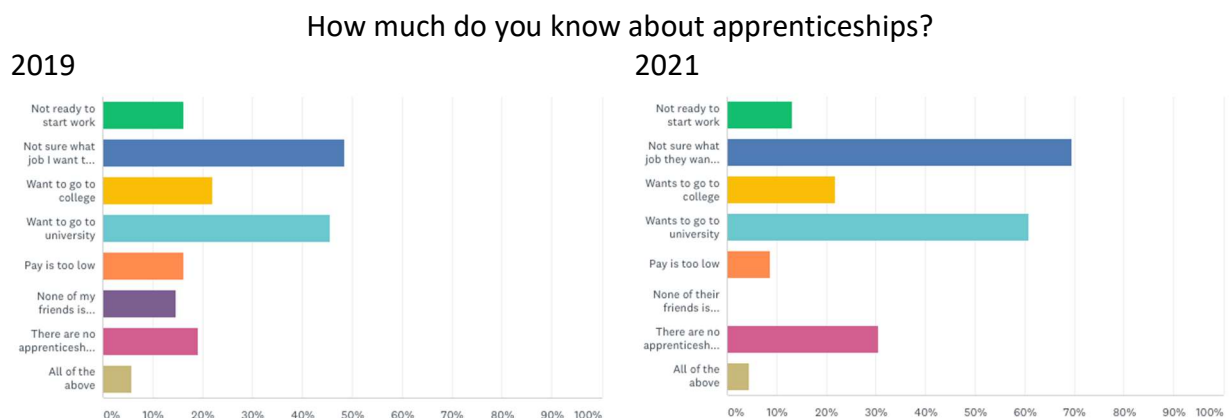
Aspects of the findings like more opportunities for work experience have been built into our new programme.

Parent/carers survey results

Similarly to students, parents/carers demonstrated a much greater awareness of apprenticeships, although the figures demonstrated that there is still work to do with this group.



Interestingly, in 2021 the survey revealed an increase in uncertainty that students might have regarding their future career pathway; a further indication of the importance of widening student knowledge about the diversity of careers available and perhaps an indication of general levels of uncertainty experienced in these times.



We can also share some examples of individuals and companies that we've worked with. This are representative of the range of engagement we've had and serve to illustrate the work.

Candidate Case Studies (with names and identifiable details changed)

Adam Year 11 student – Adam and I had an initial one to one session in the autumn term. He was keen to become a chef, as he enjoyed his part time job in the kitchen at a local pub restaurant. He had asked his employer about becoming an apprentice, and although his employer was supportive of employing him as an apprentice, his employer did not know how to set this up as it was the first time they had ever considered this option. My role was to explain to Adam how an employer could set up an apprenticeship and to make the connection to a local training provider, in this instance, Cambridge Regional

College. Adam had been given his apprenticeship place, but as the pub restaurant is now closed to customers due to the Covid 19 situation, his start date has been postponed. He is still keen to pursue this work and is hopeful that the role will go ahead.

Annie Year 12 student – Annie arranged her own appointment at the office independently from her school as she was very keen to have some help with her CV and personal statement ahead of applying for accountancy degree apprenticeships. We worked closely together in the session to review and improve her CV so that it was completely targeted to the job roles she was applying for. We also looked at the personal statement for the online section of her application and then discussed interview preparation and continued job seeking.

I was delighted by Annie's response to a follow up email to find that she had been offered not one but three different roles with very well-known accountancy firms. In an email from Annie I was thrilled by her feedback of my intervention: *"Thank you for all your help with my application processes, clearly it has helped with my successful job offers"*.

Bill, Year 12 student – Bill is seeking an apprenticeship in Civil Engineering or a related field. I have been supporting him through discussions about applications and where to seek vacancies, and by sending relevant links to him when I find them. He was getting very close to success prior to the school closures and faltering in recruitment patterns. In an email from Bill on the 1st March, he said: *"yes I would say it has been successful (his job search with my help) and at the moment is looking very promising, as I have been invited to attend an interview at [an employer] at their office in Cambridge on Thursday for the role of a trainee. Alongside this I have also received an email from [an employer] saying they would like to talk about my application for a trainee project manager. And please do keep sending vacancies as they are really useful."*

Chris, Year 11 Student – I met Chris early in the spring term for a discussion about how to become an apprentice in the construction industry. He was very worried that he hadn't secured a place already and wanted to make sure that he had a job role to go to by the end of Year 11 as he was adamant he did not want to go to College full-time as he felt it would be the wrong learning environment for him. He enjoyed practical subjects and felt that learning at work would be the very best option for him. He was very unsure about how to apply for vacancies beyond applying through a College who would put him on a full-time course until a placement came up. He was delighted to find out that he could apply for apprenticeship roles like any other job roles, and made a second appointment at my next visit to the school for personalised help in completing a CV, and he was very pleased that he was able to demonstrate many skills from his school studies, despite limited work experience beyond school. I am in contact with Chris currently to see how I can help him further.

Drew, Year 12 Student - We first met Drew in November 2019. We had the opportunity to offer Drew a 1:2:1 career guidance session at a time where he was unsure about continuing his A Levels and potentially at risk of becoming disconnected with the funded services available to him. We learned that Drew had decided to leave Sixth form to try and pursue a

career in Media, but at that time lacked knowledge of the different roles and pathways into that specific area of work.

Josh's first 1:2:1 took place in January 2020 where we discussed at length possible next steps and how we could support him in preparing for an apprenticeship. We had a second 1:2:1 with Josh a few weeks later where we had learnt Joshua had achieved high level GCSE grades but lacked work experience in the industry he so passionately wanted to work in. Drew attended a CV writing workshop and successfully created a strong and well written CV and covering letter to support him in finding work placement opportunities. We put Drew forward for a work experience placement with a local organisation. He was successful in his informal interview and his placement started. Unfortunately, due to the pandemic and COVID-19 the placement was unfortunately put on pause.

In August Drew had a follow up with FtF Project Coordinator, who connected them with an employer who was offering traineeship placements from September 2020. They secured a Social Media Assistant role with [an employer], and with CRC as their training provider for the traineeship. When Drew had almost completed the 6 month traineeship they secured a 2nd interview for a role with [an employer].

We can also profile examples of employers that Cambridge Regional College worked with to create new apprenticeships.

Employer case studies

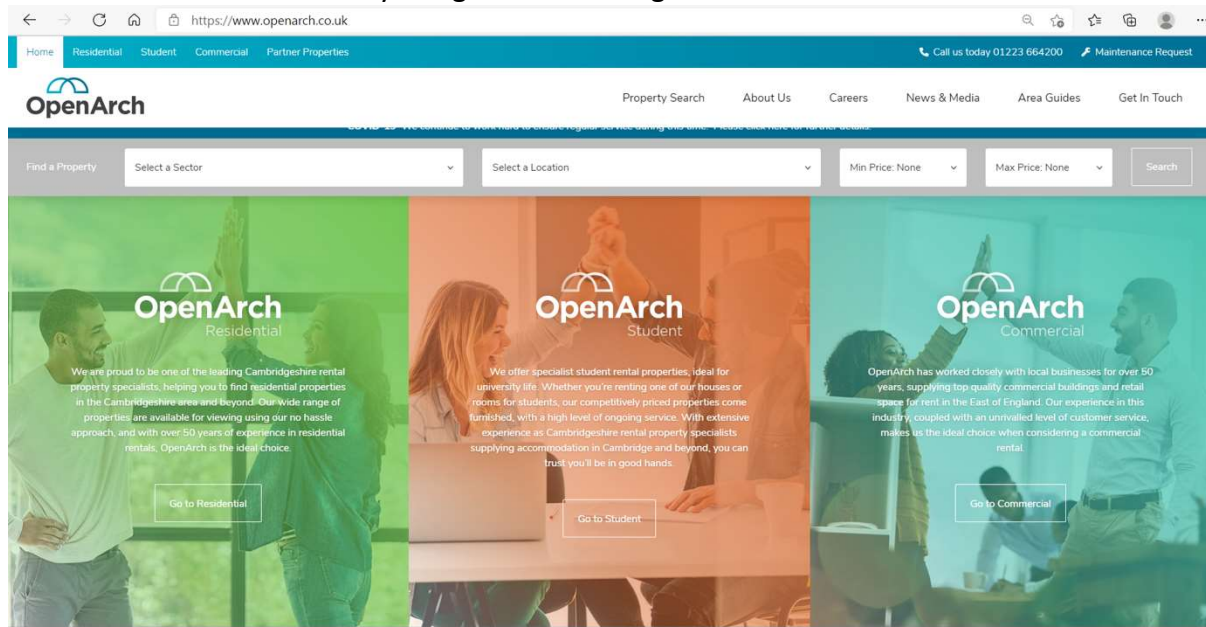
OpenArch Properties Ltd

With over 50 years' experience in residential, commercial and student lettings, OpenArch is a family owned property investment company with a focus on quality service. They have a large portfolio covering Cambridgeshire and surrounding areas with offices in Swavesey. Cambridgeshire. They employ approx. 30 people across business functions roles and property maintenance.

Having previously only used apprenticeship training in accountancy for employees within their finance department and not since the reforms in 2017, OpenArch were interested in exploring other apprenticeship programmes that may support and benefit their business. Following some initial discussions they created a position for an Apprentice Administrator to work with the Personal Assistant to the MD. The service showed them the range of local providers that offered the Level 2 Business Administration apprenticeship and they decided to use Cambridge Regional College as they were the most local. The service introduced them to the team at CRC and the position was advertised. Due to the pandemic there were delays in the company being able to recruit and start an apprentice immediately however finally in August 2020 they recruited an A Level leaver student who started with immediately. Throughout that time the service continued to work with the company as the Apprenticeship landscape changed dramatically from their initial enquiry to their apprentice being enrolled. These changes include the switch from frameworks to standards so the programme initially identified needed to be changed and explained. The government's response to COVID with the introduction of additional incentive payments meant that the

company then needed to open an Apprenticeship Service account in order to be able to effectively apply for these incentives and the service guided them through the information released and the process of both setting up the account and managing the records/claims through it.

A company representative said 'If it weren't for the support from the service I am not sure we would have continued our enquiry into taking on an apprentice. The information about the additional incentive payments and how to claim were not clear however we were guided through it to make the process as simple as possible for us. We are delighted with our new apprentice and will certainly continue to employ apprentices in the future as we can see the clear benefit they bring to our working environment.'



Vision Design & Build

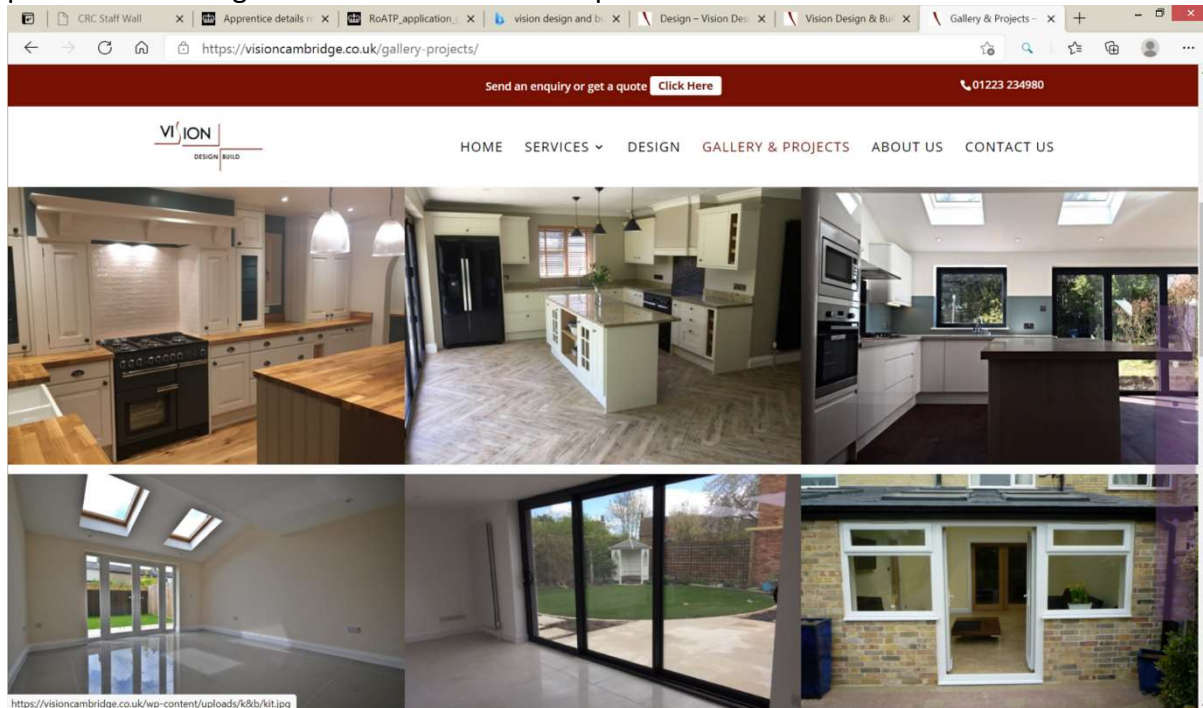
A bespoke Cambridge construction services company based in Cambridgeshire also serving Bedfordshire, Hertfordshire and Suffolk, Vision Design & Build has the expertise to carry out a complete range of property renovation. It offers a full design and build service for entire renovations or construction projects. The company prides itself in offering a 'hassle and stress-free design service and gives its customers a single point of contact who takes full responsibility for the whole process from design to completion.

In December 2020 a new Office Manager joined the company. Their role involved overseeing the recruitment and enrolling of apprentices into the business. The GCAS service showed them the range of local providers that offered the relevant apprenticeship standards and the company decided to choose Cambridge Regional College (CRC) to train their new apprentices and they were introduced to the team at CRC.

As the transition of funding was changing from August 2020, along with the government's response to COVID and the introduction of additional incentive payments for each new

apprentice, the service guided them through the process and explained how the Apprenticeship Service Account works.

A company representative said 'I have contacted the service on numerous occasions when I haven't been able to do something relating to apprenticeships and incentives. I have always found the service to be very helpful, full of knowledge and can often sort out my issue or point me in the right direction. A brilliant help to me and our business'.



Summary

We managed to achieve the targets set by the programme and we know that the benefits of the work was far-reaching.

However, at times we were constrained in what we could do. Schools had to choose which year groups could access support from Form the Future – we didn't have sufficient funding to offer support for all. We knew that attitudes to apprenticeships and career aspirations form very early – and can be hard to shift later. We had no provision for work with primary schools, particularly as they were still a long way off taking up an apprenticeship, which was the main focus on the programme. This early intervention is particularly important for the sorts of jobs that are in short supply and will continue to be so as we move towards increasing automation and the needs to support a green economy. Developing a talent pipeline for where we anticipate the jobs to be in years to come is essential if we want greater Cambridge to continue to attract leading companies, operating in the strategically important science, technology and engineering sectors.

At the other end of the age range, we're aware that many who've worked in retail and hospitality have lost their jobs and will need to retrain. Recent graduates are competing with more experienced workers. There's a lot more support needed to help adults navigate the workplace.

Meanwhile, the economic pressures of Covid created huge economic uncertainty which stopped many businesses from recruiting. Supporting businesses to restart their hiring programmes might mean creating more routes into work – like industry placements, traineeships or job retraining schemes. All of these can lead to apprenticeships but they might lower the barriers that employers who are still unsure of the recovery. And we know that employers often need advice and guidance to get the best out of their new starters.

Having identified a range of gaps in the programme, we were pleased to see GCP expand the scope of and budget for the programme for the next phase. All of these points- and more - were accommodated by the revised skills scope. We were even more delighted to have been successful in applying for the new programme – and we're looking forward to delivering a successful programme.

Appendix

List of employers taking on new apprentices

Employer Name	Course Details
1G Dynamics	L3 Electronic Engineering , L2 Business Admin
A and S Carpentry Builders Ltd	L2 Carpentry and Joinery - Site Carpenter
A&R Electrical Contractors	L3 Installation Electrician / Maintenance Electrician
Abcam	L6 BSc (Hons) Digital and Technology Solutions, L7 MBA SLMDA, L7 MSC Digital & Technology Solutions
Adaptive Services Ltd	L2 Plumbing
Adder Technology Ltd	L5 Management
AG Motors Papworth	L2 Autocare Technician
AG Toft Garage	L2 Autocare Technician
Airways Group	L2 Heating & Ventilation
All Good Services	L2 Brick
Allia	L3 Accounting
Andersons	L2 Hair Professional
Andrew Turner Builders Limited	L6 BSc (Hons) Quantity Surveying
Andrew Turner Builders Ltd	L2 Brick
Anglia Ruskin University	L6 BA (Hons) Management CMDA
Anglian Learning	
Arthur Rank	L3 Business Admin
Artisan Electrics (Cambridge) Ltd	L3 Installation Electrician / Maintenance Electrician
ARU	L6 BA (Hons) Management CMDA , L7 MA Management & Leadership, L7 MBA SLMDA
ASL	L2 Customer Service Practitioner, L3 Accounting, L2 Business Admin
Aspec Engineering	L3 Engineering Technician
AstraZeneca	L6 BSc (Hons) Digital and Technology Solutions, L6 BSc (Hons) Data Science
Audi Specialists	L2 Vehicle Maintenance
Autokare Cambridge	L2 Autocare Technician
Automated Systems Group Ltd	L2 Business Admin
Aveva Solutions Ltd	L6 BSc (Hons) Digital and Technology Solutions
Babraham Nursery	L3 Early Years Educator
Balfour Beatty	L3 Installation Electrician / Maintenance Electrician
Barnes & Vasili	L2 Carpentry and Joinery - Site Carpenter
Barnwell Barbers	L2 Barbering
Barton Oil Burner Services Ltd	L2 Plumbing
Bayard Construction Ltd	L2 Carpentry and Joinery - Site Carpenter

Bayfield Training Ltd	L2 Bus Admin
Bell Day Nursery	L2 Childcare
Bellaclaire Childcare Ltd	L2 Early Years Practitioner
Best 4 Business	L4 Business Admin
Bidwells	L6 BSc (Hons) Building Surveying , L7 Town Planning Apprenticeship
Bit Bio Ltd Elpis Biomed Ltd	L2 Business Admin
Blueflame Heating Ltd	L7 Town Planning Apprenticeship
BM Build Ltd	L2 Carpentry and Joinery - Site Carpenter
Bouygues	L2 Business Admin
Bowler Power Services	L3 Electronic Engineering
Bridge Partners	L6 BSc (Hons) Digital and Technology Solutions
British Antarctic Survey	L7 MA Management and Leadership
Broadfield Construction	L2 Carpentry and Joinery - Site Carpenter
BSL Heating and Plumbing	L3 Plumbing and Domestic Heating Technician
Buckingham & Stanley Ltd	L2 Autocare Technician
Buffaload Logistics	L3 Heavy Motor Vehicle
Butterfly Day Nursery	L2 Childcare, L3 Childcare
C D Hood	L2 Carpentry and Joinery, L3 Carpentry and Joinery
CA Powell Builders	L3 Carpentry
Caldecuts Hair	L2 Hair Professional
Camb City Construction Ltd	L2 Carpentry and Joinery - Site Carpenter
Camb Construction	L2 Carpentry and Joinery - Site Carpenter
Cambourne Mechanical Services	L3 Plumbing and Domestic Heating Technician
Cambourne Plumbing and Heating	L2 Plumbing
Cambourne V C	L3 Business Admin
Cambridge Assessment	L3 Management, L7 MSc Digital and Technology Solutions, L6 Data Science, L3 Installation/Maintenance Electrician
Cambridge City Council	Multiple
Cambridge Classics	L2 Painter and Decorator
Cambridge Construction	L2 Carpentry and Joinery - Site Carpenter
Cambridge Dining Company	L2 Commis Chef
Cambridge Electronic industries	L2 Team Leader, L3 Accounting
Cambridge Enterprise	L7 MBA SLMDA
Cambridge Judge Business School	L2 Property Maintenance
Cambridge Meridian Academies Trust (CMAT)	L3 Infrastructure Technician
Cambridge PAT Testing	L3 Installation Electrician / Maintenance Electrician

Cambridge Plumbing & Heating Installations Ltd	L2 Plumbing
Cambridge Regional College	L7 MBA SLMDA, L3 Accounting, L3 Engineering Technician, L3 Infrastructure Technician
Cambridge University Hospital Foundation Trust	L2 Bus Admin, L3 Electronic Engineering, L2 Customer Service
Cambridge University Press	L6 BSc (Hons) Data Science, L7 MSc Digital and Technology Solutions (Data Analytics)
Cambridgeshire County Council	L7 Town Planning Apprenticeship, L6 BSc (Hons) Civil Engineering, L7 Management & Leadership
Cambs Joinery	L2 Carpentry and Joinery
Camlab Ltd	L3 Electronic Engineering, L2 Warehousing, L2 Customer Service, L3 Customer Service
Cancer UK	L2 Business Admin
CAP Education	L3 HR Support / HR Advisor, L3 Accounting
Carl Zeiss	L3 Engineering Technician, L2 Customer Service
Catalyst Housing	L2 Business Admin
CBRE GWS	L3 Engineering Technician
Chapel Dental	L3 Dental Nurse
Children's Ark	L2 Childcare, L3 Childcare
Childs Plumbing and Heating	L2 Plumbing
Churchill College	L2 Carpentry and Joinery - Site Carpenter, L3 Installation/Maintenance Electrician
Cintra	
Clare Hall	L2 Plumbing, L3 Installation/Maintenance Electrician
Clean Slate (UK) Ltd	L3 Assistant Accountant
CMR	L6 BSc (Hons) Digital and Technology Solutions
Collinwood Construction Ltd	L2 Carpentry and Joinery - Site Carpenter
Compass Group	L2 Commis Chef
Concept Life Sciences	L3 Laboratory Technician
Coton	L3 Childcare
Coulsons Building Group	L2 Carpentry and Joinery - Site Carpenter
CPMS	L3 Gas Engineering
CPS	L2 Heating & Ventilation, L3 Heating & Ventilation, L3 Installation/Maintenance Electrician
CT Electrical	L3 Installation Electrician / Maintenance Electrician
CTM	
CUP	
Curtiss Wright Defence	L4 Engineering
D A Recruitment	L3 Assistant Accountant
Darren Harvey	L2 Plumbing
Davda	L3 Accounting
DBS Electrical Ltd	L3 Installation Electrician / Maintenance Electrician
Delta Fabrications	L3 Fab & Welding

Dental Seminars Ltd T/as Cavendish House Dental Care & Implant Centre	L3 Dental Nurse
Diba	L3 Engineering Technician
Dicksons of Cambridge	L3 Gas Engineering
Directors	L2 Hair Professional
Disability Huntingdon	L2 Business Admin
Domino Printing	L6 BA (Hons) Management CMDA
Downing College	L3 Installation Electrician / Maintenance Electrician
DQ Carpentry and Construction	L2 Carpentry and Joinery - Site Carpenter
Duck Plumbing	L3 Plumbing and Domestic Heating Technician
DV Maintenance	L3 Installation Electrician / Maintenance Electrician
Eagle Genomics Ltd	L6 BSc (Hons) Bioinformatics
EC Autocare	L2 Autocare Technician
EC Crow	L2 Brick
Eclectic Recruitment	L3 Digital Marketer
Elaje Hair & Beauty	L2 Hair Professional
Elegance	L2 Beauty & L3 Beauty
Elite Heat Group	L3 Plumbing and Domestic Heating Technician
Emmaus Cambridge	L3 Assistant Accountant
Enercon	L2 IT Professional
Eprop	L3 Business Admin
Excel	L2 Business Admin
FCA Gomm T/as Complete Fabrications	L2 Carpentry and Joinery - Site Carpenter
Ferdy's Hair & Beauty	L2 Hair Professional
Fordham Restoration Services	L3 Carpentry and Joinery
Form The Future	L3 Events Assistant
Fourways Accounts	L3 Accounting
Frog IT Services	L3 Infrastructure Technician
G Webb Haulage Ltd	L2 Light Vehicle
Gas Monster	L3 Gas Engineering
Gatward & Sons Ltd	L2 Carpentry and Joinery - Site Carpenter
Genome Research Limited	L6 BSc (Hons) Bioinformatics
George Lister Engineering	L2 Fab & Welding
Giuseppe Piran Ltd	L2 Painter and Decorator
Gowing and Hunt	L3 Installation Electrician / Maintenance Electrician
Grabbit & Run Couriers	L2 Business Admin, L3 Business Administrator
Granta Automation	L3 Engineering Technician
Guyatt House	L2 Adult Care Worker
Haart	L2 Business Admin
Halo Hair	L2 Hair Professional
Head Office	L2 Hair Professional

Hills Road Sixth Form College	L7 MBA SLMDA
Histon and Impington Parish Council	L2 Business Admin
Hotel Du Vin	L2 Commis Chef
Hughes Hall College	L2 Commis Chef
Huttie	
Huxley Bertram	L3 Engineering Technician
I see Solutions	L3 Installation Electrician / Maintenance Electrician
I.D Construction	L2 Plumbing
Illumina	L6 BSc (Hons) Bioinformatics
Ingleton Wood	L6 Bsc (Hons) Civil Engineering, L3 Digital Marketer
Innovation On-Site Ltd	L2 Carpentry and Joinery - Site Carpenter
Insink Plumbing & Heating Limited	L3 Plumbing and Domestic Heating Technician
Intelligent Fingerprinting	L3 Laboratory Technician
IT For Starters	L2 IT Professional
IVAS Electrical Ltd	L3 Installation Electrician / Maintenance Electrician
J Shelvin Limited	L3 Civil Engineering
Jack Hollidge	L2 Heating & Ventilation
Jackson Ward Development Ltd	L2 Carpentry and Joinery - Site Carpenter, L3 Installation/Maintenance Electrician
Jaden Building and Landscaping Ltd	L2 Carpentry and Joinery - Site Carpenter
JBL Bricklaying & Building Services Ltd	L2 Bricklayer
JCA Engineering	L3 Maintenance & Operations Engineering Technician
Jemella	L3 Business Administrator
JLB Electrical Contractor	L3 Installation Electrician / Maintenance Electrician
John Barleycorn	L2 Commis Chef
Joint College Nursery	L3 Early Years Educator
Keith Jacklin Carpentry	L2 Carpentry and Joinery - Site Carpenter
Kershaw	L3 Installation Electrician / Maintenance Electrician
Kings College	L2 Carpentry and Joinery - Site Carpenter
KMG Systems Ltd	L3 Infrastructure Technician
Kymab Ltd	L6 BSc (Hons) Bioinformatics
L + E Portfolio Ltd	L2 Carpentry and Joinery - Site Carpenter
L C Electrical	L3 Installation Electrician / Maintenance Electrician
Lanes for Drains	L2 Business Admin
Leap and Learn	L2 Childcare
Lee Beamiss Carpentry	L2 Carpentry and Joinery - Site Carpenter
Lensfield Medical Practice	L2 Business Admin
Lime tree Financial	L2 Business Admin
Linden Grove Electrical	L3 Installation Electrician / Maintenance Electrician
Living Space	L2 Plumbing

Long Road Vith Form College	L2 IT Professional
Lucy Cavendish	L2 Property Maintenance
Lux Electrical	L3 Installation Electrician / Maintenance Electrician
Lynx Autocare	L2 Autocare Technician
M & J Abbs Ltd	
M&M Heating (Cambs) Ltd	L2 Carpentry and Joinery - Site Carpenter, L3 Plumbing and Domestic Heating
Marks Electrical Services	L3 Installation Electrician / Maintenance Electrician
Marshall Aerospace Defence Group	L6 BA (Hons) Management CMDA , L7 MBA SLMDA
Matt Carter	L2 Carpentry and Joinery - Site Carpenter
Mears Group	L3 Installation Electrician / Maintenance Electrician
Mettler Toledo	L3 Electronic Engineering, L3 Engineering Technician
MG Owners Club	L2 Autocare Technician
Michael Palmer Construction	L2 Carpentry and Joinery - Site Carpenter
Molby's Hair	L2 Hair Professional
Moller Centre	L2 Business Admin
Morgan Sindall	L6 BSc (Hons) Quantity Surveying
Morris and Bowling	L2 Hair Professional
Mott Macdonald	L7 Bsc (Hons) Civil Engineering
Mr Barbers	L2 Barbering
MRC	L3 Accounting, L3 Electronic Engineering
MRC Cognition & Brainsciences Unit	L2 Business Admin
Muir & Kerr	L2 Hair Professional
Munro Building Services	L3 Building Services Craftsman, L2 Heating & Ventilation
MWC UK Limited Euro Repair	L2 Autocare Technician
Netherhall School	
NetZero Building	L2 Construction Assembly & Installation Operative
Newnham College	L3 Infrastructure Technician
Nik Niks	L2 Hair Professional
North West Anglia Foundation Trust	L2 Plumbing
Nutcombe Cambridge Ltd	L3 Gas Engineering
Offord and Camp	L2 Carpentry and Joinery - Site Carpenter
Olympic Tyres	L2 Vehicle Maintenance
Omobono	L3 Accounting
Open Arch Properties Ltd	L3 Business Administrator
Osbourne Carpentry	L2 Carpentry and Joinery
Oslers Solicitors	L3 Business Administrator
Outspoken Training LLP	L3 Business Administrator
Oval Medical Technologies	L3 Engineering Technician
P J A Carpentry	L2 Carpentry and Joinery - Site Carpenter

PA Collacott & Co	L3 Installation Electrician / Maintenance Electrician
Pack and Send	L2 Customer Service Practitioner
Palmer Construction Ltd	L2 Carpentry and Joinery - Site Carpenter
Pareto FM Ltd	L2 Property Maintenance
Parker Gas Heating	L3 Gas Engineering
Pepper & Sons	L2 Business Admin
Peter Chappell	L2 Carpentry and Joinery - Site Carpenter
Phoenix Partnership	L2 Plumbing
PJ Brown Plumbing & Heating	L3 Plumbing and Domestic Heating Technician
PJB Build Ltd	L2 Carpentry and Joinery - Site Carpenter
Plumbox Ltd	L2 Plumbing
Posh Electrical Services	L3 Installation Electrician / Maintenance Electrician
Prime Plumbing (Cambridge) Ltd	L3 Gas Engineering
Prior Scientific	L3 Engineering Technician
Professional Academy	L2 Business Admin
Pro-Serv (Cambridge) Ltd	L3 Installation Electrician / Maintenance Electrician
Purple Haze	L2 Customer Service Practitioner
Qualcomm	L3 Electronic Engineering
R M Construction	L3 Carpentry and Joinery
R&T Hogger Builders	L2 Carpentry and Joinery - Site Carpenter
Rainbow Playgroup c/o The Grove School	L2 Early Years Practitioner
Ramboll	L6 Bsc (Hons) Civil Engineering
Rapiscan Systems	L3 Electronic Engineering
RDM Test Equipment	L3 Electronic Engineering
RealVNC Ltd	L3 Digital Marketing
Reco Hoist	L2 Business Admin
Reed Autos	L2 Sales
Regent Construction Cambridge Ltd	L2 Brick
Rescapes Construction Ltd	L2 Brick
Revivals Garage	L2 Autocare Technician
Richard Downing	L2 Bricklayer
Royston Day Nursery - Davidson Roberts	L2 Childcare
S.G.Law Plumbing and Heating	L2 Plumbing
SAB	L3 Assistant Accountant
Salon Se7en Ltd	L2 Hair Professional
Samuel Medley	L2 Carpentry and Joinery - Site Carpenter
Sawston Nursery	L3 Childcare
Selwyn College	L2 Commis Chef
Sepura	L3 Infrastructure Technician, L3 Digital Marketing, L6 BSc (Hons) Digital and Technology Solutions, L4 Engineering
Sidney Sussex College	L3 Chef de Partie

SIG	L6 BSc (Hons) Data Science
Sigma Embroidery & Printing Ltd	L2 Business Admin
Skanska	L3 Building Services Craftsman, L6 BA (Hons) Management CMDA
SMB Plumbing and Heating	L3 Plumbing and Domestic Heating Technician
Smiley Carpentry	L2 Carpentry and Joinery - Site Carpenter
Softwerx	L6 BSc (Hons) Digital Marketing
Sotham Engineering	L2 Heating and Ventilation, L3 Heating and Ventilation
South Staffs Water	
Spike & Violet	L2 Hair Professional
St Catherine's College	L2 IT Professional
St Faiths School	L2 IT Professional
St Georges	L3 H&SC
St Johns Innovation Centre	L2 Commis Chef
St Marys School	L2 Property Maintenance
Station Road	L2 Autocare Technician
Stephen Perse Foundation	L2 Carpentry and Joinery - Site Carpenter
Steve Miles Building Maintenance	L2 Carpentry and Joinery - Site Carpenter
Sugarwise	L3 Digital Marketing
Sunflower Day Nurery	L2 Childcare
Swedish Car Connections	L2 Autocare Technician
Tait Radio	L3 Electronic Engineering
Taw Carpentry & Joinery	L3 Carpentry and Joinery
Taylor Hoists (Brand Energy)	L6 Bsc (Hons) Civil Engineering
TD Developments	L2 Carpentry and Joinery - Site Carpenter
TER Group	L3 Team Leader
That Engineering Company Ltd	L2 Fab & Welding
The Barley Mow	L2 Hospitality
The Cambridge Building Society	L6 BA (Hons) Management CMDA
The Crown Inn Linton	L2 Commis Chef
The Gables Dental Practice Ltd	L3 Dental Nurse
The Leys and St Faiths Schools Foundation	L6 BSc (Hons) Digital and Technology Solutions
The Mane Lounge	L2 Hair Professional
The Park	L3 Beauty
The Perse School	L6 BSc (Hons) Digital and Technology Solutions
The Pumbing Company	L2 Plumbing
The Retreats Lts	L3 Beauty

The Rivermill	L2 Commis Chef
The Salon On The Green Ltd	L2 Hair Professional
The Three Horseshoes	L2 Commis Chef
The Tickell Arms	L2 Commis Chef
The Vision Group (Cambridge) Ltd	L2 Carpentry and Joinery - Site Carpenter, L3 Carpentry and Joinery, L6 BSc (Hons) Quantity Surveying, L3 Installation Electrician / Maintenance Electrician
The Waterboy Ltd	L3 Plumbing and Domestic Heating Technician
The Welding Institute	L4 Engineering, L3 Business Admin
The Wendy House	L3 Early Years Educator
Third Generation Hair Studio	L2 Hair Professional
Thompson Electrical Cambridge	L3 Installation Electrician / Maintenance Electrician
Thorlabs	L5 Management
Timberwolf Ltd	L7 MBA SLMDA
TJC services	L2 Property Maintenance
Toni and Guy	L2 Hair Professional
Trinity College	L3 Gas Engineering
Trinity Hall	L2 Plumbing
University of Cambridge	L7 MA Management and Leadership, L7 MBA SLMDA, L2 Business Admin, L3 Business Administrator, L3 Infrastructure Technician, L3 Installation Electrician / Maintenance Electrician
Varsity Consulting	L6 BSc (Hons) Quantity Surveying
Villiers Park	L3 Accounting
Vinci PLC (Cambridge)	L6 BSc (Hons) Quantity Surveying
Wacky Hair Co Ltd	L2 Hair Professional
Wallace Build	L2 Carpentry and Joinery - Site Carpenter
Wallis & Son Ltd	L2 Autocare Technician
Webb Carpentry	L2 Carpentry and Joinery - Site Carpenter
Wendy House	L3 Childcare
Williams Heating Ltd	L2 Plumbing
Wolfson College	L3 Gas Engineering
Wonters FM	L3 Heating & Ventilation
WP Overall Ltd	L2 Brick
WREN	L2 Property Maintenance

Other employers who supported our careers education activities:

Industry	No. of different companies represented	Including
Science, technology and engineering	39	Abcam, Astrazeneca, CUH NHS Foundation Trust, Johnson Matthey, Marshall Aerospace and Defence Group, Schlumberger Cambridge Research, TWI, WSP UK
Business	18	PWC, Ernst & Young, KPMG and several local SMEs
Construction and Property	16	Bidwells, Mace Group, Morgan Sindall
HR and Recruitment	10	
Creative	7	
Education	7	
IT	4	
Armed Forces	3	
Finance	3	
Government Organisations	3	
Hospitality	3	
Publishing	3	
Retail	2	
Charity and Non-Profit	1	
Languages	1	
Transport	1	