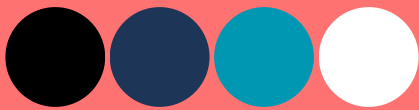


APPRENTICE READY

Your Recruitment Workbook



Name



**North East
Mayoral**
Strategic Authority

Kim McGuinness
North East
Mayor

TALENTHEADS

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APPRENTICESHIP RECRUITMENT ACTION PLAN

Step-By-Step Checklist

- 1**

EXPLORE YOUR OPTIONS
 - Research different apprenticeship roles and industries
 - Think about what you enjoy and what you're good at
 - Use [GOV.UK](https://www.gov.uk), employer websites, and local providers
- 2**

PREPARE YOUR CV
 - Update your CV with your latest education and experience
 - Include skills like teamwork, communication, problem-solving
 - Ask a teacher, careers adviser, or family member to check it
- 3**

SEARCH AND APPLY
 - Find live apprenticeship vacancies
 - Apply to more than one role to improve your chances
 - Tailor your application to each job
- 4**

TRACK YOUR APPLICATIONS
 - Use your application tracker to stay organised
 - Note deadlines, interview dates, and responses
 - Check emails regularly (including junk folders)
- 5**

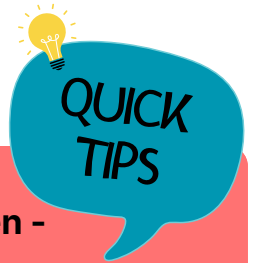
PREPARE FOR INTERVIEWS
 - Research the company and role
 - Practice common interview questions
 - Think of examples that show your skills and strengths
- 6**

ATTEND INTERVIEWS OR ASSESSMENTS
 - Arrive on time (or log in early if online)
 - Dress appropriately for the role
 - Be confident, polite, and yourself
- 7**

FOLLOW UP AND REFLECT
 - Update your tracker with outcomes
 - If unsuccessful, ask for feedback if possible
 - Use feedback to improve future applications

HOW TO FIND AN APPRENTICESHIP IN THE NORTH EAST OF ENGLAND

Step-By-Step Checklist



Apprenticeships can be advertised all year round, so keep checking often - new opportunities appear every week.



STEP 1: DECIDE WHAT YOU'RE INTERESTED IN

Think about the type of job or industry you want to explore (for example: engineering, healthcare, construction, digital, business, or hair and beauty). This will help you search more effectively.



STEP 2: SEARCH THE NATIONAL APPRENTICESHIP WEBSITE

Go to the official [**GOV.UK**](https://www.gov.uk/apprenticeships) apprenticeship search tool and:

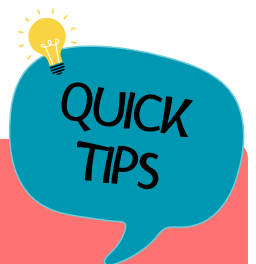
- Enter your postcode (to find opportunities in the North East)
- Use keywords like "engineering", "healthcare", or "business"
- Filter by location, level, and job type
- Save any roles you like



STEP 3: CHECK EMPLOYER WEBSITES

Look directly on company websites for apprenticeship vacancies, especially:

- Local councils
- NHS trusts and hospitals
- Large employers in your chosen industry
- Big national companies with offices in the North East
- Small and medium size businesses specialising in the area you would like to work in



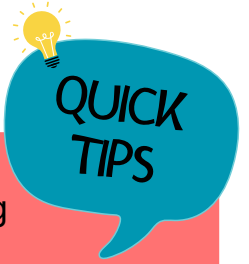
Check the "Careers" or "Jobs" section regularly.



STEP 4: EXPLORE LOCAL TRAINING PROVIDERS

Visit websites of colleges and apprenticeship providers in your area. They often:

- Advertise vacancies with local employers
- Offer apprenticeship programmes directly
- Provide support with applications



Some training providers will be looking for you to find an employer looking for your apprenticeship training.



STEP 5: USE JOB BOARDS AND APPRENTICESHIP SITES

Search other trusted job websites such as:

- UCAS Apprenticeships
- Not Going to Uni
- Indeed or LinkedIn

This helps you find extra opportunities that may not be on GOV.UK.



STEP 6: GET SUPPORT FROM CAREERS ADVISERS

Speak to:

- Your school or college careers adviser
- The National Careers Service

They can help you with:

- Finding suitable apprenticeships
- Writing your CV and application
- Preparing for interviews



STEP 7: APPLY AND STAY CONSISTENT

- Apply to more than one apprenticeship to improve your chances
- Check for new vacancies regularly
- Keep your CV up to date and tailored to each role



YOUR APPRENTICESHIP APPLICATION TRACKER



Use this page to keep track of every apprenticeship you apply for. Recording key details will help you stay organised, manage deadlines and keep on top of your applications.

Apprenticeship Role & Employer	Application Deadline	Date Applied	Interview Date	Application Status	Notes/ Next Steps
				☐ Applied ☐ Interview ☐ Offer ☐ Unsuccessful	
				☐ Applied ☐ Interview ☐ Offer ☐ Unsuccessful	
				☐ Applied ☐ Interview ☐ Offer ☐ Unsuccessful	
				☐ Applied ☐ Interview ☐ Offer ☐ Unsuccessful	
				☐ Applied ☐ Interview ☐ Offer ☐ Unsuccessful	
				☐ Applied ☐ Interview ☐ Offer ☐ Unsuccessful	
				☐ Applied ☐ Interview ☐ Offer ☐ Unsuccessful	
				☐ Applied ☐ Interview ☐ Offer ☐ Unsuccessful	

- Apply for more than one apprenticeship to increase your chances
- Keep your CV up to date and tailored for each role
- Check emails regularly (including junk folders)
- Don't forget to note interview dates and deadlines



QUICK TIPS

COVER LETTERS & SUPPORTING DOCUMENTS

Employers use cover letters to understand your motivation and communication skills, not just your qualifications.

What to include in a cover letter:

- Introduction: Who you are and what apprenticeship you are applying for
- Why you want the role: Show genuine interest in the company and job
- Why you are suitable: Highlight skills, strengths, and examples from school, hobbies, or experience
- Closing statement: A polite ending thanking them and expressing interest in an interview

How to write a strong cover letter:

- Keep it clear and concise (usually one page)
- Use simple, professional language
- Personalise it for each application (avoid copying the same letter)
- Give real examples rather than just saying you have skills
- Check spelling and grammar carefully before sending



**QUICK
TIPS**

Do You Need A Cover Letter Example?

Use this simple structure when writing your own cover letter:

Your Name

Your Contact Number

Your Email Address

To whom this may concern/Dear [hiring manager's name]

My name is [Your Name], and I am writing to apply for the [Apprenticeship Title] at [Company Name]. I am excited about this opportunity because [brief reason].

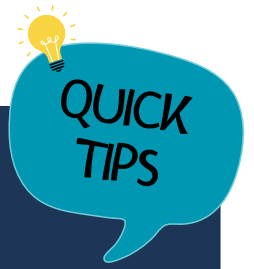
I am interested in this apprenticeship because [explain interest in the company/industry]. I am particularly drawn to [specific detail about the role or organisation].

I believe I would be a good fit for this role because I have developed skills such as [skill 1], [skill 2], and [skill 3]. For example, [brief real-life example].

Thank you for considering my application. I would welcome the opportunity to discuss my application further in an interview.

Kind regards,
[Your Name]

APPRENTICESHIP CVs



REMEMBER:

*You do NOT need loads of experience.
You just need to explain your skills clearly.*

What to Include:

- Your details
- Personal statement
- Your skills (you have more than you think)
- Education
- Your experience (work, school & life)
- Your achievements
- Your interests (Don't just list them, but explain them!)

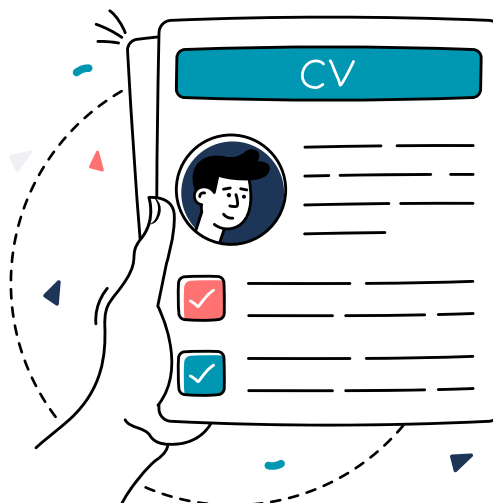
Final Check:

- No spelling mistakes
- No slang or emojis
- Email looks professional
- Everything is clear and honest

Now, tailor it to make yourself stand out!

Ask yourself:

- What does this employer want?
- Which of my skills match?
- Can I tweak my CV for THIS role?



YOUR NAME

CONTACT DETAILS



PERSONAL STATEMENT

KEY SKILLS

-
-
-
-
-
-
-
-
-

EDUCATION

A Level / Higher Level:

Date:

-
-
-

GCSE:

Date:

-
-
-

WORK EXPERIENCE

Company Name

Date:

-
-
-

Volunteering:

Date:

-
-
-
-

School Projects:

Date:

-
-
-

ACHIEVEMENTS

-
-
-

INTERESTS

-
-
-

REFERENCES AVAILABLE

INTERVIEWS: STRENGTHS & WEAKNESSES

Real examples

Clear situations

Evidence of
your behaviour

BONUS TIP:



Use the STAR Method technique when structuring your answers.

QUICK
TIPS

SITUATION: During a football match, our team was struggling to work together and was losing.

TASK: We needed to improve our communication and teamwork to perform better.

ACTION: I encouraged my teammates, communicated clearly during the game, and worked closely with others to support the team's strategy.

RESULT: Our teamwork improved, we played more effectively, and we went on to win the match.

REMEMBER:

Everyone has strengths.

The difference is knowing how to best explain them.

QUICK
TIPS

UNDERSTANDING YOUR STRENGTHS

STEP ONE: IDENTIFY YOUR STRENGTHS

Tick or highlight the strengths that sound like you:

LISTENING	☐
SPEAKING	☐
PROBLEM SOLVING	☐
CREATIVITY	☐
ADAPTING	☐
PLANNING	☐
LEADERSHIP	☐
TEAMWORK	☐

NOW CHOOSE 3 STRENGTHS:

STRENGTH 1:

STRENGTH 2:

STRENGTH 3:

STEP TWO: WHERE HAVE YOU USED THEM?

Think about:

SCHOOL	COLLEGE	POST 16 PROVIDERS	SPORTS	PART-TIME JOBS
HOME RESPONSIBILITIES		HOBBIES	WORK EXPERIENCE	



YOUR EXAMPLE

STRENGTH 1:

WHERE HAVE YOU USED IT?

STRENGTH 1:

WHAT DID YOU DO?

6

STEP 6: MAKE IT STRONGER

Upgrade your answers:

Go from this: *"I'm good at communication."***To this:** *"I developed communication skills through presenting in class and working in groups, which helped me explain ideas clearly."*
**QUICK
TIPS****A weak answer would be:***I'm good at communication."***But, a strong answer would be:***"I developed communication skills through presenting in class and working in groups, which helped me explain ideas clearly."***YOUR EXAMPLE**

REMEMBER:

Employers are not expecting years of experience.

They are looking for:

ATTITUDE**POTENTIAL****TRANSFERABLE
SKILLS**
**QUICK
TIPS****YOU'VE GOT THIS!****REMEMBER:**

If the interviewer asks you a question that you're unsure on, ask them to either:

- Ask them to repeat or rephrase the question
- Give yourself time to thoroughly understand the question
- Feel free to ask what the interviewer is looking to gain from the question


**QUICK
TIPS**

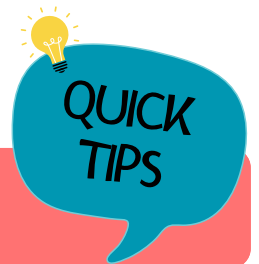
STRENGTH 2:

STRENGTH 3:

STEP FOUR: USE THESE EXAMPLES IN INTERVIEWS

You will be asked questions like:

- "What are your strengths?"
- "Tell me about a time you worked in a team."
- "What are you good at?"



REMEMBER:

Always give an example!

EXAMPLE

"Tell me about a time you worked in a team."

NOW YOU GIVE IT A GO!

Pick one strength and answer using STAR:



YOUR EXAMPLE



FINAL CHECKS

Ask yourself these following questions:



Did I give a real example?

☐

Did I explain what I did?

☐

Does it sound believable?

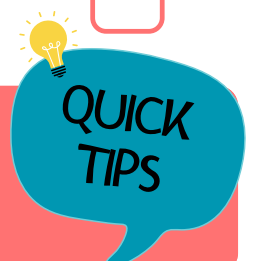
☐

Would an employer understand it?

☐

REMEMBER:

Don't overthink it! Everyone has strengths, but giving a strong example of how you've used yours can help you stand out from the crowd.



DISCUSSING YOUR WEAKNESSES

A Simple Formula To Remember:

Weakness → Action → Improvement

Example: "One area I've been developing is my confidence with public speaking. I sometimes find presenting to larger groups challenging, as nerves can affect how clearly I communicate my ideas."

To improve this, I've made a conscious effort to take part in more presentations and spend extra time preparing beforehand. This has helped me become more confident and composed when speaking in front of others, and I've noticed a real improvement in how effectively I communicate my ideas."

REMEMBER:

Employers don't expect you to be perfect. They expect you to be improving.

QUICK
TIPS

STEP ONE: CHOOSE A REAL WEAKNESS

Pick something that is:

- Honest
- Is NOT critical to the role
- You are working on improving

Examples include:

- Confidence speaking in groups
- Overthinking
- Feeling nervous in new situations
- Asking for help
- Organisation skills



YOUR EXAMPLE

Write down a weakness you have identified and practice answering the questions.

1. Your weakness:

2. What are you doing about it?

REMEMBER:

Show effort! For example: "I am practising..." "I am using new techniques to manage my..." "I have requested feedback from [blank] in order to..."

QUICK
TIPS

STEP THREE: SHOW IMPROVEMENT

Make sure to end on a positive note!

- What has improved?
- How have you managed to do this?
- What have you learned?



YOUR EXAMPLE

Write your improvement here:

STEP FOUR: BUILD YOUR ANSWER

Put all of your examples together

Example 1:

"I used to lack confidence speaking in front of groups, but I've been working on this by taking part in presentations at college. This has helped me become more comfortable, and I've seen a big improvement in my confidence."

Example 2:

"I sometimes struggled with time management, but I've started using a planner to organise my tasks and deadlines. This has helped me stay on track and be more organised."

- Keep your answer short (30–45 seconds)
- Be honest
- Always show how you're improving



QUICK
TIPS



YOUR ANSWER

Write your full answer here:

Avoid using examples like:

"I'm always late."

"I don't like working with people."

"I get bored easily."

"I don't take feedback well."



FINAL CHECKS

Ask yourself these following questions:



Does it sound honest?

☐

Am I showing improvement?

☐

Would an employer respect this answer?

☐

TRANSFERABLE SKILLS

1

STEP ONE: SPOT YOUR SKILLS

Tick the ones you already have:

CHOOSE YOUR TOP 5 SKILLS:

1.

2.

3.

4.

5.

2

STEP TWO: WHERE DID YOU LEARN THEM?

Think beyond jobs. You might have gained skills from:

- Football/sports team
- Gaming
- School projects
- Clubs
- Helping at home
- Caring for family/others
- Social media/content creation

MATCH YOUR SKILLS

1. SKILL:

Where did you learn it?

2. SKILL:

Where did you learn it?

3. SKILL:

Where did you learn it?

3

STEP THREE: TURN IT INTO A STRONG STATEMENT

Use this formula: Skill + Where you learnt it + What it shows

EXAMPLES:

Teamwork:

"I developed strong teamwork skills through playing football, where I learned how to work effectively with others to achieve shared goals and support my team under pressure."

Responsibility:

"I developed a strong sense of responsibility through helping care for younger siblings and managing tasks at home, which taught me the importance of being reliable and organised."

Communication:

"I built strong communication skills through group presentations at school, where I learned how to share ideas clearly and work confidently with others."



YOUR EXAMPLE

YOUR TURN! GET SOME PRACTICE AND TRY WRITING YOUR OWN:

1. SKILL:

2. SKILL:

3. SKILL:



STEP FOUR: USE YOUR EXAMPLES IN APPLICATIONS & INTERVIEWS

You may be asked things like:

- *"What skills do you have?"*
- *"Tell me about a time you worked in a team"*
- *"Why should we hire you?"*



YOUR TRANSFERABLE SKILLS ARE YOUR ANSWER.



STEP FIVE: MATCH YOUR SKILLS TO THE JOB!

Before applying, ask yourself:

- *What skills does this employer want?*
- *Which of mine match?*



YOUR EXAMPLE

THE JOB I AM APPLYING FOR:

SKILLS THE EMPLOYER IS LOOKING FOR:

MY MATCHING SKILLS:

6

STEP 6: MAKE IT STRONGER

Upgrade your answers:

Go from this: *"I'm good at communication"***To this:** *"I developed communication skills through presenting in class and working in groups, which helped me explain ideas clearly."* **QUICK TIPS****A weak answer would be:***I'm good at communication"***But, a strong answer would be:***"I developed communication skills through presenting in class and working in groups, which helped me explain ideas clearly."***YOUR EXAMPLE**

REMEMBER:Employers are not expecting years of experience.
They are looking for:**ATTITUDE****POTENTIAL****TRANSFERABLE
SKILLS** **QUICK TIPS****YOU'VE GOT THIS!****REMEMBER:**

If the interviewer asks you a question that you're unsure on, ask them to either:

- Ask them to repeat or rephrase the question
- Give yourself time to thoroughly understand the question
- Feel free to ask what the interviewer is looking to gain from the question

 **QUICK TIPS**

ASSESSMENT CENTRE CHALLENGE



GROUP EXERCISE

Imagine your team has been given £10,000 to improve your local community. As a group, you must agree on three projects to fund.

Choose **THREE** projects.

COMMUNITY GARDEN

☐

OUTDOOR GYM

☐

MENTAL HEALTH PROJECT

☐

SPORTS EQUIPMENT

☐

TECHNOLOGY FOR SCHOOLS

☐

BUS SHELTER

☐

BEFORE DECIDING...

Write one reason for your first choice.



WORKING AS A TEAM

If someone disagreed with you, how would you respond?

How could you help quieter members of the group?



GETTING READY FOR YOUR ASSESSMENT CENTRE

I feel most confident about...

I would like more practice with...

One thing I will do before my next interview or assessment centre is...

PSYCHOMETRIC TEST CHALLENGE



SPOT THE BEST TEAM PLAYER

Which person is showing the strongest teamwork?

Candidate A

"I've already decided. This is definitely the best answer."

Candidate B

"What do you think? We haven't heard everyone's ideas yet."

Candidate C

"I'm not saying anything in case I'm wrong."

☐

Candidate A

☐

Candidate B

☐

Candidate C

Why did you choose that person?



NUMERICAL REASONING PRACTICE

A company employs **120** apprentices.

25% work in Engineering.

How many apprentices work in Engineering?

☐

20

☐

25

☐

30

☐

35

Working out:

Answer:



VERBAL REASONING PRACTICE

Read the information.

Every apprentice receives a mentor.

Sarah is an apprentice.

Statement: Sarah has a mentor.

Which answer is correct?

☐

True

☐

False

☐

Cannot Say

Why did you choose that answer?



SITUATIONAL JUDGEMENT

You notice another apprentice struggling with a task.

What would you do?

☐

Ignore them

☐

Laugh about it

☐

Offer help if appropriate or let a supervisor know

☐

Tell them it isn't your problem

Why did you choose that answer?



PERSONALITY QUESTIONNAIRES

True or False?

There are right and wrong answers in personality questionnaires.

☐

True

☐

False

Why?

REMEMBER:

Personality questionnaires are designed to understand how you naturally prefer to work.

The best answer is always an honest one.



INTERVIEW

EXAMPLE QUESTIONS



1. *"Tell me about yourself"*

Answer structure: Present → Experience → Skills → Future

2. *"Why do you want this apprenticeship?"*

3. *"What are your strengths?"*

4. *"Give an example of teamwork"*

5. *"Tell me about a time you solved a problem"*

6. *"How do you manage your time?"*

7. *"What are your weaknesses?"*

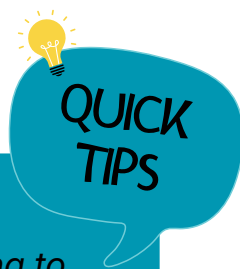
8. *"How do you handle pressure?"*

9. *"Why should we choose you?"*

10. *"Where do you see yourself in 5 years?"*

INTERVIEW CHECKLIST

Preparation builds confidence and confidence helps you show your best self.



REMEMBER:

You don't need to be perfect. You just need to be prepared, polite, and willing to learn.

Before Interview Day Checklist

1. KNOW YOUR APPLICATION

- ☐ I have re-read my application/CV
- ☐ I can talk about my experience confidently
- ☐ I remember key examples I can use (school, work, hobbies)
- ☐ I understand the job role and what the apprenticeship involves

2. PREPARE YOUR ANSWERS

- ☐ I have practised common questions (e.g. "Tell me about yourself")
- ☐ I can give examples using the STAR method (Situation, Task, Action, Result)
- ☐ I can talk about my strengths and a weakness honestly
- ☐ I have prepared reasons why I want this apprenticeship
- ☐ I can explain what skills I will bring to the role

3. RESEARCH THE EMPLOYER

- ☐ I know what the company does
- ☐ I know the basic values or goals of the organisation
- ☐ I have thought of at least 1–2 questions to ask them

4. PLAN MY APPEARANCE

- ☐ I have chosen smart, clean clothing
- ☐ My clothes are appropriate for a workplace interview
- ☐ I feel comfortable and confident in what I'm wearing
- ☐ I am prepared to look professional (hair neat, minimal distractions)



5. ORGANISE THE PRACTICAL DETAILS

- ☐ I know the interview time and location (or video link)
- ☐ I know how I will get there and how long it will take
- ☐ I plan to arrive early (10–15 minutes)
- ☐ I have checked transport or login details
- ☐ I have saved any contact numbers just in case
- ☐ I have researched the training provider location for travel (this is not always the same location as the employer)

6. IF IT'S AN ONLINE INTERVIEW

- ☐ My device is charged
- ☐ My camera and microphone work
- ☐ I have a quiet, tidy space ready
- ☐ I know how to join the call
- ☐ I have turned off notifications to avoid interruptions

7. MINDSET & CONFIDENCE

- ☐ I have practised speaking my answers out loud
- ☐ I know it's okay to pause before answering
- ☐ I remind myself I am being interviewed for potential, not perfection
- ☐ I feel prepared and have done my best to revise

8. WHAT TO TAKE WITH ME (IF IN-PERSON)

- ☐ Copy of my CV/application
- ☐ ID (if required)
- ☐ Water (optional but helpful)
- ☐ Any requested documents
- ☐ Pen and notebook

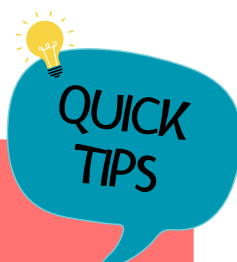
REMEMBER:

Think of some questions to ask the employer.

"What does success look like in this role?"

"What do you enjoy about working here?"

"What training will I receive?"



INTERVIEW SELF-ASSESSMENT



Reflect on your interview performance



Identify your strengths



Spot areas to improve



Build confidence for real interviews

SECTION ONE: HOW DID I DO?

Rate yourself for each area using this scale:

4 = Confident and consistent **3 = Mostly confident** **2 = Sometimes struggled** **1 = Found it difficult**

Communication

- I spoke clearly and confidently
- I explained my answers well
- I made good eye contact / used positive body language

My score:

Use of Examples

- I used real-life examples (school, work, life, hobbies)
- I explained what I did, not just what happened
- I could describe the result of my actions

My score:

Teamwork & Skills

- I showed teamwork skills
- I talked about problem-solving or responsibility
- I showed I can work independently when needed

My score:

Motivation

- I explained why I want the apprenticeship
- I showed interest in the company/role
- I sounded positive and motivated

My score:

Preparation

- I understood the questions
- I had thought about my answers beforehand
- I asked at least one question at the end

My score:

Confidence & Professionalism

- I stayed calm during questions
- I didn't rush my answers
- I behaved professionally throughout

My score:

SECTION TWO: MY INTERVIEW STRENGTHS

Write 2–3 things you did well:

SECTION THREE: MY INTERVIEW AREAS FOR IMPROVEMENT

Write 2–3 things you did well:

SECTION FOUR: MY ACTION PLAN

What will I do before my next interview?

- ☐ Practise common questions out loud
- ☐ Improve my STAR examples
- ☐ Work on body language

- ☐ Research the company more
- ☐ Practise speaking more confidently
- ☐ Prepare better questions to ask

Something else:

SECTION FIVE: REFLECTION

- 1. What went well in my interview?
- 2. What was challenging?
- 3. What will I do differently next time?

CONGRATULATIONS YOU HAVE BEEN SUCCESSFUL: FIRST WEEK SURVIVAL GUIDE



Your first week is all about settling in, learning the basics, and building confidence. You are not expected to know everything yet. So, ask questions and remember that every task you try is helping you grow.



1. BE PREPARED EVERY DAY

- Plan your journey the night before
- Aim to arrive early (10–15 minutes is ideal)
- Bring anything you've been asked for (ID, notebook, etc.)
- Dress appropriately for your workplace



2. ASK QUESTIONS (LOTS OF THEM!)

- If you're unsure, ask straight away
- There are no "silly" questions
- Asking shows confidence and willingness to learn

WRITE QUESTIONS DOWN AS THEY COME UP SO YOU DON'T FORGET THEM.



3. OBSERVE AND LEARN

- Watch how others communicate and work
- Learn routines, systems, and expectations
- Take notes if helpful
- Don't rush – your first week is about understanding



4. MAKE A POSITIVE IMPRESSION

- Be polite, respectful, and friendly
- Listen carefully and follow instructions
- Turn up on time and stay engaged
- Show enthusiasm, even if you feel nervous



5. IT'S OK NOT TO KNOW EVERYTHING

- Everyone was new once
- Mistakes are part of learning
- Focus on progress, not perfection



6. TAKE OWNERSHIP EARLY

- Keep track of what you learn each day
- Set yourself small goals (e.g. learn one new process)
- Ask for feedback and use it to improve



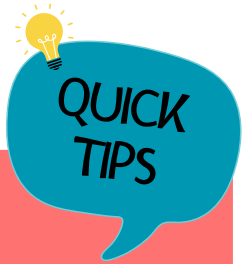
7. STAY ORGANISED

- Check emails/messages regularly
- Keep a notebook or notes app handy
- Remember key names, tasks, and deadlines



8. LOOK AFTER YOURSELF

- It's normal to feel tired or overwhelmed at first
- Talk to someone if you need support
- Take breaks when appropriate



Your first week is about learning, not perfection.
Every question you ask and every task you try is helping you grow.
You've earned this opportunity - now take it one step at a time.

CO-DESIGNED WITH THE NORTH EAST, FOR THE NORTH EAST

This Apprenticeship Recruitment Toolkit has been developed through a collaborative co-design approach, bringing together the expertise and insights of the North East Mayoral Strategic Authority, Talentheads, and a range of businesses, education providers and organisations from across the North East. By working closely with employers and key stakeholders, we have created a practical resource that reflects the real experiences, expectations and opportunities within the region's apprenticeship landscape, ensuring it is relevant, informed and shaped by those who understand it best.

We would like to extend our sincere thanks to all those who contributed their time, expertise and insights throughout the development process. The support and collaboration have been invaluable in creating a toolkit that will help inspire and support you - the next generation of apprentices across the North East.



TALENTHEADS



Education
Partnership
NorthEast



**NORTHUMBRIAN
WATER** *living water*

OLIVER WYMAN
A MARSH BUSINESS



