

Apprenticeships

DTEF strongly supports the use of Apprenticeships. There is a well-established long-standing intake of Trades Apprentices in place within Estates Operations. Many of our current Operations & Maintenance staff started with us as Apprentices.

More recently and with the introduction of the Modern Apprenticeship Scheme, we now have the opportunity to use the scheme to introduce wider skillsets within our teams. Modern Apprenticeships offer a real alternative to higher and further education and for us as an employer, offers fantastic opportunities to recruit and develop our colleagues. The scheme can be utilised for existing staff as well as via recruitments. When considering changes to your team's structure or filling a skills gap, Apprenticeships can provide a robust and effective use of both budget and resource.

Examples of Apprenticeships already introduced within DTEF are:

- Level 7 Senior leadership
- Level 6 Chartered Surveyor
- Level 4 Regulatory compliance officer
- Level 4 Plumbing
- Level 4 Electrical
- Level 4 Joinery
- Level 3 Horticulture & landscape operative
- Level 3 Sports turf operative

Our team ensures that such opportunities are offered fairly and openly and that they are part of the DTEF overall plans.

Should you wish to discuss options or further detail, please contact our DTEF Services Manager, sarah.couttie-cunningham@york.ac.uk. You may also find it useful to look at what Apprenticeship training schemes are currently available via the [Institute for Apprenticeships web pages](#), or the HR <https://www.york.ac.uk/admin/hr/learning-and-development/apprenticeships/overview/>