

ASK Webinar: Using the levels of apprenticeships to progress your career

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Lucy Springett:

Okay, perfect. Good afternoon, everyone. I can see lots of people trickling in, so thank you so much for joining us this afternoon for the next edition in our ASK programme monthly webinar series. So today we'll be exploring 'Using the levels of apprenticeships to progress your career', and I'm particularly excited about this one because we have somehow managed to get five excellent speakers on our panel today, to be the perfect examples of how to use levels of apprenticeships and, and can demonstrate that career progression already in their journey.

So we're really excited to have brilliant guest speakers with us today from UK Parliament. But before we jump into who everyone is and, and get into that detail, I'm just going to run us through some of the housekeeping and how today will work. So if you go on to the next slide, please.

My name is Lucy Springett. I'm from the Amazing Apprenticeships team and we deliver these monthly webinars on behalf of the ASK programme. So I'm sure that's how many of you found your way to today's webinar, the Apprenticeship Support and Knowledge for Schools and Colleges programme, which is funded by the Department of Education and managed by the Careers and Enterprise Company. So we're delighted to bring you this session in our series. I can't wait to get into the detail.

Before we do, I just wanted to run through we're using the webinar function today, so that does mean that please don't panic. It does mean that we can't see you or hear you. You're just here as the audience. But we do want it to be really interactive, so what we would ask is that you keep your questions coming in through the Q&A. If you're not as familiar with Zoom, I know lots of people use Teams and have different systems that they like to use. Then the Q&A box should appear in the panel at the bottom of your screen. So if you click onto that Q&A icon and you could submit your questions throughout and we'll try to get to as many of them as possible at the end of the session. We have got a lot to get through in half an hour, so we may not get to every question, but we can take any of those offline and try and come back to you if we don't get to everything today. So please do submit those, they can come through anonymously or with your name, whichever you prefer. But we'd love to see as many as possible.

The webinar is being recorded and you will receive the recording and the slides either this afternoon or early tomorrow morning. It depends how quick we can be with the technology, but hopefully that will come out to you as soon as possible so you can catch up on anything that you may have missed or share it with any students or colleagues or families who may want to tune in and find out a bit more about the different levels of apprenticeships. So that's our sort of tech and overview. If we could move on to the next slide, please.

What we're going to do is start the session by launching a quick poll. Just to understand a little bit more about where you are in your understanding. So did you know you can do more than one apprenticeship in your career? And how confident do you feel in supporting someone to decide which apprenticeship level is right for them? It's quite a big question and quite a big responsibility, I'm sure, as we've got teachers and careers

advisers here, we've got parents and carers joining us, so we know it's probably something at the forefront that comes through from students and their questions around apprenticeships and it can be quite confusing. So we'll try and cover some of that today. What I'll do is ask that whilst that poll is running, if we could move on to the next slide, that would be brilliant, and I can give you a quick overview.

So I'm going to talk us through the levels of apprenticeships if you're not as familiar with them. We do have lots of resources, so it will be a quick run through so we can leave lots of time for our speakers. But I'll try and recap on that if you're not as familiar with levels of apprenticeships. We'll then hear from the team at Parliament, so from four apprentices and from their apprenticeship manager, Claudia. And we'll hear as I say, the stories of those apprentices. So if we get going, I think the poll is complete, I think we've seen some good results coming through. Yes, we've got 83% who knew that you can do more than one apprenticeship in your career, which is an excellent start. That's good. And then quite mixed levels of confidence around supporting individuals to look at apprenticeship levels and which one's right for them. Most of which, 52% somewhat confident, 29% not at all. So hopefully we'll move people along that journey by the end of the session.

So if we could move on, please, then we can talk through levels and it can be quite confusing because they're often spoken about quite interchangeably between numbers and words. So you might have heard of intermediate apprenticeships, you might have heard of advanced, higher and degree apprenticeships. That's the terminology that's used to describe that. We've got level two, level three and level four to seven and six and seven describing those categories. So, what this means is intermediate apprenticeships are at level two and at the bottom you can see the equivalent for once you've completed that apprenticeship, you will gain a qualification that is equivalent to. So with intermediate apprenticeships it would be equivalent to achieving 5 GCSE at grades 4 to 9. We then move on to advanced apprenticeships, so that's level three and that is equivalent, it's a similar level to A-levels, T Levels, BTECs, just with that familiarity for young people to understand what that means. Level 4 to 7? This is where it can get really confusing because people often categorise higher apprenticeships together as levels four to seven. But how we best describe that really is level four is quite similar, it's kind of equivalent to that first year of university. Level five is the second year, level six is the equivalent to a full degree and then level seven is a Master's degree. So if you see higher apprenticeship advertised, they more typically are talking about levels four and five, but they can sometimes be categorised as four to seven and then level six, as we've said, is the degree and level seven is the Master's. So hopefully this helps to clarify some of it. But as I say, we do have resources, so you can recap on that because it can be quite confusing.

But the reason that we wanted to talk this through really today is because we hear lots of feedback from young people, in particular parents and carers as well, that they are willing to consider apprenticeships as an option, which is a huge change in where we might have been about 10 years or so ago now, which is fantastic. But what we're starting to hear is that young people are particularly interested in degree apprenticeships and they are a fantastic offer. But that does mean that they're discounting brilliant opportunities at sort of level two, level four, level two, level four and level five. So what we're aiming to do today is show you that you can use the levels of apprenticeships to progress your career and just because you start at one level, it doesn't mean you can't progress through to the others, and the brilliant apprentices will sort of help to demonstrate that for us. So we'd ask you to have quite an open mind.

There are brilliant apprenticeship opportunities at all levels. I think there are different reasons and we'll come on to this shortly, around why you might go in at certain levels or why you might look. But ultimately it's a job role and the employer will decide which apprenticeship they want to offer that suits that job role. So we often refer to some of the brilliant level two opportunities that there might be. So you might already have GCSEs in

English, maths, science, but if you want to ultimately become a hairdresser or an accounts assistant or a pharmacy assistant, which are all brilliant apprenticeships offered at level two then you have to learn how to cut hair, style hair, you have to learn how to use Excel and all of the brilliant things, managing accounts, all of those brilliant things that the different roles will be doing. So you sort of need that grounding. But we'll come on to that shortly.

So if we go on to the next slide, there are some key messages that we think would be important to share with sort of young people that might be considering apprenticeships, if they are your students or if they're your child or parents and carers, if you're supporting that school/college community. And the first is, doing an apprenticeship that's the level of qualification you may already have isn't necessarily, it's not necessarily moving backwards. We often get this worry or this feedback from students. But if I'm doing A-levels already, surely I don't do a level three, I have to move up to level four, and can see it quite linear, as a linear journey, which is understandable. That's kind of what qualifications in the education system has been like. So it's quite a different way of thinking about progression. But it's certainly not moving backwards. As I've said some of those examples around, if you're going into a completely different job role, if you haven't had much experience in that industry before, it can really give you that grounding. Once you are in a company, those progression opportunities become available and we'll hear more about that shortly. I won't take any of that away from our guest speakers.

We also have lots of individuals who were leaving school or college, as I said, have sort of little or no experience in the sector if they're particularly younger or haven't had much work experience in a relevant sector, which most people don't manage to do before leaving school. It will help to give them that grounding knowledge, learning what a work environment is like as well, what it's like to work with colleagues in an office environment, in an outdoors environment. So it gives them that grounding and also learning what the role is like as well and if it's right for them. And lastly there are a lot more vacancies available at level two and level three than there are currently at higher and degree levels. They are quite a new offer, so there's still not as many vacancies at higher and degree. They're very competitive as are many level two and level three apprenticeships. But the point is really that the wider that search is, so not discounting any particular levels means that they've got more opportunities to apply for and hopefully more chances of getting the right apprenticeship for them.

So I'm going to pass over to our speaker and introduce Claudia Rock who is the Apprenticeships and Careers Service Manager at UK Parliament to share a bit more about the apprenticeships at Parliament and the different levels and opportunities available. Thank you Claudia.

Claudia Rock:

Thank you so much. So yes we have a broad range of apprentices covering from level two to level seven and the beauty of what I love about working at Parliament and managing our apprenticeship offer is just the breadth of areas in which we offer apprenticeships. And you'll see from this slide this will just give you a snippet of some of the apprenticeships that we, that we offer. I won't take away from some of our guest speakers but for example Finance, we do start from level two so you could start your career from a level two Finance apprentice and go the way through. But I'll leave that to my esteemed colleagues to talk more about later.

Things like HR we have that advertised quite regularly and that's a level three so an A-level, level apprenticeship. Our commis chef is the same, level three. So yes, there's, there's lots of roles that we, that we offer, but we also offer degree apprenticeships. We've recently taken on a building surveyor who's going to be

with us for quite a few years undertaking their, their degree apprenticeship that way. Library Management was again another level three, but again it's a niche type of opportunity. So it really does just depend on where your, your interests might lie. But because of who we are, we can go from catering, so commis chefs, all the way through to construction and everything in between, including digital and data and HR, finance. As you can see, it's just a wealth of opportunities that we have.

Lucy Springett:

Thank you, Claudia. I think it would be great to delve into some of this in our Q&A section, but a perfect time to bring our apprentices in and hear a bit more about the apprenticeships that they might have undertaken and progressed through to. So we'll work our way, we've put some key details here because I think it would just be, we're sharing the slides and it'll be great for people to sort of reflect back on and have that real visual representation of different pathways and different routes people have taken. But it'd be great to meet each individual apprentice and hear a little bit about your journey. So if we, if I could come to you first, Daniel, just to introduce yourself and share a little bit about your, your role and your career journey so far through joining, joining UK Parliament.

Daniel Wilde:

Yeah. So, hello. So I'm a level seven apprentice. I started at House of Commons a year ago but that wasn't my first role. So I started with apprenticeship level three, studying AAT and progressed onto level four. And then I worked for a year as an assistant school business manager and realised that I hadn't finished studying so specifically looked to progress onto a level seven apprenticeship. So I've sort of gone through level three, level four and then straight up to seven because that's the next level with finance and accountancy. I did originally start sixth form studying A-levels, but within four months realised it wasn't really for me and knew that I wanted to work and start the job. So that's ultimately how I've stumbled upon starting looking for apprenticeships.

Lucy Springett:

Brilliant. Thank you for that background. There's lots I want to delve into here but I'll move along so we can meet everyone and then I'll definitely come back to our questions. Dina, if you're happy to introduce yourself, share a bit about your journey as well.

Diina Abukar:

Sure. Hi everybody. So I am currently a Project Leader in the Project Delivery Department, delivering construction projects at Parliament, and I'm currently doing my degree level apprenticeship. So that's all the way through to a level six. Initially started off, so I did go to uni for a little bit but just said it wasn't for me. So I started off working at Parliament seven years ago with a level three Business Admin and then became permanent staff and then started off with, I done a level 4 Project Management apprenticeship and then recently just started my level six. So yeah, that's, that's been my progression.

Lucy Springett:

Thank you. Excited to hear about your, your history, long history working with with Parliament. So it'd be great to reflect on Lauren, if we come to you.

Lauren Wheeler:

Hi everyone. Just checking that you can hear me. Yes, all good, thank you. Perfect, hi. So I'm currently studying towards my level 7 ACCA, similar to Daniel, I've been with Parliament for just under a year now. So I actually took a slightly different start to my career doing my level three Business Administration apprenticeship. I then a couple of years later decided that I really wanted to continue my education but actually go down a slightly

different start to my career doing my level three Business Administration apprenticeship. I then a couple of years later decided that I really wanted to continue my education but actually go down a slightly different route in finance. That's when I went for my AAT. I then followed that through, changed employer in between because there wasn't enough finance work for me to do in the first employer I was at. Yes, and now I'm here completing my level seven.

Lucy Springett:

Thank you so much. And Zainab, if you could introduce yourself as well. Thank you.

Zainab Huzure:

Hi everyone. So, yes, similar to Lauren and Daniel, I'm on the level 7 ACCA Accountancy and Taxation programme. It's a three year programme and similar to Daniel, I joined back in October/November last year. I initially started doing my A-levels at sixth form. So I studied maths, economics and geography and I was planning to go to university. I actually had that all sorted out. I was planning to study Accountancy and Finance but during the summer holidays, whilst I was waiting for my exam results, I had a look at the accountancy qualification and that's where I came across apprenticeships. And so luckily I found a job at a charity sector doing the level four apprenticeship with ICAEW.

Having qualified as a foundation level, I moved on straight to a level seven there. But then I found the Parliament's opportunity and that's kind of why I joined Parliament during the three year programme.

Lucy Springett:

Amazing. Thank you so much. And I would just encourage the audience, you've heard a little bit more about each of the apprentices' journey. So please do submit your questions and I'll try to get to as many as I can. Daniel, if we could come back to you. Obviously you had a slightly different route to the rest of the panel. You sort of knew quite quickly that you wanted to look at apprenticeships. Did you know immediately that you wanted to go into accounts, Accountancy? Or how did you sort of find that? How did you find that role?

Daniel Wilde:

Yes, I'll be honest, I didn't know that I wanted to do accountancy and I didn't really know what I wanted to do because obviously when you're leaving school it's very difficult decision to make or what you want to do or what you don't want to do. And originally where I did enrol into sixth form, because I was there for four months, I wasn't even studying accountancy as an A-level. It was very much by chance. The way that I come across my first apprenticeship actually was, as I said, I wasn't necessarily enjoying sixth form. It was okay, but it just didn't really feel like it was for me. I was talking to my parents who, my mum was a teacher in a secondary school and it was by chance they had offered the apprenticeship and I put an application in and sort of fell, fell into it, if you're, if I'm honest and sort of just, gone with it and here I am.

Lucy Springett:

Excellent. And obviously you saw you must have enjoyed the role because you've sort of stuck with that career pathway. How did you, I think, you know, particularly with the theme of today looking at, you studied at the level three, then into the level four. How did that really line you up to then moving into this level 7 accountancy apprenticeship with the House of Commons and sort of swapping into a new employer environment?

Daniel Wilde:

Yeah, I'll be completely honest with you. Without the two apprenticeships at level three or four, I wouldn't have been in the position to be able to appropriately apply for the role. So definitely because I was at the

school for around six years and having done two apprenticeships in that time, it very much geared me up to being able to put together, one, an application that stood in itself and was able to get me shortlisted. Also, the experience you gained with apprenticeships and I think it's something that wasn't discussed enough when I was at school, but even sort of experience and soft skills and not something that's necessarily I'll say spoke about enough. And in terms of soft skills, I mean being able to communicate, being able to write emails in, in a business communication way and things like this. So it's definitely used, I've used the channels of the three apprenticeship to be able to get to where I am.

Lucy Springett:

Thank you so much. Dina, if I could come on to, on to you. You've got a bit of a similar journey to Daniel, but obviously going, going through to university, studying Psychology. Quite interested in how you found Business Admin and why you thought going to the level three Business Administration would be the best next step for you.

Diina Abukar:

So psychology is obviously completely different to what I'm doing at the moment. I just didn't like the way uni was set up. I just didn't find exams, etc. It wasn't up my stream so I just thought apprenticeships are out there. And I thought, you know, I was going to change my degree to Business Admin, but thought that would be, you know, much longer, harder and you know there's apprenticeships out there without you having to be in debt with uni especially with the, the, the fees they take now. So I think I just wanted to get into any sort of apprenticeship at the time when I dropped out of uni. So I didn't really look at the fact that it was a level 3 Business Admin.

I know I did go college and I do have level three but I just wanted to get into something for me to progress. And I actually found this level 3 Business Admin at Parliament via an apprenticeship company. So they opportune... they offered the opportunity to like, many apprentices, many people who were looking for apprenticeships out there. So it wasn't just Parliament, apprenticeships at Parliament, it was at all these different kind of companies where you had the opportunity of applying for. So I think that was very useful and it kind of gave people a vast variety of different apprenticeships that are out there. It was hard but I think it's harder now. But that shouldn't push, put people off basically.

Lucy Springett:

Yeah, of course. And actually you make an excellent point that many people don't, don't look at the level or use that really it's about the employer and the opportunity that's available with that employer. So what was it that drew you to Parliament and the position with them?

Diina Abukar:

So firstly I didn't know that Parliament had all these different departments so the good thing was Parliament held some type of open day where all of these different departments that were present in Parliament had different stands and then we had the opportunity of choosing our top three favourites of all the departments that we saw and in that, I think knowing what the department offers et cetera allowed the apprentices the opportunity of choosing for themselves what department that they would want to do their apprenticeship in and I think that was very useful, for me to choose the team that I ended up choosing because I still work for them now and I've developed with them since then. So having the opportunity to choose was kind of a win-win situation because it does help you progress.

Lucy Springett:

Absolutely, it gave you that exposure to what the opportunities could be I guess and yes look at you now on

your level six! I hope it's all going well.

Diina Abukar:

Very early days, but, yeah! I'm sure. I'm sure you're doing brilliantly. Thank you so much.

Lucy Springett:

Lauren it'd be great to come to you because obviously, slightly similar that you started on the level 3, Business Admin and I would love to speak to you. So we often get a lot of feedback from young people that roles such as Business Admin or those that might be a little bit broader can really... I think they're worried that you then don't know where to go with it. And obviously you started on Business Admin and then have used it to specialise. Could you talk a little bit about that and your journey from moving from business admin into accountancy?

Lauren Wheeler:

Yeah, sure. I mean, I think each apprenticeship that I have done, although I've moved from business administration to accounting, each one has been a bridge in between. So I genuinely don't think I would be where I am now if I hadn't done that business administration apprenticeship. So I think that was a really crucial moment in my career. And it definitely gave me a really good foundation. It just so happened that after I finished that, I then realised that actually I really enjoyed the apprenticeship and I wanted to continue education. So I went out and did a bit of research as to what I could go into. And that's when I kind of thought, you know what? I'm going to go for finance and accounting and really give that a good shot. And yeah, really enjoyed it. And hence, on level seven, now I'm following it all the way through. So, yeah, I think you're not cornered into one specialty. You can then go on to do another apprenticeship in a completely different subject. Yes the options are all there. It's just a case of looking for, them, going for them.

Lucy Springett:

Brilliant. And as you've sort of suggested the skill set and the experience that you've gained from your other apprenticeships, how did that support you in your application to the level seven?

Lauren Wheeler:

Yeah, I mean, I think it's all the intrinsic skills as well. And obviously starting work so early on, not going to uni, meaning that I was in the workplace a lot earlier on. I mean, it's even silly things like writing emails and stuff that perhaps you wouldn't have had that exposure to. So I do think it's the, yeah, the intrinsic skills that you learn. You're confident within the workplace, I think. Yeah, that all kind of helps towards.

Lucy Springett:

Brilliant. Thank you. And Zainab, you know, moving into, into your area, you started in a different sector, moved into the House of Commons. Did you get much support into looking at the different apprenticeships that you could be doing? Or what was the sort of best advice you've had? Either externally you know, through sort of your own research, or with teachers or with parents. Or internally, so if you were looking with your line manager, for example, what kind of support have you been given to look at the different opportunities?

Lauren Wheeler:

I think it's interesting in the sense that when I applied to the charity sector for the level four apprenticeship, they already mentioned that in that job description that they would allow me to do level seven straight away, and I didn't understand how that would work, going from a level four to a level seven. So then I went to the exam board's website and that's where all the information was available as to what the apprenticeship could look like from the accountancy qualification. So I was aware that there was 15 exams in total, but six of them

were towards the level four and the rest of them are towards level seven.

So then I had an understanding as to how to progress throughout the apprenticeship programme, which was quite nice to see because it is quite a long programme, three to four years. So having it broken down and structured in that way made sense to me and I understood kind of why the apprenticeship was structured in that sense. And I think that's what made me assured that level seven was the right one to do soon after level four.

I think in terms of the organisation, it really depends on kind of the roles and responsibilities you're doing. So currently, as part of the level seven, we're doing a rotation, so we've got the opportunity to move across the teams and understand how each team functions. And then at level four, I was the only one at the charity sector in that finance team, so I had a broad understanding of what all teams were doing. I think that all helped to kind of understand what the apprenticeship could look like in an organisation.

Lucy Springett:

Brilliant. Yeah, that's really invaluable and as you say, to quite visually be able to see what that gap might be between the two. How was the gap and how are you finding it now? Is it quite different to the level 4? Is it quite similar? How does that work?

Lauren Wheeler:

I mean, with the ACCA qualification, the exam levels are a step up for sure, so you are expected to do a lot more in terms of content, but also apply that into your day-to-day work in business. I think what's been really helpful is that I'm part of a cohort, so that we're all in this together. And I think when you're part of a cohort, you can have those conversations as to what knowledge, skills, behaviour is required from your apprenticeship and how do we ensure that the content studied from those exams are applied? If you can apply the content from the studies to workplace, it makes it far easier to understand it and I think that's what's really helping for us to kind of get through those exams. And again, apprenticeships are structured in a way that allows you to pass, so it's there to ensure that you can meet those criterias. And I think just having those milestones are always helpful when you're doing the programme.

Lucy Springett:

Absolutely, incredible advice. I'm very sad that I only sort of got that short amount of time with each of you. So what we have already asked everyone is that can we follow up with their stories and try and share some more advice and guidance with you. So we will definitely do that, but thank you all.

Claudia, I'd love to come to you for just a last, last question and perspective from your point of view. What is the benefit and real impact of having all of you know, this vast range of opportunities available at different levels, different entry routes for people to come in to UK Parliament? What's the benefit for you?

Claudia Rock:

For me, I think it's, it's, you know, Parliament is your parliament and we want our workforce to, to reflect that. And so this is an amazing way for people to, to come and join us because they might think, oh, no, you know, that's just all politics, or, you know, that's not for me. And I think, you know, just by showing the vast range of opportunities that are out there will then elicit more people to think, oh, yeah, I could work at Parliament. You know, I don't have to be into politics, I can be a plumber or I can be an HR person or do finance you know, you can do data. You know, people still think that we only use quill and vellum but we do have a really strong IT structure.

So, you know, come and join us as a, you know, software engineer or to do data or any of those IT kind of skills. So I think that's, for me, that's the beauty of it. It's really trying to get a diverse workforce that reflects the makeup of, of the UK. It is the UK's parliament and the workforce should reflect that.

Lucy Springett:

Absolutely. Thank you. And how we've had lots of questions asking, how can people find out more about Parliament, obviously lots of people, it's piqued their interest wanting to also join.

Claudia Rock:

Okay, no worries. So all of our apprenticeships will be advertised on our jobs page. So if you just look up Parliament jobs. We don't recruit for any particular time. Some places like big organisations, have set recruitment time. We tend to recruit ones and twos. So any roles that are available will be on our jobs page and you can set a filter. So if you're just looking for an apprenticeship or if you're looking for an early career opportunity, you can set the filter so that you will only get those options coming through.

And if I can just give a quick plug. It's going to be National Apprenticeship Week in February and we as Parliament will be doing some, some more online sessions that will be telling you a bit more about apprentices there. So do, do look out for that and if anyone needs or wants to contact me. I'm sure Amazing Apprenticeships will, will be happy to share those details. But yeah, anything that we advertise for an apprenticeship will be on the jobs page.

Lucy Springett:

Absolutely. Thank you so much. We'll make sure to share those links referenced as well when we send out the recording and slides. So thank you so much Claudia. I'm very sad. Unfortunately we have come up to time so I'm going to very quickly move us on to some other resources that we have. Just, if we could move the slides along. Perfect. Thank you.

So if you want to find out a little bit more about the ASK programme, if you haven't booked in then please follow this link. You can find out more information on the Careers and Enterprise Company website, download the brochure, watch the film and book a planning meeting with your ASK delivery partner in your region. We also have references to the, on the next slide, we also have references to other resources that we can use so you can go to Amazing Apprenticeships, our lovely newly designed website. Please go and take a look. There's a student zone, school zone, lots of different ways that you can find information and we actually have a profile on UK Parliament on our website as well, coming. Skills for Careers and the Vacancy mailing. So if you would like to receive monthly vacancies through to your inbox, then you can sign up using this QR code as well and we will try and keep you informed of different apprenticeship opportunities that are coming through.

Lastly, on the next slide. I believe this is lastly if I haven't missed anything. We've got future webinars coming up. So in January there's more information about T Levels for you. Also 'How to search and apply for apprenticeships', which will be a really important one, particularly ahead of National Apprenticeship Week when lots of employers are showcasing their vacancies and opening for applications. There's a real push between sort of January and March time in vacancies, so it'd be great if you can come along to that and find out a bit more about application processes. And then in February, 'Exploring the range of apprenticeships'. We've touched on some today, but we can cover even more in February.

I actually think the next slide might be the last one. I made that, that one up, sorry. And then lastly National Apprenticeship Week. So that was a nice segue if you, if you haven't yet seen, we've got a lot of really useful

resources that you can use with your children, with your students, with colleagues and with other parents and carers if you know that they're interested in apprenticeships, to celebrate National Apprenticeship Week, which will be from the 10th of February. There's activity guides, there's display materials, subjects, resources that you give out to subject level teachers, films. Lots of information that you can go and download. So again, here's the link on the site as well as the QR code.

But other than that I apologise because we have run over slightly. But it just leaves me to say a huge, huge thank you to our incredible panel. I know we didn't get nearly enough time with you all, but you gave such valuable insights and we really do appreciate you giving up your time and we can't wait to hear more about the rest of your apprenticeship journey and where it may take you in your career. So thank you again. We hope everyone has a good afternoon and leading into the Christmas that you have a lovely, lovely break. If you are a teacher or careers adviser, I'm sure it's very well deserved. So enjoy the break and hopefully we will see you again at the webinars in January. Thank you again. Take care.