



Written for apprentices, by apprentices

Highlights:

Introduction

Feature – Shane Allum’s Story

Report – Year of Skills Celebration

The Value of Apprentices

A word from our illustrious leaders



DON'T FORGET!

IDEA group on Facebook –
For all your answers and Events

Welcome to the IAS Newsletter!

The IAS newsletter has been put forward as a new venture to initiate an up to date documentation of apprentice’s experiences in their placements. Each week will feature new stories, and up and coming events which may be of great use to an apprentice’s development. Furthermore we hope that this newsletter will be of use to any future apprentices participating in IDEA.

The contribution of all apprentices is essential to the future production of this newsletter, so please, contribute in any way you can by sending in your stories and personal experiences.

Take a Chance to... Shane?

I started my Apprenticeship with BT just over a year ago, and it’s been the most incredible year of my life. As an Apprentice I have the opportunity to get involved in all sorts of interesting things and I think it’s important for my own personal development that when new opportunities arise, I always say yes.

As a result of this I have

been privileged enough to work in all sorts of areas, notably Charity work which has seen me working as a telephonist at the BT Tower for Children in Need and Comic Relief. Even more satisfying though was my trip to Peru where I raised funds along with other Apprentices and Graduates to build a Medical Centre and Water collection

facilities in the Lima slums. Thanks to all the hard work and time the apprentices dedicated, these facilities now support over 5,000 people living in the slum communities. Without this they would otherwise be forced to walk many miles to receive treatment. This was a truly life changing experience for me.

I was able to witness first-hand just how much my fundraising was improving the lives of these people.

The House of Commons might not be a place many young people think of visiting but it truly was a fantastic aspect of my

apprenticeship. I was able to represent BT in their collaboration with Scope on the No Voice, No Choice report and be part of filming for a promotional video for the Paralympics. Furthermore I have developed DVD’s for Schools across the county for BT and the local Councils.



WANT TO FIND YOUR VOICE?

Have you ever felt invisible in meetings or social gatherings?

Do you wish that your voice was being heard?

Do you struggle making small talk or interacting in groups?

Dukes Consultancy is dedicated to helping individuals and professionals to gain the skills needed to become a more effective communicator, leader or speaker.

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By taking on an Apprenticeship I have also had a chance to feed back into the education system that I was once a part of. This has come by the use of e-mentoring for students, helping out at Education based events, attending Diploma Steering Groups or else running conferences where I have

past year, and I wouldn't change a second of it. By constantly saying yes to these development opportunities I have grown as a person, both in my confidence when talking to others (e.g. at networking sessions) and in my ability to present to large audiences. I feel that as a result of choosing an

whilst we learn". You essentially get the best of both worlds, it's no longer a purely classroom based environment. The wide array of opportunities presented to each of us throughout the course of our Apprenticeship is simply fantastic, couple this with the skills we can master in our day to day work and we really are

advised teachers how they can make their classroom and lessons more interesting to their pupils. I have found this to be one of the most rewarding experiences of my Apprenticeship, because I can offer a different perspective than many of the "grown-ups" that make the key decisions in education.

apprenticeship I have become a much more rounded individual, with a greater understanding of how to help others, what I want in life, and the drive and passion to get it.

My Apprenticeship also involves me studying for a Foundation Degree and a level 4 NVQ. Aside

all in a brilliant position career-wise. We are all one-step ahead of the competition throughout our careers.

Choosing to join BT's Apprenticeship was one of the biggest decisions of my life, and so much else has been influenced by that one choice. The

As I'm fresh out of 6th form my opinion really matters to them and I feel like I am helping students all over the country to better understand apprenticeships and education.

These are only a fraction of the amazing things I have experienced in the

from all these brilliant development experiences I will also be equipped with a brilliant set of qualifications that will help me achieve my career ambitions, be that within the company or externally if I so choose.

As Apprentices we are very lucky because we get the chance to "earn

last year has been simply amazing and I feel sure that I have a bright future ahead of me. This is only the beginning.

Aim high and enjoy the journey!



Year of Skills Celebration

Adastral Park, 4th December. Chaired by Peter Funnel
What has been achieved during the past year, what challenges and opportunities surround us? The year of skills celebrates your achievements.

One of the keys to success is collaboration. Whether it is collaborating with work

colleagues, a fellow apprentice, or the tea lady, working together is one of central cogs of a well-oiled machine. A good example of this machine is IDEA. Collaboration between a variety of organisations to deliver the best possible service to its apprentices.

At the recent year of skills event, this message of collaboration was repeated with regularity, thankfully not to an extent where it felt like you had just listened to the same record a hundred times.

Before the event had started we had made a conscious decision to focus on one specific ideal, one perspective

from the event. As I type that decision stands, although maybe not in the same manner as it did before. The sheer breadth of knowledge on show forced a little re think in the 'would be' super brains of the apprentices.

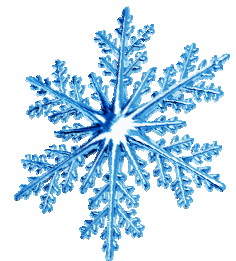
The learning skills council (LSC) is not an organisation I can say

fills me with excitement and anticipation. It may be me but whenever the word 'council' is said a stereotype of middle-aged men with rule books in hand fills my head. That stereotype now has somewhat began to slip away thanks to one hour in the company of Christopher Banks, Chairman of the

LSC and a man very interested in what the idea of IDEA is. Mr Banks placed great importance on maintaining a focus on skills and the training to obtain these skills. One of the values of apprentices, a workforce that can be trained and redefined to meet an organisation's wants and needs.

In today's 'changing landscape' of skills the difference between success and failure can be minuscule. Businesses that fail to train their workforce with new skills are around two and a half times more likely to fail in key areas compared to those who take the plunge and commit to training.

A higher skilled workforce can make the biggest difference. Mr. Banks pinpointed that the transition to new skills needs to be seamless and new arrangements of skills progression to be simpler.



FONZ'S BOOK LIST

Mr. Jones' Rules For The Modern Man – Dylan Jones
A witty, stylish and indispensable guide to being a modern man. It is tough being a man in the twenty-first century. How to get a pay rise and how to suck up to your boss. How do you beat jet-lag? How do you stop your trousers sliding off their hangers? How to make the perfect Martini, how to tie a Windsor knot... the list goes on. It will be the must-have present for every husband, boyfriend, son and friend this Christmas.



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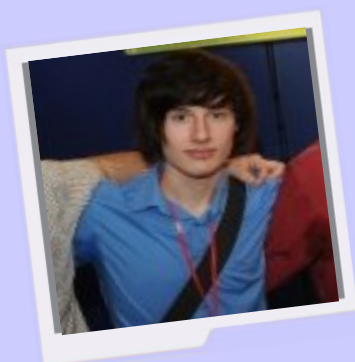
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Apprentices – Fighting the Stereotype

Why is it that a constant misconception of apprentices exists? It is a question that certainly does not add up when you consider the value of us fine people. It is even more mystifying when over eighty percent of businesses say that apprentices improve their productivity. Maybe the misconception will always be there, like the misconception that rich people are eternally happy people. One of the issues highlighted by Mr. Banks was that smaller businesses find it more challenging to engage in modern apprenticeships. Maybe they feel they will not be able to provide the support network to apprentices, or it may be a case of not knowing how to successfully market an apprenticeship scheme. Whatever the reason it is imperative that a greater proportion of the learning and training which occurs supports the growth of the economy (now we really sound like politicians). An apprentice has a mind for moulding, a mind for growth.

I will finish with something which remained in my head long after Mr. Banks had finished his speech, and the apprentices had begun to dig in to the free buffet lunch. With change comes opportunity, make sure you take yours.

They said what? *The Illustrious Leaders Speak*

Mr. Peter Funnell's views on the IAS

"Two highlights stand out for me. The first was being part of the initial feedback on the IAS induction programme in September. All those attending the meeting recognised the progress made and the apprentices were particularly complimentary of the support offer by BT and the unique facilities on offer at Adastral Park. Since September the IDEA apprentices have been outstanding ambassadors of the IAS and I am delighted that many will be participating in the induction of the second cohort of apprentices early in 2010.

The second was our success, working with e-skills (the ICT sector skills council) and Microsoft in securing a competitive national contract from the National Apprenticeship Service to establish a national Group Training Association (GTA) for the ICT sector based on the IAS model. This was a major achievement given that we were still in start up mode!

During 2010 we will also develop other steps on the skills escalator. Including Foundation Degree opportunities delivered by UCS and initial steps towards undergraduate and post graduate provision.

Overall an exciting start for IDEA, one spearheaded by the IAS and its enthusiastic and talented apprentices!"

Editors Comment

With this issue we decided to include everybody's favourite Xmas character, Rudolph!!! Exciting times coming up for the IDEA apprentices, London trips, great lunches and Xmas work parties. As always it's been a pleasure, we hope you enjoy your holidays!

Keep Reading ☺

Special thanks to: Shane Allum, Christopher Banks, Peter Funnell