



Advance

Issue 4 | January 2025



Welcome!

In our fourth issue we explore:

- Apprenticeships starting this spring
- Introducing AI to our apprenticeships
- Volunteering – help our 100 hour challenge
- Impact Report
- Careers
- Skills Survey – tell us your views – quickest ever 1 question survey
- Celebrating achievers
- Save the date – Awards event July 2025

We're kicking off the New Year with some great learning and development apprenticeship opportunities designed to help our employers grow and succeed!

Register your interest here...
for any of our management apprenticeships



Here's a preview of what's coming up:

Improvement Practitioner

Level 4 – February

Starting in February, we're launching the next cohort of Improvement Practitioner Level 4 Apprentices.

This programme is designed for individuals looking to enhance their problem-solving skills and drive continuous improvement within the organisation. Participants will gain hands-on experience with practical strategies to support operational improvements and make a measurable impact. Reducing waste, creating efficiency and driving the business forward. Ideal as a career development step from the team leader programme.



Team Leading

Level 3 – April

In March, we'll be delivering our next cohort on the Team Leader Apprenticeship, a comprehensive training experience focused on developing initial management skills.

This program is perfect for those in or aspiring to be in supervisory roles, equipping them with the tools they need to lead teams effectively, improve performance, and build strong workplace relationships.





Operations Manager

Level 5 – April

Our next cohort of the Operations Manager apprenticeship begins.

This programme, provides an advanced curriculum aimed at those overseeing multiple teams or departments. It will focus on operational strategy, financial management, and leadership to prepare participants for mid management positions.



Senior Leader

Level 7 – May

We're taking applications now for our next programme which starts April / May 2025.

level7women.co.uk 



Introducing AI in our apprenticeships

We're excited to announce that all our Business and Management apprenticeships now feature an applied AI module.

This 1 day module will provide practical training to help individuals understand how AI technologies can be used to improve efficiency, decision-making and planning across various business functions.

We're delivering this **free to all our apprentices**, normally £150 per person. Watch out on Onefile for information of how to book a place through EventBrite



100 years and 100 volunteering hours

You may be aware, that the city of Stoke on Trent will be 100 years old on June the 5th.

To celebrate this and further contribute to the success of the City, Axia are aiming to log 100 Hours of Volunteering across our apprentices and our team.

This is a great way to contribute to your community, even if you are outside Stoke-on-Trent while developing new skills, enhancing your leadership capabilities, and fostering a culture of collaboration.

Please help us by setting up volunteering opportunities for your apprentices. If you'd like help with this, we're looking for volunteers to take part in National Volunteering Week in the UK will take place from **June 1 to June 7**. We're working with VAST to arrange volunteering opportunities.



Watch out on Onefile for information of how to register your interest through EventBrite.



Impact Report

I'm really pleased with what we've achieved last year.

Continuous improvement is critical for any business and especially one such as ours, which operates in a sector with many competitors of all shapes and sizes.

But taking a moment to reflect and take stock of the journey is important and impact is what it is all about. A big thank you to the ongoing support of our employers and also the team at Axia.

Axia Impact Report >





Achievers

There have been some more amazing achievements since our last newsletter, with another 15 apprentices receiving the highest possible grade.

Congratulations all of you, everyone at Axia Solutions are very proud of you..

Adam Ashraf-Cheema, Ben Bowden, Sean Cocker, Hobi Dawe, Kenzie Dean, Kyle Edgar, Jay Farrell, John Fimister, David Greenwood, Steven Gregory, Nathan Gunn, Thomas Hand, Ben Harrison, Ashley Hembrow, Darryl Jones, Alisha Kirby, Ashleigh Lawton, Ruby Marshall, Andrew Speakman-Wilding Tiberiu Marariu, Christian Probert, Leonie Roberts Reece Roberts, Tamoy Thorpe, Archie Watts, Thomas Worthy.

A huge thank you also to their employers and the line managers and mentors who supported their apprentices...

Augustus Martin, Churchill China Ltd, Clondalkin, CPI UK Management Co Ltd, Coveris Eric Wright Facilities Management, Hymor Timber, LIDR, Media Co Group, NUL Borough Council, Paragon, Pinfold Promotions, Print & Design North East Limited Reach Printing Services, RJ Lift Group Ltd, Siemens, Steelite International, Surf and Turf, Ultra Electronics, Venesta Washroom Services, Westrock.

Save the date

8th July - Awards Event
14:00 - 15:30 at the IOT, Stafford

To all our employers and apprentices...

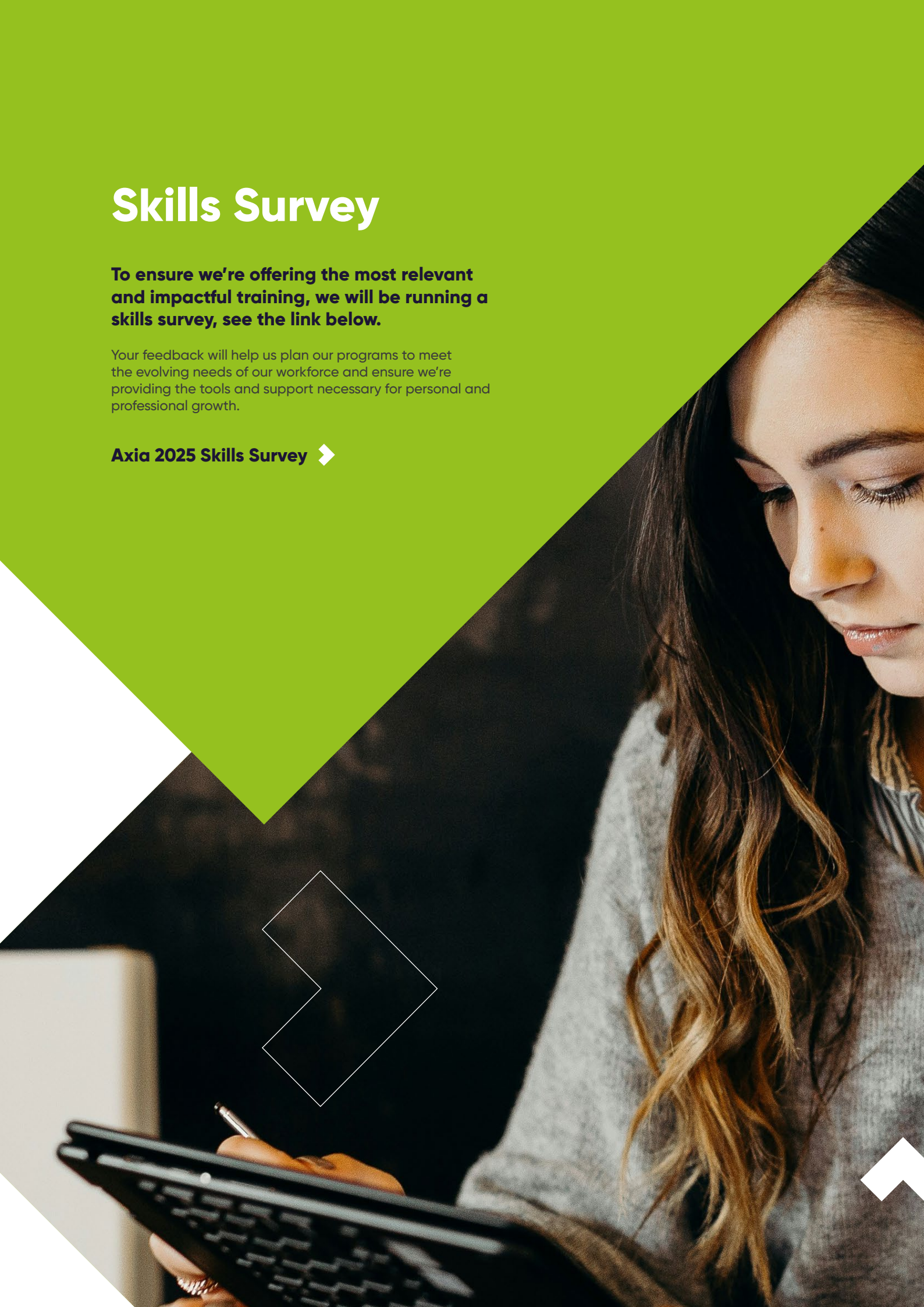
Watch this space and look out for an invitation to our Awards Event in due course, taking place at the **Institute of Technology - Stafford**, before it's official opening.

Skills Survey

To ensure we're offering the most relevant and impactful training, we will be running a skills survey, see the link below.

Your feedback will help us plan our programs to meet the evolving needs of our workforce and ensure we're providing the tools and support necessary for personal and professional growth.

[Axia 2025 Skills Survey](#) ▶





Careers

Career planning and guidance are essential for apprentices, helping them navigate their career paths and maximize their potential.

Regardless of the age of the apprentice, careers guidance and progression planning helps businesses to attract and retain staff. We know this is reported as a key concern for most organisations.

Employers play a crucial role by providing tailored support, mentorship, and resources to ensure apprentices understand their opportunities and can make informed decisions about their future.

According to research by the Gatsby Charitable Foundation, 71% of students who receive high-quality careers guidance are more likely to feel confident about their future.

Additionally, the National Apprenticeship Service reports that apprentices who receive good career advice are 2.5 times more likely to be employed after completing their apprenticeship

Shockingly, a study from Youth Group finds 63% 3/5 of 18-25 year olds are unaware of the current career advice available to them.

Today, **working life is rather more uncertain**. As a result, it's not only people just starting out who find themselves wondering about their career direction, what employers want and how they can best equip themselves for the next stage in their working lives.

External forces such as **economic crises**, **technological** change, the pandemic and the war in Europe have **transformed** national and international **labour** markets. The **types** and **quality** of jobs have changed, as have the demands of employers and employees.

Employees are rightly anticipating the need to **upskill**, **reskill** and **adapt** to new roles, but they need a well-connected and established skills system with career guidance support at its heart to help them understand what skills are required now. More than that, they need support to gain and maintain the skills to meet future employer demands.

Please do consult with your apprentice's trainer if you'd like any assistance in facilitating a career development conversation with your apprentice.



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Interested in any of our courses?
Register your interest here

