



WHEN CHOOSING YOUR APPRENTICESHIP WHAT INFLUENCED YOUR CHOICE AND HOW DID YOU GET INFORMATION?

I wanted an apprenticeship where I would be trained to a very high standard and where there were ample opportunities for career progression and development. I wanted to work for a local company that was sustainable and who actively supported and invested in their employees. For me, INEOS fitted the bill. I learned more about the company, their business and their apprenticeships by attending various recruitment events where I spoke with employees, as well as undertaking research on their website. My older brother was carrying out an apprenticeship in the same industry. After talking with him and learning about the role, I realised that I wanted to take the apprenticeship route into employment.

WHAT QUALIFICATIONS & SKILLS ARE NECESSARY FOR YOUR ROLE?



The minimum qualifications required were four National 5's (or equivalent) in English, Maths, Chemistry or Physics, plus one of either Engineering Science, Biology, Practical Craft, Graphic Communications, Design & Manufacture or a Foundation Apprenticeship. I left Graeme High School in Falkirk in S6 to take up the apprenticeship.

For an apprenticeship at INEOS you need to have a genuine interest in technology-based subjects and in science. You also need to be able to demonstrate a practical hands-on approach to solving problems.



WHAT ATTRACTED YOU TO INEOS AS A COMPANY?

I was attracted to INEOS as they are one of the largest chemical companies in the world and they are actively investing in the longevity of their sites. The Grangemouth site has a well-established and highly regarded apprenticeship scheme. Being one of Scotland's largest manufacturing sites means that for a young person like me there are a wide range of opportunities to learn and develop. The Grangemouth site is also local to me, and my family have a great history in Grangemouth.

HOW DID YOU DEVELOP THE SKILLS REQUIRED FOR THE ROLE AT SCHOOL?

I developed these skills through studying various subjects at school. Maths and Physics developed my problem solving abilities and the subjects encourage you to be methodical. Graphic Communications and Design & Manufacture improved my practical skills alongside developing my interest in technology.

FAVOURITE SUBJECTS AT SCHOOL?

Maths and Physics



TELL ME MORE ABOUT YOUR APPRENTICESHIP AND THE JOB YOU DO?

The apprenticeship I am undergoing is Chemical Process and at the end of the four years I will be a qualified Process Operator.

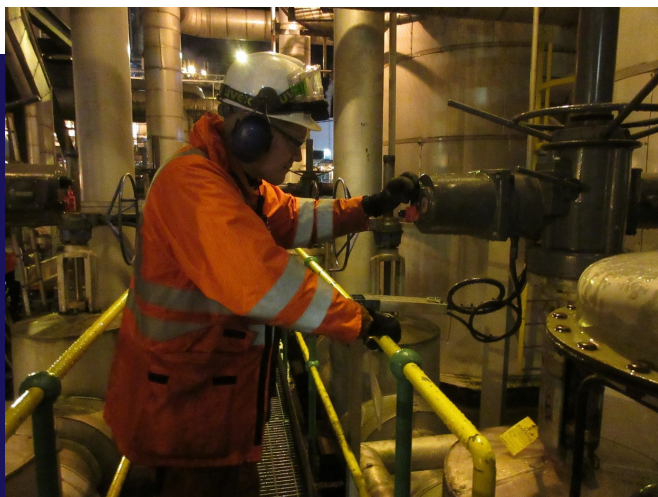
The first year of the apprenticeship is full-time at Forth Valley College and predominantly you're developing your practical hand-skills. You learn about health and safety, the basic theory of processes and an insight to the other engineering disciplines.

Year Two and Three are day release schedule where you gain a much more in-depth understanding of the chemical processes and chemistry involved at the Grangemouth site. You develop an improved understanding of how the equipment operates and get experience as an operator when working on the training rig at college. The days outside of college are spent on the plant at the Grangemouth site, where you will work towards your Scottish Vocational Qualification.

Year Four is spent full-time on site. Here you will be learning specific areas of the manufacturing plant, how to safely operate it and will be working towards being offered a permanent role.

WHY DOES AN APPRENTICESHIP WORK FOR YOU?

The major benefit to me of an apprenticeship is that you are gaining knowledge and experiences that are key to the role you are working towards. You gain a variety of qualifications that are specific to the job and you are supported throughout the whole journey. Another benefit is that you are earning while you are learning at college and on site.



DOES THE APPRENTICESHIP LIVE UP TO YOUR EXPECTATIONS?

The apprenticeship is living up to my expectations and more.

I knew from the outset what the INEOS Modern Apprenticeship Programme was all about through speaking to current apprentices as well as time-served employees. However, it's only once you actually join the scheme do you really get a feel for the course. Whilst the training provided and experience at college are first class what has exceeded my expectations is the support provided to all apprentices. Everyone, from college lecturers to your experienced INEOS mentor, want to see you succeed in becoming a competent operator. They are very good at helping you build your knowledge and confidence along the way.



ADAM CROWE, MODERN APPRENTICE IN CHEMICAL PROCESS, INEOS

**Young
Person's
Guarantee**



NoWrongPath

TITLE

EXPLORING CAREERS WITHIN XXXX
FULL PROFILES PACK

TITLE

NAME

JOB TITLE

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?



I completed a HNC in Early Learning & Childcare, however there is also the option of doing a modern apprenticeship.



I gained relevant experience by volunteering in nurseries, schools and in ASN provisions.



I developed communication skills, people skills, creativity and adaptability through these roles.

WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE ELC ENVIRONMENT AND WHAT INFLUENCED THAT DECISION?

I had teachers throughout my life who had such a positive impact on myself and my family, this inspired me to want to work within this field. I completed work experience at a school/nursery and enjoyed this so much it inspired me to leave school earlier and start a childcare qualification at college. This taught me the essential role that educators play in the earliest stages of children's lives.

WHAT DID YOUR CAREER PATH LOOK LIKE?

My career path has been a journey and has involved challenges. I felt pressured to go to university after college and get a degree as that's what my peers were doing. I went to study teaching although I knew deep down this wasn't what I was passionate about. I realised after three years at university that life is too short to pursue a career that doesn't make you happy.

I left university and got a job in a nursery and it's the best decision I've ever made!

I volunteered at schools and nurseries to gain experience which I could take into my college course. I also volunteered in an Additional Support Needs Provision whilst studying and then went on to get a part time job with a charity who supports children with ASN. This prepared me to work with a range of children and families with different needs and backgrounds.

FAVOURITE SUBJECTS AT SCHOOL?

French and Spanish



DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

There's no two days that are the same at work and that's what makes it so enjoyable. There's always a chance to learn something new and develop new skills.

A typical day in my work consists of helping children progress their learning, knowledge and understanding. Helping them to achieve milestones and providing a safe and nurturing environment. I spend time with my colleagues planning how we can facilitate new learning/play opportunities for the children to build on their prior knowledge, extend their learning and development and make sure they are engaged and having fun at nursery. It is also important to provide a stimulating environment for the children so we regularly reflect on our environment and change/add new resources to provide new learning experiences. We also track and document children's learning and development through learning journals and an online platform. I spend a lot of time working alongside others as part of a team and we communicate and share ideas on ways to improve our practice, our environment and our interactions. I regularly do training and courses to keep up to date as things are always evolving and changing.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB IN PARTICULAR?

One thing that has surprised me about my job is the amount of opportunities for further development. There is always training and courses being offered to us to develop our knowledge and skills. This makes work more interesting as there is always something new to learn.

WHAT ARE THE BEST PARTS OF YOUR ROLE?

One of the best parts of my role is knowing that I can make a difference to a child's life and this will have a positive effect on them as they grow older. Another thing that I love about my role is my team, having people around me who motivate me and help me to do better and achieve more is really motivating.

My days are never the same and this means I never feel bored as I am always learning new things and faced with new challenges.



WHAT ADVICE IN GENERAL WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO SUCCEED IN EARLY LEARNING AND CHILDCARE?



Don't be scared to change your mind!

I changed my mind about my career whilst at university and it's the best decision I ever made and I'm now happier than I was before!

Making career choices when you're at school is hard and it's okay to change your mind.

TITLE

CAREER PROFILE ACTIVITIES

These tasks are suggestions of activities you can insert into the classroom using this Careers Profile Pack.

1

Task students to select a profile that they are interested in and identify the skills that the individual uses within their role.

2

Encourage students to choose a profile that they have not considered as a career path, ask them to identify something that surprises them about the information and feedback to the class.

3

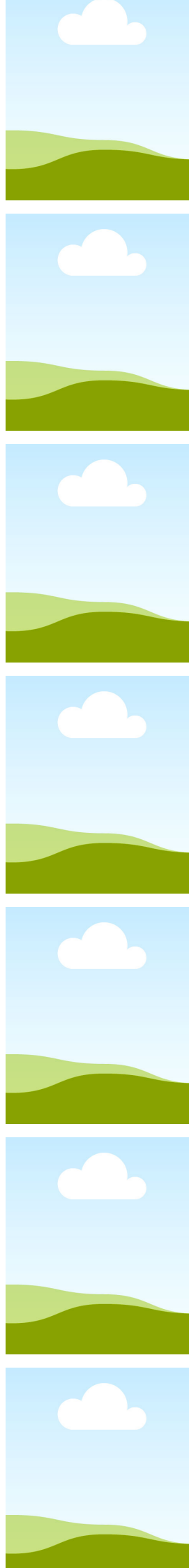
Thinking about some of the advice these individuals share within their profiles, encourage young people to consider how they would use the advice to develop themselves in future.

4

Ask students to imagine that they have already begun to advance in their career and they have been asked to complete the profile. Encourage them to think creatively about what they would like to have achieved and the skills they wish to develop and write their own personal profile.

5

Ask students to select the individual they identify with most from their profile. Ask them to feedback why they feel drawn to this individual's profile. Is it because they are interested in similar subjects and pathways or is it something to do with the personality and characteristics portrayed through their profile?



TITLE

NAME

JOB TITLE

WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE ELC ENVIRONMENT AND WHAT INFLUENCED THAT DECISION?

Prior to starting my Modern Apprenticeship I completed a qualification while in school (Foundation Apprenticeship Children and Young People SCQF Level 2) which gave me practical experience in an Early Years setting. I gained first-hand experience working alongside qualified members of staff to ensure that this was the right career choice for me.

WHAT DID YOUR CAREER PATH LOOK LIKE?

Currently in my career path in Early Years, Modern Apprentice, I am completing a two year course working towards an SVQ Level 3. This course is made up of eight units which is based on experience gained and writing reflective accounts on my practice.

I attend a support class with my training provider (Experiential Play) twice per month with one-to-one support from a mentor.

Teaching classes are scheduled and often a piece of work is given based on the class, for you to carry out. For example the outdoor teaching class was given and thereafter students were to risk assess, reflect and explore their own settings outdoor area.

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?



Three National 5 Certificates



Learning alongside qualified staff has been an effective way of developing my skills as I have observed good practice and have been given support to help better my own practice.

FAVOURITE SUBJECTS AT SCHOOL?

Music, English, History & ICT

DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

- Welcoming all children into setting, supporting signing in, lunch choices and emotional check in
- Communicating with parents passing on key information
- Check staff communication book for passing on information
- Ensuring all children are present
- Planning experiences for children's individual learning and evidencing this on individual online learning journals
- Taking children's interests forward during purposeful play and learning experiences
- Interacting in children's play enhancing, extending and developing their skills
- Preparing snack for all children taking into account of allergies/dietary requirements
- Safeguarding of all children

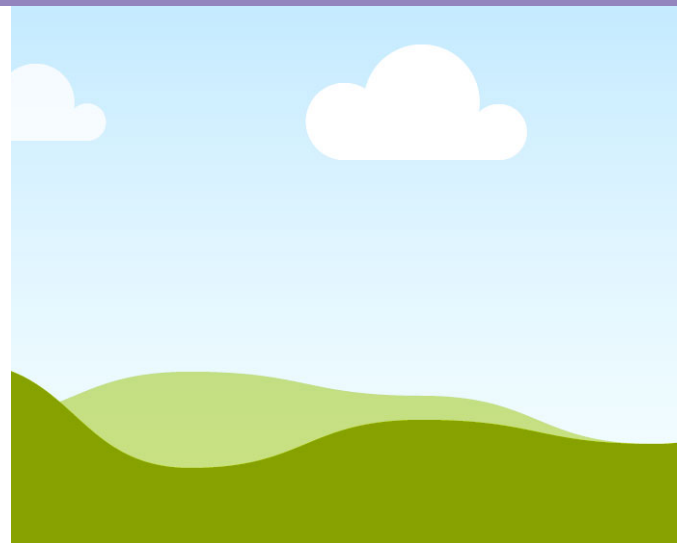
WHAT ARE THE BEST PARTS OF YOUR ROLE?

- Working within a supportive team environment
- Professional role models
- Career opportunities to work towards
- Training opportunities

Every morning when walking into my setting I am greeted with lots of laughter, enthusiasm and excited children who are curious of the world around them, ready for staff to develop skills which will get them ready for their own journey ahead. Children bring so much joy when working alongside them, they brighten your day when you are feeling down. Watching children develop and learn each day is so rewarding to see that they are getting the best start in life from the work that you put in.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB IN PARTICULAR?

Before starting my new career I was unaware of all the risk assessments, guidance and procedures in place keeping Children and Young People safe. From risk assessing almost everything we do, preparing snack, individual risk assessments for children's needs, procedures such as child accident forms, communication with external agencies and parents regarding the wellbeing of the child.



WHAT ADVICE WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO SUCCEED IN EARLY YEARS?

- Gain as much experience and knowledge while learning to ensure you have the skills needed for further development.
- Reflect on your practice as there is always room for development.



EARLY LEARNING & CHILDCARE CAREERS

N A M E

JOB TITLE

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?



After attending college for 2 years (night school) I qualified with an HNC therefore could apply for educator posts within a nursery setting.



The experience I gained throughout my previous employment was invaluable. A number of the course assignments did not prepare me for the job. The work experience however helped.

WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE ELC ENVIRONMENT AND WHAT INFLUENCED THAT DECISION?

I was a stay at home mum until I saw an advertisement for a training course to become a Support for Learning Assistant. Due to having no family support I would struggle for childcare once my daughter attended school. I was lucky a good friend agreed to look after my daughter following nursery sessions. I attended the training course and accepted a part-time post within the school my daughter attended.

WHAT DID YOUR CAREER PATH LOOK LIKE?

After becoming a Support for Learning Assistant I successfully worked within mainstream schools for 10 years gaining valuable experience in working with children with challenging behaviours. I decided to challenge myself further, as well as move up the pay scale!

I started working as an SLA within Stirling Inclusion Support Service working with children who required social, emotional and behavioural support. The job was very challenging however rewarding. After the sudden death of my father my world was very different. I didn't have the drive or energy, I had lost myself, the person I was had gone! An opportunity to train to become an Early Childhood Educator came up just at the right time. Something to help with my grieving I thought. There had not been the opportunity to train at night before and I could not have given up my day job to train.



FAVOURITE SUBJECTS AT SCHOOL?

Art and Design and Realisation

DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

Planning and time management is an essential part of our job in order to observe, record, assess and plan play based learning activities. The areas within the nursery are appropriately set up with provocations to encourage and extend learning every morning and afternoon. Provide stimulating learning environments for the children indoors and outdoors following their interests. Communicate with the children, parents, colleagues and school staff respectfully acting as a role model. Support and encourage children throughout the day to be independent i.e. toileting, snack, lunches and peer conflicts.

Some children require personal care which is carried out following nursery protocol. Children's Care Plans and documentation should be continually updated and relevant. Liaising with parents at drop off and pick up times is vital to build and maintain positive relationships. First Aid may be carried out as well as administering medication. Responsible for outdoor play experiences in all weathers as well as carrying out daily risk assessments. Working alongside the school for smooth transitions. Replenishing and maintaining equipment i.e. toilet rolls, paper towels, paints, pencils. Preparing and ordering food for snacks which is given three times a day. Participate in staff training in order to update skills.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB IN PARTICULAR?

A challenge I didn't anticipate is the amount of changes in guidance and documentation which you have to make sure you are up to date with. The children ask the most interesting questions!!

WHAT ARE THE BEST PARTS OF YOUR ROLE?

The wages and flexible working hours are a very positive part of the job. Part-time and full-time posts are advertised as well as extended working hours 8am-6pm. Support and encouragement is given in relation to personal development with a large network of experienced professionals happy to encourage and support in various aspects of the job.

The job itself is extremely rewarding seeing timid tiny three year olds develop into confident talkative 5 year olds ready to thrive at school. Supporting and working alongside the parents is as rewarding. I thrive in a good team who can have a laugh.

WHAT ADVICE IN GENERAL WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO SUCCEED IN EARLY LEARNING AND CHILDCARE?

Be prepared to be flexible, work hard, work within a team. You have to have excellent time management, be innovative and open to new ideas, enthusiastic, committed, approachable, and reliable and your passion will shine through. I wish I had had the opportunity to train 30 years ago.