

**TECHNICIAN  
APPRENTICESHIP  
CONSORTIUM**



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**ace**

# The Future of Engineering

starts with creative minds



# INTRODUCTION TO THE TECHNICIAN APPRENTICESHIP CONSORTIUM (TAC)

In March 2010, a consortium of six UK engineering consultancies came together to plan and deliver advanced technician apprenticeships leading to a career as a professional engineer.

The impetus was a requirement of Transport for London that companies had to accept the GLA strategic training commitment which included a target for recruiting apprentices.

## OUR PURPOSE

Bringing together engineering consultancy firms, enabling them to meet their business needs through recruitment and training of advanced technician apprentices.

## STRATEGIC OBJECTIVE

TAC members have technicians with the right skills and knowledge to contribute effectively to the delivery of projects to quality, time and cost.

## OUR FOUR MAIN WORKSTREAMS


### Attract and Recruit the Right People

- Talented young people are made aware of apprenticeship opportunities within TAC companies, including under-represented groups such as females, ethnic minorities and those from disadvantaged backgrounds.
- TAC companies are able to successfully recruit apprentices to fulfil their business requirements.
- The recruitment process is efficient, effective and fair and recognises the benefits brought by the consortium approach.

### Train and Retain Apprentices

- Apprentices are mentored in a professional and consistent manner, achieving professional institution membership at the end of their apprenticeship.
- Employers access a framework of pay and job titles for apprentices to help inform decision making.
- Establish an annual TAC Apprentice Award to recognise excellence.

### Maintain high quality and consistent college provision

- Ensuring agreed standards are in place with colleges, training providers and awarding bodies.
  - Continually monitor the performance of colleges and training providers.
  - Training and development is consistent across the UK.
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## Develop qualifications and progression routes

- Broaden availability of apprenticeships across a range of engineering disciplines working with sector skills councils, professional institutions and awarding bodies.
- Ensuring access to apprenticeships and qualifications which meet current, future and emerging skill needs.
- Ensuring seamless progression routes are available to individual apprentices.

## OUR ACHIEVEMENTS

- Successful delivery of advanced technician apprenticeships in Civil and Building Services Engineering, mapped to the EngTech registration requirements of the Engineering Council.
- Apprenticeships in Railway Engineering Design and Transport Planning in development with the Government's Trailblazer Programme.
- Approximately 1000 participant apprentices over five years (from 8 in 2010).
- Apprentices successfully applying for EngTech registration and membership of professional institutions.
- Awards:
  - December 2010, Mayor of London Responsible Procurement Skills and Employment Award.
  - December 2011, Training Journal Apprenticeship Programme of the Year.
  - April 2014, shortlisted for the Building Magazine Award for Training Initiative of the Year.

"Apprenticeships are a great way to learn whilst gaining experience in the specific industry that you want to be involved with and enjoy doing. I have already learnt a lot about the building services engineering industry which I could not have known or learnt about if I had gone to sixth form."

- Rupinder Kooner, Advanced Technician Apprenticeship in Building Services Engineering (17 years old), WSP | Parsons Brinkerhoff



Arup 2015 apprentice intake

"We have been inspired by our apprentices. They are a breath of fresh air to the office and their enthusiasm and passion for learning has become infectious. The apprentices commitment and growth has been outstanding and make looking to the future of Clancy Consulting an even more exciting prospect."

- Clancy Consulting

## **PARTICIPATING COMPANIES AS OF AUGUST 2015:**

AECOM

Arcadis Consulting (UK) Ltd

Arup

Atkins

BDP

Capita Property and Infrastructure

Clancy Consulting

CH2M

Crofton Design

Highways England

Jacobs Engineering

Mott MacDonald

Mouchel

MWH

Peter Brett Associates

Tony Gee and Partners

Troup Bywaters + Anders

Waterman Group

WSP | Parsons Brinkerhoff

## **ALSO INVOLVED IN THE CONSORTIUM:**

Institution of Civil Engineers

Chartered Institution of Building Services Engineers

Chartered Institution of Highways and Transportation

Institution of Engineering and Technology

Institution of Mechanical Engineers

National Apprenticeship Service

Engineering Council

Transport for London

Pearson/Edexcel

## **TRAINING PROVIDERS & COLLEGES INVOLVED:**

Bedford College

Bridgwater College

City of Liverpool College

College of North West London

Exeter College

Guildford College

Leeds College of Building

New College Nottingham

Newcastle College

Norwich College

Solihull College

South Thames College

STEGTA