

Nottingham Credit Union



Ella Ferris with Apprentices Umare and Jordan

Taking on an Apprentice is new idea to many Voluntary and Community Sector (VCS) groups. And some organisations may feel apprehensive about doing it. How much support will they need? Can we afford one? Do we have the resources we need to train them?

However, lots of local VCS organisations are recruiting Apprentices and reaping the rewards, including Nottingham Credit Union (NCU). The Operations Manager, Ella Ferris, told us why more VCS organisations should take it seriously.

“Some staff were concerned that it was just a way of getting cheap labour and would exploit young people, but we've not found this to be the case at all! All of our team now see they're a great asset.

“We went through a fairly large organisational restructure in March and felt that hiring Apprentices would suit our needs. Having worked with Future Jobs Fund employees before, we had an idea of what it would be like.”

Key Facts

The VCS Apprenticeship programme offer Apprenticeships in:

- Youth Work
- Customer Service
- Administration
- IT
- Health and Social Care
- Childcare

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Ella Ferris
Operations Manager
Nottingham Credit Union
(NCU)

Continues Overleaf



Umare Tariq
Customer Service Apprentice at NCU

“I was studying A-Levels and found the step-up from GCSE to A-level to be quite hard.

“I decided to leave sixth-form and discussed my options with the Headteacher who suggested an Apprenticeship.

“I’m really enjoying taking on new responsibilities, and I aim to progress my financial career.”

At first, some staff had reservations, thinking that the Apprentices would be underpaid and given no real responsibilities.

“We have recruited two Apprentices who are enthusiastic, responsive, fresh and adaptable. They've both taken a lot of pressure off the operations team, and this has been crucial to the development of our organisation. I would definitely recommend it to any other organisation.”

Umare Tariq is undertaking a Customer Service Apprenticeship at NCU. “I was studying A-Levels and found the step-up from GCSE to A-level to be quite hard. I decided to leave sixth-form and discussed my options with the Headteacher who suggested an Apprenticeship. I’m really enjoying taking on new responsibilities, and I aim to progress my financial career.”

Enable’s Workforce Development Adviser, Nick Taylor, comments: “These guys are a prime example of how taking on a young Apprentice can develop both them and your organisation for the future – showing the tangible results you can reap through this programme.”

If you’re interested in hiring an Apprentice contact Nick on 0115 934 8495 or at nick@enable.uk.net