

Learn, earn and build a brighter future!



Kickstart your career with our award-winning apprenticeships

Whether you're just leaving school, changing your career or looking to grow your skills our apprenticeship scheme offers a strong foundation for your future. Our trade apprenticeships are a fantastic way to learn while you earn.

We offer a variety of roles from joinery and plumbing to roofing, gas and electrical. With our apprenticeships you'll gain:

- Valuable hands-on experience working with trusted mentors
- A wage while you learn and no student debt or training fees
- A rewarding career making an impact in our communities
- Recognised qualifications

Over the last 20 years, we've supported more than 200 apprentices with 95% of them going on to secure a permanent job with us after finishing their apprenticeship.

In your first year you'll get a competitive salary and by your second year you can expect to earn over £22,000.

**Interested?
Scan the QR
code or visit:**



**[www.vicohomes.co.uk/
apprenticeships](http://www.vicohomes.co.uk/apprenticeships)**

Hear from our apprentices!



"My apprenticeship gives me real-life experience while working towards my qualification. I feel supported at work and college."

Tom, Apprentice Electrician



"I've learnt practical plumbing skills at work that brings my college theory to life and I get to learn from experienced mentors."

Joe, Apprentice Plumber



"My apprenticeship has helped me build my joinery skills across different workstreams, with great support from mentors and a team that's always willing to help."

Dan, Apprentice Joiner



"I started my apprenticeship straight from school and quickly became part of the team. With the support of my mentor and the team, I've learnt so much in a short time."

Farrell, Apprentice Roofer



A day in the life of Apprentice Gas Engineer – Ruby

"I've been part of a team upgrading empty homes with new boilers and radiators to create warm, comfortable homes for our customers. My day starts by meeting my mentor and planning what work needs to be done that day. Alongside my mentor, I get to work on everything from fitting valves to mounting radiators."

"Since joining Vico Homes I've also worked on roofing sites, replacing boiler flues making sure they fit the new roofing tiles and chatting with customers about the work. That's really boosted my confidence!"

"I can't recommend an apprenticeship at Vico Homes enough due to the outstanding support I get from my mentors, the Gas Team Leaders, and the Apprentice Team Leader. They've helped me grow my skills, feel part of the team and shown me opportunities for career progression."

"I'm at college one day a week and on-site the rest, which gives me the perfect balance of learning whilst I'm earning."

"Vico Homes has given me a sense of belonging and the chance to push myself while always feeling supported by my mentors."



The step by step apprenticeship journey

Step 1 - Check out the role

Visit our website for all our current vacancies and read the job descriptions.



Step 2 - Application form

Complete all sections and tell us why you're interested. We don't accept CVs so don't worry about putting one together. Apprentice roles get a lot of applications so take your time to make sure yours is the best it can be.



Step 3 - Shortlisting and interview

If you're shortlisted, we'll invite you to an interview. During the interview you'll be scored against our four values; **Caring, Confident, United and Ambitious**. We'll tell you more about these on our website.



Step 4 - Being offered a contract

If you're successful at the interview, you'll receive a fixed term contract with us, subject to pre-employment checks.



Step 5 - Your induction

You'll attend an induction and complete a health and safety sessions at our Stores unit in Normanton.



Step 6 - Further support

You'll work with the Learning and Development Team to spot any skill gaps and boost your personal growth.



Step 7 - End point assessment

After completing your end point assessment you'll have the skills and experience to grow and develop your career.



Ready to kickstart your apprenticeship?
Scan the QR code for top tips and how to apply.

Where can an apprenticeship take you?

"At 22, I decided to learn a trade and started a four-year electrical installation apprenticeship. I wanted to earn while I learned, gaining hands-on experience from day one starting with a refurbishment of an Independent Living Scheme.



Over the years, I've worked on installations, repairs and testing which built my confidence and practical skills. College block placements helped me achieve my Level 3 Electrotechnical qualification and the support from mentors made a huge difference. They encouraged me to take ownership while being there to guide me.

Now, I've completed my apprenticeship I work full-time as a Senior Electrician. I'm proud of how far I've come and excited for what's next.

Will, Senior Electrician



"After trying the 'standard route' after high school and going to college, I realised it wasn't right for me and decided to do a trade apprenticeship in joinery and it has been the best decision I've made! I'm now a qualified Joiner working in the Voids Team, helping improve homes

before customers move in and I gained valuable experience working in the Repairs Team during my apprenticeship.

The weekly college placements helped me to understand the theory behind the practical work I was doing on site and my mentor supported and helped me build the evidence I needed for my course.

One highlight was doing Outward Bound with other apprentices where we tackled challenges like climbing Scafell Pike and raft building.

The apprenticeship gave me the skills, support and confidence to succeed making me the tradesperson I am today."

Paddy, Joiner

A message from our Apprentice Team Leader, Sarah



What's your role?

"I manage all the trade apprentices which involves regular meetings, support with college placements and work experience to ensure their apprenticeship runs smoothly and ultimately develops them to reach their full potential to successfully transition from an apprenticeship to a qualified tradesperson."

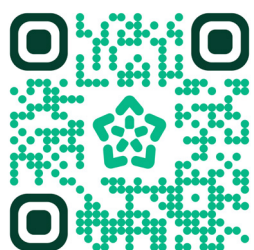


Meet the Training Team, Jon and Richard

As part of the wider team, we work with Sarah to support apprentices throughout their journey. We help with college work, portfolios, end point assessments and building work-based evidence for courses.

Alongside your apprenticeship, you'll have access to short courses in other trades, delivered in our fully equipped workshops by our in-house team. We also provide essential health and safety training, including CSCS, manual handling, working at heights and asbestos awareness.

From your induction week to your Outward Bound adventure, we're here to support you every step of the way.



Kickstart your apprenticeship journey with Vico Homes today.

Scan the QR code or visit www.vicohomes.co.uk/apprenticeships

