



BBC
APPRENTICE
HUB

New talent for creative industries

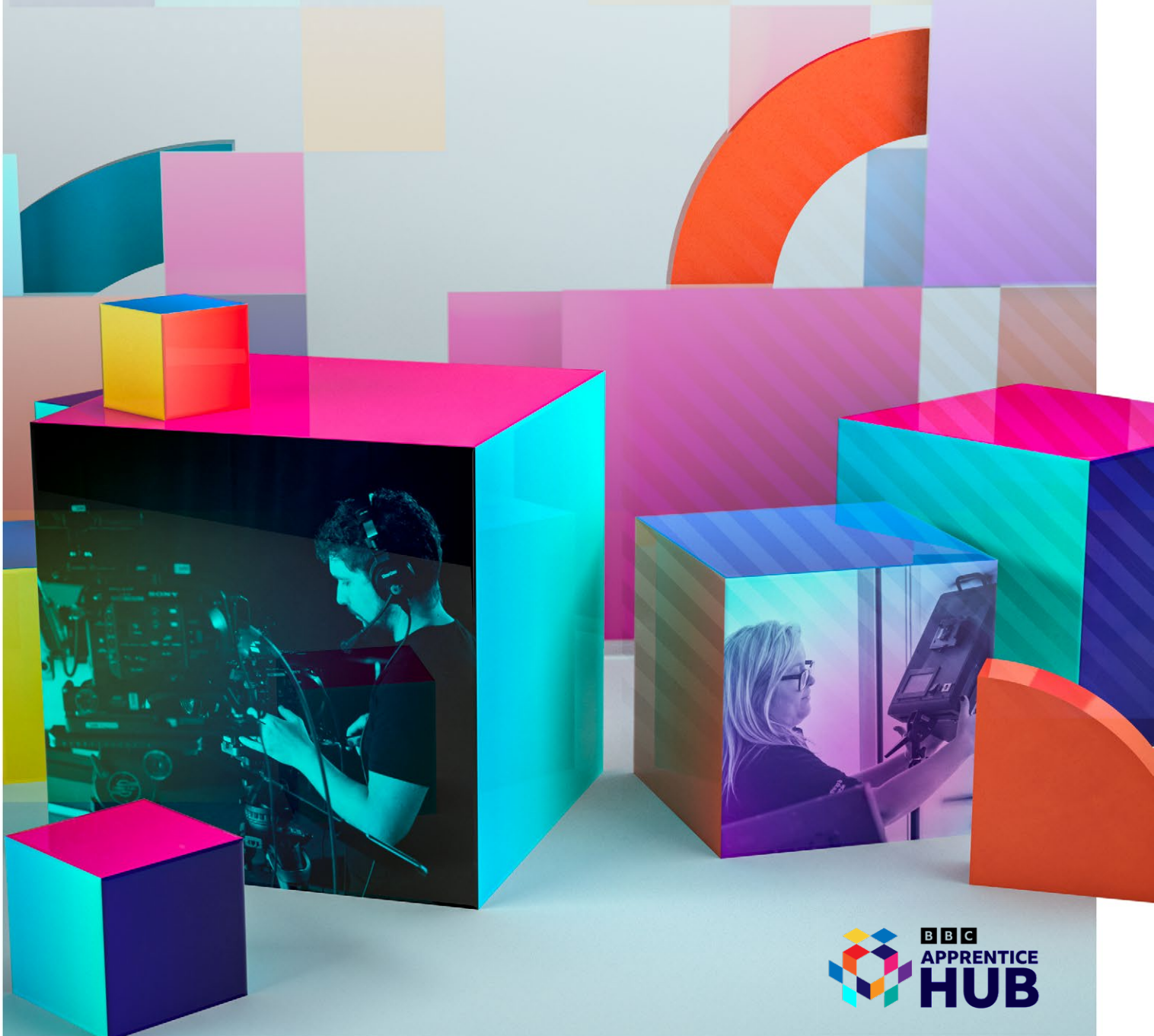
THE BBC APPRENTICE HUB

The British Broadcasting Corporation (BBC) Apprentice Hub is a brand new initiative creating apprenticeship opportunities in a wide range of creative, gaming, cultural and digital businesses based in and around the West Midlands.

We're looking for talented people from all backgrounds, with a passion for working in the creative industries and the energy and commitment to succeed. You could be working to coordinate a film shoot, or help create 3D images, work in special effects, analyse audience figures or even create the latest digital developments through cutting edge technology.

This is a pioneering scheme and the BBC Apprentice Hub is paving the way creating new apprenticeship opportunities, experiences and work-based placements.

Through a collaborative industry approach, BBC Hub apprentices will get the opportunity to have direct exposure for working across the industry through completing exciting placements, working for different employers and gain a formally recognised apprenticeship standard at the same time.



OUR AIM:

We are keen to grow the opportunities for young people and career changers to enter the creative sector in the West Midlands, and provide an employment mechanism that will allow apprentices to benefit from high quality training. This will be secured through the BBC's Flexi- Job Apprenticeship Agency known as the BBC Apprentice Hub.

WHY THE WEST MIDLANDS?

Launching in the West Midlands, the BBC Apprentice Hub will find local talent to fill much-needed skills gaps in the region's creative, cultural, gaming and digital sectors.

The West Midlands is currently experiencing significant growth in its creative industries. The BBC is committed to working in partnership with others businesses across the sector to support that growth by investing in the region and developing new local talent.

HOW IT WORKS?

The BBC Apprentice Hub will offer various types of apprenticeship schemes that will include formal off-the-job training and work-based placements in a range of creative, gaming, cultural and digital businesses across the region. Through the programme you will earn a salary, gain a recognised apprenticeship qualification, have access to lots of training and development and be supported by dedicated training specialists that will help support and guide you through your programme.

We're looking for passionate and committed people, aged over 18 years, who are looking for an exciting career path, you could be a school leaver or looking to have a career change working in a different industry.

WHAT ARE APPRENTICESHIPS?

An Apprenticeship is a vocational training programme which leads to a formal qualification accredited by an Awarding Body. It is a paid job where the apprentice learns and gains valuable experience on-the-job and spends at least 20% of their time training off -the-job with a training provider, leading to a nationally recognised qualification. Apprenticeships are available from Level 2 (GCSE equivalent) through to Level 7 (Masters equivalent). Apprenticeships last at least 12 months+, and are often longer.

The BBC Hub apprenticeships will be offered at levels 3 and levels 4, covering job role areas where there are significant skills shortages within the West Midlands region. These will be offered to apprentices aged 18 and over.

SALARY AND BENEFITS

Salary of around £15k per annum.

Pension.

Life Assurance.

Employee Assistance Programme.

Remote GP.

Access to BBC Unmind and Occupational Health.





OUR AIM:

To grow the opportunities for young people and career changers to enter the creative sector in the West Midlands.

WHY?

To deliver content that reflects audiences and supports the creative sector and people in the West Midlands.

HOW?

Creative industry organisations working in partnership with the BBC's award-winning early careers team on a Flexi-Job Apprenticeship Scheme.

BBC WILL...

- Provide a fixed term employment contract for the duration of the apprenticeship.
- Provide recruitment services for planning, attracting and selecting candidates via BBC Resourcing.
- Provide apprentice payroll services.
- Provide an end-to-end HR service.
- Deliver a wrap-around learning programme offering induction, placement facilitation, apprenticeship qualification and learning support, pastoral care and career employability masterclasses.
- Offer benefits and pastoral support including Pension, Life Assurance, EAP; Remote GP; access to Unmind and Occupational Health.
- Partner with apprenticeship learning providers to deliver programmes that allow apprentices to accomplish knowledge, skills and behaviours enabling a mastery of creative occupations to be achieved.
- Run outreach activities delivered to target audiences using BBC content brands and talent networks.
- Provide a stepping stone to a career in the creative industries.

Levy
Apprenticeship
funding
provided for
learning and
training costs



Prepare

Identify the apprenticeship that is right for you

Apply

Applications open from Feb 2022

Interview

Assessment centres will be held in May and June 2022

Sign

Roles will start from July 2022

Applications are open now at www.bbc.co.uk/apprenticehub

BBC APPRENTICE HUB WEST MIDLANDS

The geographical focus for the Hub are areas that make up the West Midlands footprint:

Coventry and Warwickshire

Greater Birmingham and Solihull

Black Country



OVERVIEW OF APPRENTICESHIP STANDARDS OFFERED

Apprenticeship Standard	Start Phases	Duration
Broadcast Production Assistant Level 3	July 2022	15 months including the End Point Assessment period
Junior Content Producer Level 3	July 2022	15 months including the End Point Assessment period
Digital Marketer Level 3	July 2022	15 months including the End Point Assessment period
Data Technician Level 3	September 2022	16 months including the End Point Assessment period
Media Production Coordinator Level 4	September 2022	20 months including the End Point Assessment period
Software Developer Level 4	September 2022	18 months including the End Point Assessment period

80% of the time will be spent on placement incorporating work-based learning. A minimum of 20% will be training delivered through ongoing BBC learning and accomplishment of the apprenticeship.

APPRENTICE JOURNEY



FAQ'S

WHO RECRUITS THE APPRENTICE(S)?

The BBC will provide recruitment services for planning, attracting and selecting candidates via BBC Resourcing. BBC will act as the employer and creative industry employers will provide the placement opportunities based on their resourcing and skills needs, offering talent and progression opportunities to apprentices on programme.

DO I GET TO CHOOSE MY HOST EMPLOYER(S)?

It is important that employers have access to the right talent pool. Through dialogue and engagement with the BBC Hub and Resourcing staff, apprentices will be placed with the employer best suited to their skills.

WHO HOLDS THE CONTRACT OF EMPLOYMENT FOR THE APPRENTICE?

The BBC employs the apprentice for the duration of the apprenticeship programme and pays their salary via BBC payroll. This will then be charged back to the host employer.

HOW LONG DOES AN APPRENTICESHIP TAKE?

15 – 20 months.

HOW LONG WILL I BE WITH EACH PLACEMENT FOR?

Placements with host employers will vary based on an organisation's talent and resourcing needs. The Flexi-Job Scheme allows the apprentice to complete different placements during their time on their apprenticeship rather than just one placement.

WHEN WILL I START?

There are various start dates depending on each apprenticeship standard. For more information on this, please speak to the BBC Hub team.

HOW MUCH OF THE APPRENTICE'S TIME WILL BE SPENT "OFF THE JOB" FOR TRAINING?

A minimum of 20% of the apprentice's time will be spent "off the job" accomplishing a variety of knowledge, skills and behaviours, with a training provider, in conjunction with other BBC learning wrap around development support. In practice, this will work differently for each apprenticeship standard but usually, one day per week is allocated for training.

WHO PAYS FOR THE TRAINING ELEMENT?

The training is paid for via an Apprenticeship Levy transfer model, meaning there is zero cost to the apprentice for this.

WHO WILL SUPPORT THE APPRENTICE IN THEIR LEARNING AND WITH PASTORAL CARE?

The BBC will provide apprenticeship scheme specialists to support the apprentice on their learning journey, including delivering regular progress reviews and offering pastoral support.

WHAT IS EXPECTED AS AN APPRENTICE?

An apprenticeship requires full commitment and discipline from the learner as alongside experiences and training, there is an expectation of wider self-learning and the requirement to meet learning objectives and deadlines as outlined by the apprenticeship standards. Apprentices must show their host employer(s) that they are dedicated to accomplishing the knowledge, skills and behaviour requirements outlined in their apprenticeship learning plan.

WHO CAN I TALK TO FOR MORE INFORMATION?

Please go to www.bbc.co.uk/apprenticehub or email apprenticehub@bbc.co.uk



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