

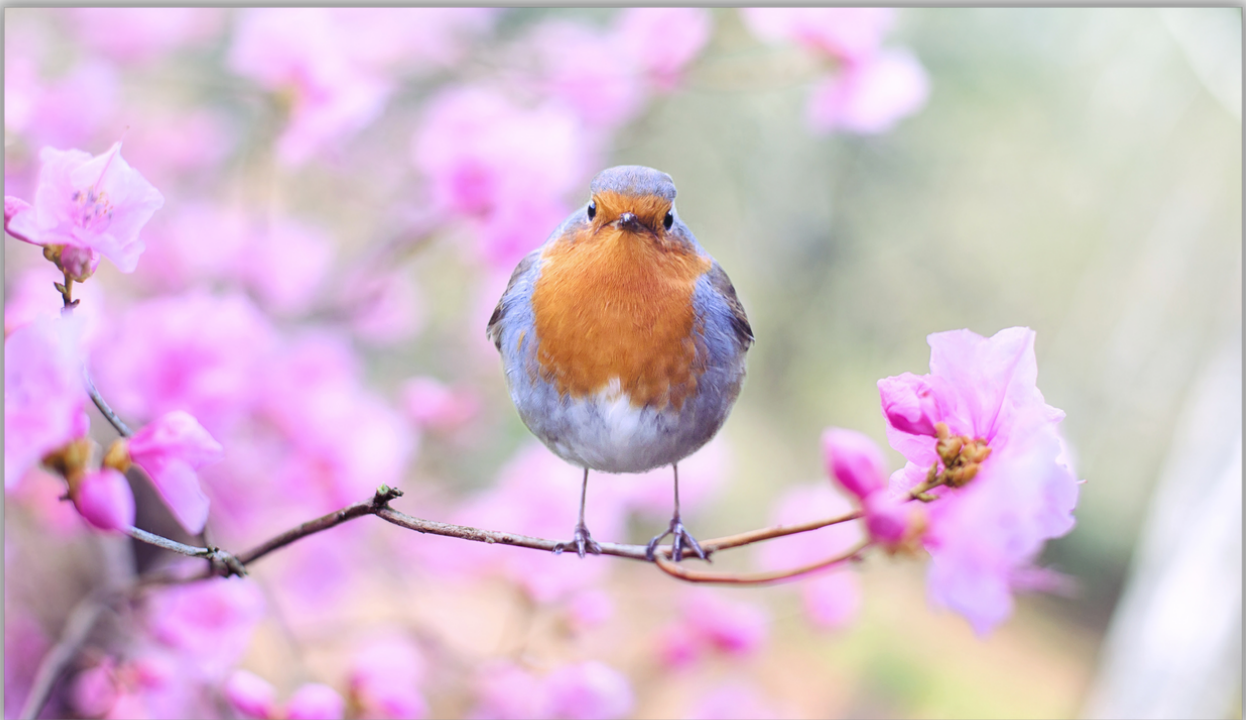


Keeping Excellence  
In Training Standards

*Celebrating*  
— 25 YEARS —

# KEITS Spring Newsletter

March 2023



***Welcome to KEITS  
Training Services' Spring  
Edition Newsletter 2023.***

***Happy New Year, we hope  
you are starting to see all  
the wonderful signs of  
spring where you are.***

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## National Apprentice Wage Changes April 2023!

In the Autumn budget last year, the government announced there will be changes to the national minimum wage rates coming into effect from 1st April 2023.

Over the past few years, we've seen the apprenticeship wage increase substantially to encourage more young people to see it as an attractive, and viable option for their future. The rise will mean that all apprentice employers paying minimum wage are required to increase their apprentice's pay, by law.

However, we know that many employers already pay more than the UK national minimum wage, so won't be hugely impacted by the change. An increase in the wage is a positive step forward for the industry; helping to ensure applicants are kept interested and drawn to the scheme and that more people consider completing an apprenticeship.

	Rate from April 2023	Annual increase (£)
National Living Wage	£10.42	0.92
21-22 Year Old Rate	£10.18	1.00
18-20 Year Old Rate	£7.49	0.66
16-17 Year Old Rate	£5.28	0.47
Apprentice Rate	£5.28	0.47

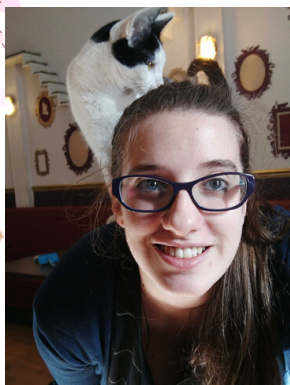


## National Apprenticeship Week 2023

In February, KEITS celebrated our apprenticeships, learners and employers even more than usual as it was National Apprenticeship Week!

We had such an amazing response to our information, especially our webinar and it was lovely to be able to share our learners' stories and successes with a

wider audience. We do however want you all to know that if you missed our webinar, please feel free to email us and we can send you a recording. We also welcome any more questions and enquiries regarding apprenticeships. Perhaps you could offer another apprenticeship standard or you have a space for an additional member of staff, we'd be happy to help and advise.



## Learner of the Month

KEITS' Learner of the Month scheme continues to recognise and congratulate our hard working learners.

Learners can be nominated by either their assessor or employer and are featured on our social media platforms before receiving a certificate. These learners have demonstrated a high level of dedication, knowledge and skill in their chosen industry.

Our latest learners of the month featured to the left are: Harry, Laura & Leonie

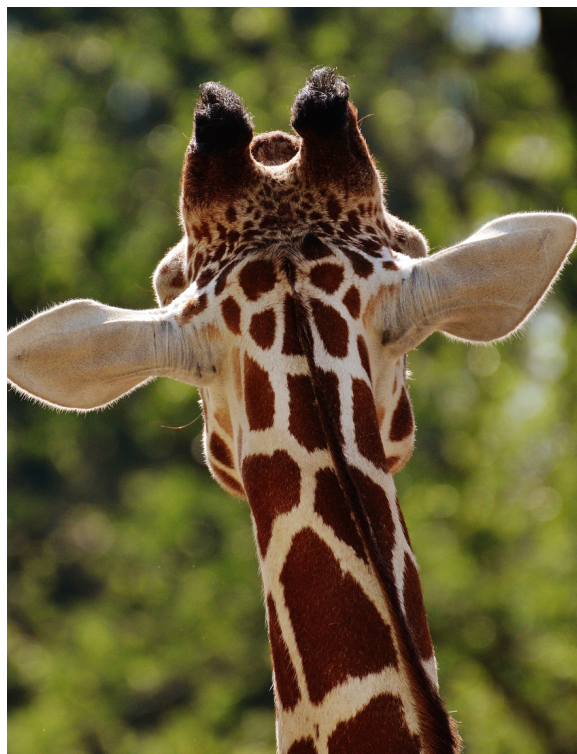
## New Year, New Standard!

KEITS are very proud to offer an amazing new Level 3 Keeper and Aquarist apprenticeship to employers.

This apprenticeship standard is designed for those working in a zoo or aquarium environment and also in wildlife rehabilitation, conservation and education.

A keeper or aquarist plays an important role providing essential day-to-day health and welfare for the animals in their care.

Alongside daily routine duties, they are involved in planning and implementing diet and nutrition, along with the management of the environment, including design and enrichment.



For more information or to offer this new Level 3 standard contact us. 0208 327 3800 or [click here](#)

## Employer Success

KEITS are so proud to work with so many fantastic employers and Woburn Golf Club is just one of them.

Since 2015 Woburn have trained over 25 school leavers from the local community with no sports turf knowledge by offering them a KEITS apprenticeship in golf green keeping. Many of these apprentices have moved into supervisory positions either at Woburn or onto managerial roles both in the UK or abroad after all gaining and passing a level 2 apprenticeship qualification in green keeping.

The skills to become a competent greenkeeper are acquired whilst working on the golf courses here at Woburn. After 2 years of study the greenkeeper apprentices will know when, how to carry out the range of maintenance operations required to maintain a great quality playing surface, ensuring an enjoyable experience for golfers.

Featured are some images of present and past KEITS apprentices at Woburn.

We'd like to take this opportunity to thank Woburn for these images and also invite other employers to share their stories and successes to! Please email [recruit@KEITS.co.uk](mailto:recruit@KEITS.co.uk).



## Employer & Learner feedback

We are given so many wonderful testimonials from our employers, we wanted to start sharing these and highlighting the brilliant businesses we get to work with. Here are two stories from both employer (Margaret) and learner (Shannon) at Halls Cross Cattery

I started my apprenticeship last year excited but unsure of what to expect, as my past educational experience in college was quite poor and I did not get a great deal of support. However, the experience I've had with KEITS has been the complete opposite. The amount of support and encouragement my tutors gave me was amazing and reassured me a lot! Whenever I had an issue or was stuck on pieces of work, I could easily contact them for help and they would reply asap.

When it came to the work itself, it was so interesting and although challenging at times I knew I could rely on the resources they provided online and tips from my tutor too.

With every piece of work that was sent, they would send over resources to help with my learning and revision

so I could look back on them in the time leading up to my EPA which was so useful! I also experienced some independent learning which I found great because it made me a lot more engaged in my work and motivated. On the day of my EPA, I was quite nervous on how it was going to go but also nervous on being watched by someone I hadn't met before.

However, as soon as the External Assessor turned up to my assessment I felt completely at ease with the warmth and support she gave me but also the reassurance of what to expect and what I needed to do in order for the best outcome. Overall, my whole experience with KEITS was very positive and I would definitely recommend it to anyone looking to do an apprenticeship. I can quite honestly say I had no bad experiences throughout the year learning with them and I am very thankful for their services!

- Shannon



## Employer & Learner feedback

This is the second apprenticeship I have arranged through KEITS in the last few years and both my experiences have been very positive. I am of a generation that values close personal relationships, teamwork and mutual appreciation of each other's needs. I am also something of a technophobe.

I cannot speak highly enough of both Jo and Georgie; Shannon's Animal Care Training Assessors who were both incredibly thorough, committed, professional, supportive and accessible throughout. I felt that we were a team, working together to give Shannon the knowledge and skills she needed to allow her to embark on a career in animal care.

I was also struck by how friendly and kind Victoria, Shannon's External Assessor was on the day of the 'End Point Assessment'. Victoria put us both at ease right from the start and made the process stress-free and pleasant.

Being someone that finds all things 'techy' something of a turn-off I was very grateful to both Jo and Georgie for their understanding, help and encouragement in this regard.

There was a fair amount of paperwork that needed to be done at the front end of this latest apprenticeship but the administration team at head office were very helpful in taking me through this step by step.

In conclusion I not only found that the information, skills and encouragement imparted by KEITS really useful in bringing on a young person, (in ways that I simply couldn't on my own) but, I actually enjoyed the process and learnt a few things along the way. Our meetings were accompanied by much laughter and in my books making learning fun, is the very best way of helping someone retain information and grow in confidence.

- Margaret





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## Wellbeing Service for Apprentices



KEITS continually recognise the challenges of this ever changing world and are here to support our apprentices. The health and wellbeing of our apprentices is paramount.

KEITS are therefore proud to offer all of our apprentices access to an Employee Assistance Programme (EAP), delivered by Health Assured – the UK and Ireland's leading wellbeing provider.

This service is a support network offering advice 24/7 and comes with an app available on IOS and Android, for more information please click [here](#).

## KEITS Partnered with Peninsula



We would like to remind you that KEITS are partnered with Peninsula, the UK's largest employment law and health and safety consultancy and we can now offer the following services to our employers:

- Free initial employment law and health and safety advice – up to 4 free half hour calls per year – on any employment law or health and safety topic(s).
- A free review of your employment contracts.
- A discount on standard fees if you should choose to contract with Peninsula for their full services – just quote 'KEITS' in order to qualify.



KEITS would like to remind all our wonderful employers that they can view their apprentices' progress and portfolios at a time that is convenient to them on Smart Assessor, our E-portfolio software.

We are here if you need assistance with accessing and navigating Smart Assessor, just contact your KEITS Training Consultant who will be happy to help.

## Changes to Equality Matters!

KEITS are proud to show you the changes we have made to the Equality Matters newsletters that we send out to you all every month.

You will still receive our wonderful monthly newsletter with conversations starters and issues being faced in the world and country today but on top of that we will also be sending out information on more major issues both nationally and regionally.

If there any issues you feel would be beneficial for us to cover and share with others, please contact us at [info@keits.co.uk](mailto:info@keits.co.uk)



## CPD for you and your Staff

Is there a certain subject you'd like to train or upskill your staff in?

Perhaps you want to become a more sustainable business? Or have your staff better prepared for first aid?

Don't forget KEITS have a HUGE range of CPD courses available for less than £30. Discount is also available for multiple orders.



Please click [here](#) to view more or email [info@KEITS.co.uk](mailto:info@KEITS.co.uk)