

An apprenticeship programme provides a fantastic career route for young people. Apprentices can develop their skills and knowledge through valuable work experience and gain a nationally recognised qualification (SVQ) at the end of it.

Qualified apprentices will move into the business with an accreditation that allows them to build a successful career in the water industry. Our programmes typically take four years and are centred on work based learning, where the training is directly linked to the job.

As well as developing the skills and knowledge required for the job, apprentices will develop interpersonal skills such as communication, problem solving and team working, which are transferable in any future roles.

Is a Modern Apprenticeship right for me?

Apprenticeships are a real alternative to going to university. Apprenticeships provide a different route to gaining a meaningful and rewarding long term career.

We're a company that is willing to make significant investment in your training and development. We'll offer you tailored learning and improvement, and the opportunity to take ownership of your career.

We're looking for career-focused individuals who have considered their options and are keen to enter the world of work but also continue to learn and develop their skills. Apprenticeships are a fantastic way to study, earn a salary and gain work experience.

We have a long history of investing in apprentices. We recognise the valuable contribution they make to our business. Many of our leaders are themselves former apprentices who have gone on to have a long and rewarding career at Scottish Water.

You'll find Scottish Water an inclusive and collaborative work environment where we respect and value people's differences and you feel able to share your ideas and be yourself. We want you to find the work that you do engaging and energising.

Our apprenticeship schemes are a real alternative to university and you'll not only gain qualifications but will also get hands-on, real work experience with the chance to learn from our professional and experienced team.

Rewarding Our Apprentices

As an apprentice you will receive a wide range of benefits, including:

- > Tailored learning and development plan
- > Extensive career opportunities upon successful completion of your apprenticeship
- > A competitive salary
- > Annual company bonus
- > 37 days holiday per year (including public holidays) with the option to buy up to 5 additional holiday days per year
- > Eligibility to join the defined benefit, contributory pension scheme
- > Life assurance scheme
- > Paid time off for community volunteering
- > Opportunities to be involved in sports, social and fundraising activities
- > Access to "SW Splash", saving you money on holidays, bills and shopping

Supporting Our Apprentices

We pride ourselves on the support we offer our apprentices. We invest heavily in training and development for our line managers to enable them to coach and support the apprentices in their teams.

Many of our current leaders are former apprentices and have a clear understanding of what support is required to help them develop and perform well in their role.

Apprentices will work within a team of highly-skilled colleagues. Our Skills Academy team have responsibility for managing all of our apprentice programmes. They ensure through regular reviews that key development milestones are achieved.

If there is a college element to the programme they will receive structured learning, advice and guidance from the teaching staff which will enable them to successfully complete these elements.

We're committed to supporting our apprentices which will ensure you:

- > Understand the nature of our business
- > Have the technical skills to perform safely and effectively
- > Understand the vital role we play within our communities and society

What apprenticeships are available?

We have a broad range of apprenticeship programmes which suit different aspirations and interests. We actively encourage and promote diversity and have roles that suit all kinds of people. For the most up-to-date information about the specific apprentice roles we are recruiting for and where they are based, visit the current vacancies section of the website.

Our most common apprentice and trainee opportunities are:

Water Industry (Water Treatment / Waste Water Treatment)

Our Water Industry apprentices play a key role in delivering high quality drinking water and safely collecting and treating waste water for our customer across Scotland.

You'll get real work experience by being involved in a variety of different jobs - from water transportation to developing new technologies and processes.

We'll invest in your development, allowing you to study for qualifications while making sure you have the skills and knowledge to fulfil your career ambitions.

Repair and Maintenance

If you're technically minded and good with your hands then this is the ideal role for you. You'll play a vital role in creating and maintaining our water and waste water network.

Working with our experienced team you will develop your skills, while gaining work experience and qualifications to set you up for a bright and rewarding career.

Electrical and Mechanical

This is an engineering based apprenticeship. This role helps ensure the engineering equipment in our Water and Waste Water Treatment works and other similar assets is maintained effectively.

You'll apply technical knowledge gained through our specific training programme and work with our operational teams within the Treatment Works.

Network Service Operator

You'll play a vital role in delivering the service our customers rely on every day.

This is a dynamic role which offers a huge variety of tasks. We'll develop your skills and talents through one-to-one mentoring with our experienced team members.

You'll spend time out in the field getting hands on experience and our team will support you the whole way, while you gain qualifications at the same time.

Business Administration

As a vital member of the team you'll play a key role in delivering all aspects of administration. You'll receive lots of training and support from our experienced team. This is real work experience with real responsibilities to allow you to develop your skills and talents.

Our Apprenticeship Recruitment

We typically start our recruitment campaign for our large intake of Apprentices & Trainees from March of each year, for programmes starting in August.

Recruitment is through a three-stage process:



You can let us know you're interested in an apprenticeship with us from February through our pre-registration process. Rec

We do have further opportunities to join Scottish Water as an apprentice throughout the year. These are advertised on our current vacancies page.

We have opportunities across the whole of Scotland with vacancies coming up all year round so keep your eye on our vacancies page for the right job for you. We want self-motivated and flexible people to join our apprenticeship programmes.

If you're interested, we look forward to receiving and reviewing your application.

About You – what we look for

You'll need to be an enthusiastic team player who enjoys being outdoors. You should be practical, well organised and a good problem solver with a positive attitude and the ability to work on your own initiative.

You'll be passionate about making a positive difference within our business and for delivering great customer service.

You'll be focussed on making the most of the development opportunities and take ownership for your own learning to ensure you progress and achieve key development milestones.

Qualifications Required

For the Two Year Trainee Programme:

- > Five National 4 or 5 Qualifications (or equivalent)
- > Full current UK driving licence preferred

Four year Modern Apprenticeship:

- > Five National 4 or 5 Qualifications (or equivalent)
- > Full current driving licence preferred

Pre-Employment Screening

In view of the nature and environment of our work, all offers of employment are conditional upon satisfactory completion of our pre-employment checks. These include:

- > Checking identity

- > Right to work in the UK
- > Employment references
- > Basic disclosure criminal records checks

Other checks may be required depending on the nature of the job for which you have applied e.g. qualifications or enhanced security checks.

Scottish Water does not discriminate unfairly against applicants who may have a criminal history. Employment of individuals with a criminal record will depend on the nature of the position for which they have applied and the circumstances of their offences.

Frequently Asked Questions

Q) Would I be at a disadvantage to progress further because I do not have a degree?

A) Our apprenticeships provide the opportunity for a wealth of qualifications, training and experience. All apprentices have the opportunity to achieve a Scottish Vocational Qualifications (SVQ). Once qualified and in a permanent role at Scottish Water apprentices have access to all the development opportunities that are available to our people. This includes:

- > Support for Further Education qualifications and Graduate Level Apprenticeships
- > Opportunity to study for a degree if desired

Q) Don't university Graduates earn more money than apprentices?

Our apprentices are vital to the future success of our business. We want to ensure they reach their full potential. We invest over £80,000 in our apprentices over 4 years – through employment, mentors, training and further study. As their skills,

knowledge and experience develop, so will their salary. The average gap between the lifetime earnings of apprentices and university graduates has narrowed over recent years and currently stands at £2,200 (1.8%) – that's equivalent to just £4 a month.

Q) Are the apprenticeships and the roles open to women?

We actively encourage female candidates to apply for our apprentice roles, and we already have a number of female apprentices working in our field-based teams. They are engaged and energised by their work and development.

We're committed to addressing the gender balance issue that exists in the energy and utilities sector. By fostering a diverse and inclusive culture we can generate more creative solutions to the opportunities and challenges we face and have a better understanding of our customers.

We ensure our female apprentices have a support network available. They have a female mentor who can provide guidance and advice around any issues they may experience through working in a traditionally male working environment.