



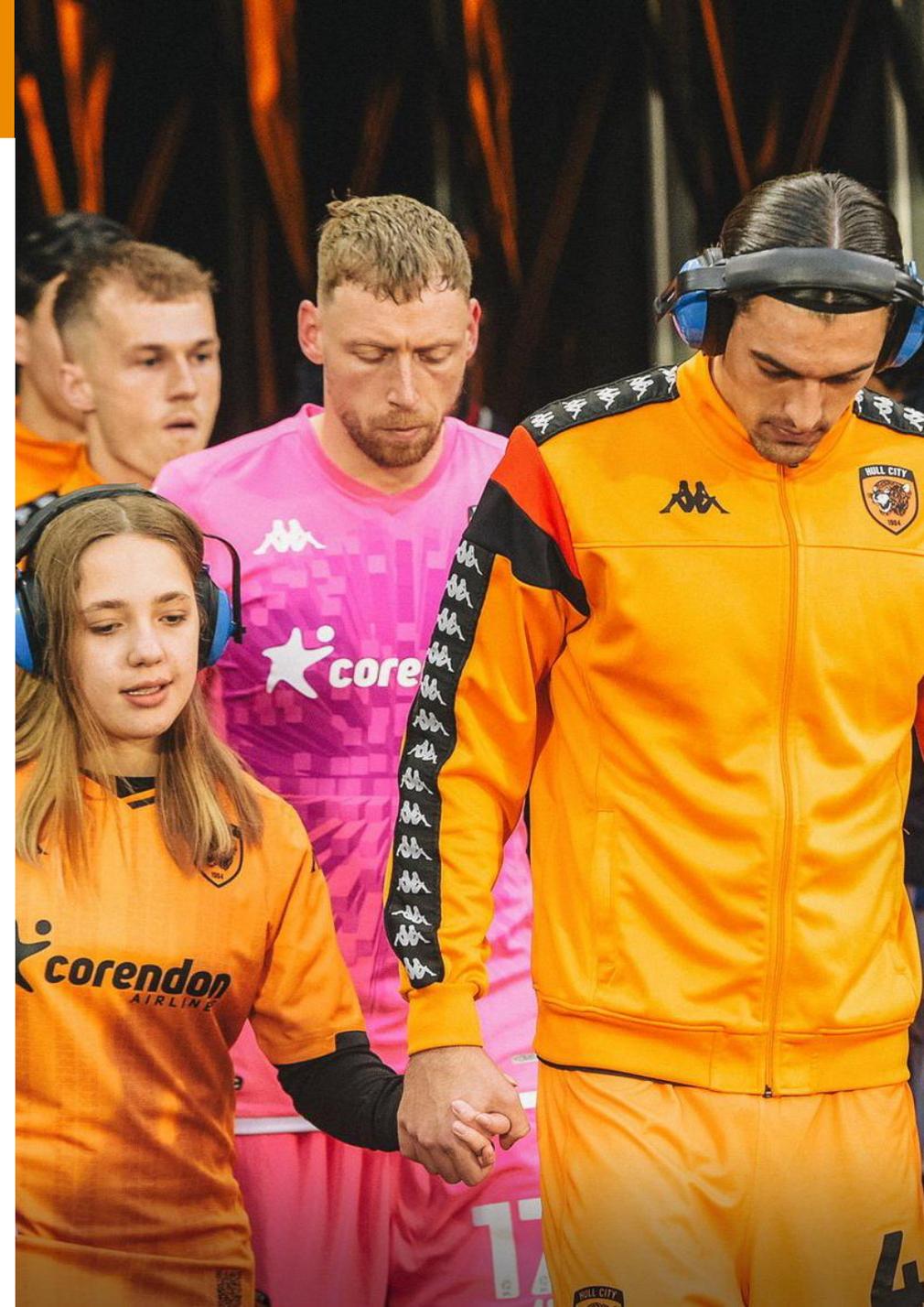
TIGERS TRUST
IN THE COMMUNITY

**The importance of apprenticeships and career pathways
at the Tigers Trust – Primary Education
Conrad Arnott**

Overview of apprenticeships at the Tigers Trust – Primary

Education

- Deliver in 36 schools on our Primary Education Programme – 14 of our 17 staff who delivery predominantly in primary schools have completed apprenticeships (82.35%)
 - 21 current staff at the organisation have completed/are completing an apprenticeship
- Positive effects at a strategic level through degree apprenticeships



Benefits of apprentices in our

work

Boosts our reputation and impact – showing we invest in our talent, strengthening image and social value

Improves staff capacity to deliver across projects and grow impact

Strengthening the Trust's long-term succession planning – skilled workforce tailored to our needs

Bring a fresh approach and energy – enthusiasm, modernise approaches, keep relevant in our work

Cost effective way for us to recruit and retain talent in our sector

Improved staff retention – Charity sector 3rd in average staff retention (4.3 years)

My apprenticeship journey

Level 3
apprenticeship
(SPSS)

- Opportunity as an 18 year-old to learn on the job, receive a qualification and earn money. Built up skills and experiences to give me best opportunity to move into full time work

Level 3 Team Leader
Apprenticeship

- Alongside my full-time role, allowed me to gain the skills to progress in my career, gain experience of leading projects and people (progressed into team leader role)

Level 5 ODM
Apprenticeship

- Allowed me to understand my leadership style, develop specific skills such as budgeting, managing others and projects (progressed into management role)

Level 6 Chartered
Management Degree
Apprenticeship

- Gain an understanding at a more strategic level, develop my skills, knowledge and behaviours as a chartered manager

Most importantly - gave me the life skills and opportunity to make me the person I am today!



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Our Staff



RYAN MCGREGOR
Football Development
Manager



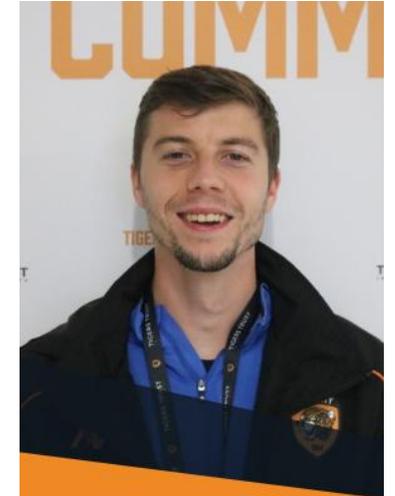
RICHARD DEXTER
Head of Business and Operations



KAYLEIGH JACKSON
Head of Community, Engagement & Safeguarding



AMY BLINKHORN
Adult Engagement Manager



JOSH BARRETT
Community Engagement
Officer



MAX ROURKE
Finance Apprentice



FINLEY WALKER
Apprentice Sports Coach



TAYLOR ADAMS
Apprentice Sports Coach



CHARLIE HART
Apprentice Sports Coach



Current pathways at the Tigers Trust >>>>

Education Sector

- Students on our further education programmes have opportunities to gain experience alongside their qualifications through our delivery

Adult Sector

- Tigers Pathways – Exploring Opportunities is a free six-week programme designed to support people through life transitions by building confidence, setting goals, creating action plans, and developing healthy, positive routines. It offers personalised guidance, a strong focus on volunteering, and practical help towards employment for anyone aged 16+ who is not currently in education or training, or who is unemployed or looking to improve their work situation.

Volunteering & Work Experience

- Opportunities to gain experience coaching in primary schools both voluntarily and through work experience with partner secondary schools

