



PLA APPRENTICE

CASE STUDY

HEAR WHAT A BOATMASTER LEVEL 3 APPRENTICE EMPLOYER HAS TO SAY...

The Port of London Authority (PLA) are custodians of the tidal Thames, covering 95 miles of the River Thames, from Teddington to the North Sea. The PLA works to keep commercial and leisure users safe, protect and enhance the environment, and promote the river for trade and travel.

Rachel De Bont is the training and Liaison Officer at the Port of London Authority. With her MCA Boatmasters licence, she is also a Master of Workboats (500grt) and holds her Officer of the Watch unlimited and GMDSS GOC certificates. Rachel is passionate about promoting and supporting young people and women in a predominantly male industry.

The Port of London Authority (PLA) has a long history of apprenticeships. They invest in people, train future generations, and provide fulfilling roles along the river, allowing them to achieve their ultimate potential.

PLA marine apprentices have filled various roles, from deckhands to harbour masters, managers, VTSOs, MRIs, divers and surveyors. One apprentice is now embarking on her cadetship in a joint sponsorship between the PLA and Trinity House, aspiring to return to the PLA as a Trainee Pilot.

“In 2019, we commenced our first upskilling cohort of six, which consisted of deckhands already working within the company and upskilling them to achieve their Boatmasters qualification. The new route is packed full of training, delivering 20% off the job requirement and leading them to further their career upon completion.”

Rachel De Bont, Training and Liaison Officer.

SeaRegs consults with the PLA to identify their needs, and having experienced instructors means developing and guiding them towards a package that will fit the PLA's requirements. SeaRegs provides training aboard the PLA's craft delivering straight to staff on site.

The PLA had their first experience of SeaRegs in 2017, delivering a series of bespoke packages. SeaRegs' professionalism and material are unmatched and provided an exceptional standard. Working with candidates that are refreshing their working knowledge is a skill set that SeaRegs have mastered, putting the candidates at ease and finding where they need to progress. Because of this experience, SeaRegs has become the PLA's preferred training provider.

To summarise, SeaRegs provides bespoke training tailored to fit our needs: "Our favourite pair of comfy shoes".

APPRENTICESHIPS

The latest Apprenticeships are an exciting option for both apprentice and employer. Hiring an apprentice is a productive and effective way to grow talent and develop a motivated, skilled and qualified workforce. You can adapt their training according to the needs of your business, motivate them to learn new skills and expand and upskill your workforce.

You can employ apprentices at different levels, from school leavers and university graduates to people who want to further their careers or change career direction. You can hire someone new or upskill an existing employee.

As an employer, you are entitled to funding from the government to help pay for 95 - 100% of the fees. Presently there are incentives of up to £3,000 if you employ an apprentice before 30th September 2021, so now is a great time to take up this opportunity to grow your team.

HOW DOES IT WORK?

You employ an apprentice and we train them. We can help in the recruitment process if required. Workboat Apprenticeships last approximately 18-24 months.

The government pays for £20,000 of training and this goes to the training provider for the training. If your company pays into the Apprenticeship Levy, you pay no more contributions. If your company is not a 'levy payer', your company pays 5% of the £20,000, therefore £1,000 over the term of the apprenticeship. The only extra costs are travel and accommodation for the apprentice if required.

Whilst they are working as an apprentice for you, you train them in the job that they will eventually

be doing and we train them in the underpinning knowledge and get them certificated.

Both employer, apprentice and training provider work together and have periodic reviews to ensure that the apprentice stays on track.

SEAREGS TRAINING

SeaRegs Training specialises in internationally recognised STCW, MCA, SQA and RYA courses. While our roots are in Plymouth, we also have facilities in London and teach at employers' bases around the UK.

We pride ourselves on providing a personal and friendly experience offering reliable advice and solid training. We put a lot of effort into designing our courses, so they are exciting and engaging.

SeaRegs are involved in the training of instructors for National Maritime Authorities, so we know the difference between good and poor instruction. The heart of any training centre is its instructors, and we pick those experienced in their field, great teachers, practical, down to earth, friendly and approachable.

To find out more, visit www.searegs.co.uk.

