

2025

**GWOBRAU HYFFORDDIANT CAMBRIAN
CAMBRIAN TRAINING AWARDS**

**CATEGORIES AND
GUIDANCE
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CLOSING DATE: 28TH APRIL 2025



**Cambrian
Training
Hyfforddiant
Cambrian®**

WHAT ARE THE CTC AWARDS?

The Cambrian Training Apprenticeship Awards celebrate the outstanding achievements of apprentices and employers across Wales who excel in their apprenticeship journeys.

Hosted annually, these awards highlight the dedication, innovation, and commitment of individuals and organisations involved in work-based apprenticeship programmes delivered by Cambrian Training on behalf of the Welsh Government.

With categories ranging from Apprentice of the Year to Employer of the Year, the awards showcase success stories that inspire others to embrace apprenticeships as a pathway to growth and development. Winners are announced at a prestigious awards dinner, making it a memorable event that honours excellence in skills and training

CATEGORIES FOR 2025

- Employer of the Year - Small, Medium & Large
- Apprentice of the Year - Foundation (Level 2) Apprenticeship (Level 3),
Higher Apprentice (Level 4+)
- Outstanding Individual of the Year
- Welsh Ambassador of the Year
- Practitioner of the Year

A GUIDE TO SUBMITTING YOUR NOMINATION:

- Entries are free and open to individuals and organisations across Wales who have completed an apprenticeship program with Cambrian Training.
- Head over to the Cambrian Training website and view the Awards page to access the nomination forms and full details.
- Choose the Right Category: Identify the appropriate award category for the nominee, such as:
 - Foundation Apprentice of the Year
 - Apprentice of the Year
 - Higher Apprentice of the Year
- Complete the online application form or download the PDF version and email to **info@cambriantraining.com** with any supporting documents
- Submit the Application: Follow the submission instructions provided on the form. Ensure all required fields are completed and the form is submitted before the deadline of **28th April 2025**
- If the nominee becomes a finalist, they will be invited to the awards ceremony to celebrate their achievements, taking place on Tuesday 3rd June 2025 at The Metropole Hotel & Spa Llandrindod Wells

WHAT TO CONSIDER IN YOUR APPLICATION: APPRENTICE OF THE YEAR

Personal Outcomes Achieved (40%)

Key Focus: Achievements, Growth, and Development

What to consider:

- Specific skills acquired and demonstrated throughout the apprenticeship.
- Participation in skills competitions, awards won, or recognition earned.
- Promotions, special projects, or responsibilities undertaken during the apprenticeship.
- Evidence of increased capability or mastery in key areas of the apprentice's role.

Barriers Overcome (10%)

Key Focus: Resilience, Adaptability, and Overcoming Challenges

What to consider:

- Challenges faced (e.g., personal, professional, or external) and the apprentice's ability to navigate or overcome them.
- Demonstration of resilience and persistence, especially in difficult circumstances.
- Examples of how barriers (e.g., lack of resources, previous setbacks, balancing work and personal life) were tackled during the apprenticeship.

Why the Individual Should be Apprentice of the Year (40%)

Key Focus: Overall Performance, Impact, and Suitability

What to consider:

- Overall contribution to the team or organisation.
- How the apprentice embodies the values and objectives of the apprenticeship program.
- Leadership potential or qualities demonstrated during the apprenticeship (e.g., mentoring others, taking initiative).
- Work ethic, attitude, and professionalism in the workplace.
- The lasting impact of the apprentice's achievements on the business or community.

Employer Endorsement (10%)

Key Focus: Employer's Perspective on the Apprentice's Value

What to consider:

- Employer's overall assessment of the apprentice's value to the team or organisation.
- The apprentice's alignment with organisational goals and culture.
- Specific examples of the apprentice's contributions from the employer's perspective.
- Employer's confidence in the apprentice's future success and potential.

EMPLOYER OF THE YEAR

How has the apprenticeship programme directly benefited your organisation? (30%)

Key Focus: Focus on the impact on business operations, workforce development, and productivity.

What to consider:

- Understanding the Impact: How the apprenticeship program has contributed to the organisation's growth, productivity, and innovation.
- Has the program filled critical skills gaps?
- Has there been a positive impact on employee retention or engagement?
- Has the apprenticeship program been successfully integrated into the organisation's workforce planning strategy?
- Has it helped build a more skilled and competent workforce?
- Are there tangible benefits, such as improvements in operational efficiency, innovation, or customer satisfaction?

How has the apprenticeship programme directly benefited your apprentices and their performance? (30%)

Key Focus: Apprentice progression, skill development, and how they perform in the workplace after training

What to consider:

- Development & Growth
- How has the apprenticeship program empowered apprentices to develop the necessary technical and soft skills?
- Apprentice Engagement
 - Are apprentices succeeding in their roles and growing within the company?
 - Are they progressing to higher levels of responsibility or being promoted?

If applicable, what innovative practices (including the use of new technologies) have been embedded within or alongside the apprenticeship programme? (10%)

Key Focus: Technology use, such as online learning, virtual tools, or interactive platforms

What to consider:

- Use of Technology & Innovation to enhance the apprenticeship program?
- How has innovation played a role in increasing apprenticeship effectiveness and engagement?
- Adoption of Best Practices
- Any Unique Features

EMPLOYER OF THE YEAR

How have your employee apprentices been supported into sustainable employment opportunities? (30%)

Key Focus: Mentorship, career advice, and the transition to permanent or advanced roles within the company.

What to consider:

- Long-term success of apprentices, ensuring they have a pathway into sustainable roles within the organisation?
- Have apprentices been supported in finding stable, well-paying roles after completing their apprenticeship?
- Support Systems in place
- Are there clear strategies for retaining apprentices after the program has finished, ensuring they stay within the organisation?

OUTSTANDING INDIVIDUAL

Personal Impact and Significance - 25%

What to consider:

- Contribution to the Program/Community: Did the individual make a significant impact, either through personal or professional achievements, that benefitted the program or community as a whole? How did the individual contribute to the program or community, demonstrating leadership, creativity, or significant achievement?
- Innovation and Creativity: Did the individual demonstrate unique solutions, ideas, or perspectives that made a difference in their role or the field?

Work Ethic and Dedication – 25%

What to consider:

- Consistency and Perseverance: How has the individual shown continuous dedication and hard work throughout the apprenticeship program?
- Achievement of Personal Outcomes: What tangible outcomes or milestones have been achieved due to the individual's commitment and efforts? This could include improvements in skillset, work performance, or personal growth.
- Self-Development and Motivation: Did the individual demonstrate self-motivation, initiative, or a drive for improvement, going beyond expectations in their role?

Overcoming Barriers and Challenges – 25%

What to consider:

- Identifying Barriers: What obstacles, personal or professional, did the individual face during the apprenticeship, and how were these challenges identified and acknowledged?
- Resilience and Problem-Solving: How well did the individual cope with and overcome those challenges, demonstrating resilience, adaptability, and resourcefulness?
- Impact of Overcoming Barriers: How did the individual's ability to overcome these barriers enhance their overall performance and growth during the program?

OUTSTANDING INDIVIDUAL

Future Aspirations and Vision – 25%

What to consider:

- Commitment to Growth: Does the individual show a commitment to continuing personal and professional development? Are their aspirations aligned with their past performance and current trajectory?
- Vision for Impact: Does the individual have a clear vision of how they hope to contribute to their field, community, or society in the future? Are their aspirations reflective of a desire to make a meaningful, long-term impact?

WELSH AMBASSADOR OF THE YEAR

Commitment to Promoting Welsh Language / Culture (40%)

What to consider:

- Encouraging the use of Welsh in daily interactions.
- Implementing or participating in Welsh language initiatives.
- Organizing or supporting cultural events, activities, or workshops related to Welsh culture.
- Inspiring others to learn about or engage with Welsh language and culture.
- Integrating Welsh language and cultural awareness into the apprenticeship programme or within the workplace.

Future aspirations (20%)

What to consider:

- Future plans and initiatives the individual wishes to implement or support.
- How they plan to continue or enhance the promotion of Welsh language and culture in the future.
- Ability to inspire others to join the effort and sustain the promotion of Welsh culture.

Why the Individual Should be Welsh Ambassador of the Year (40%)

What to consider:

- The depth and consistency of their commitment to Welsh language and culture.
- The lasting positive impact they have had on their peers, colleagues, and the apprenticeship programme as a whole.
- Their role as a role model and ambassador for Welsh language and culture.
- Any additional qualities, initiatives, or actions that make them stand out as an exceptional ambassador.

PRACTITIONER OF THE YEAR

Positive Impact on Business or Learning Experience (50%)

What to consider:

- Clear examples of support, encouragement, and practical impact on the business or apprentice's growth.
- Evidence of going above and beyond, such as offering additional guidance or taking extra steps to foster development.
- Demonstrated positive influence on both the apprentice's experience and the business's success.

Why Should the Individual be Named Practitioner of the Year 2025? (50%)

- Examples of leadership, innovation, and dedication.
- Evidence of long-term or lasting impact on the business and apprentice's experience.
- Clear demonstration of why/how this individual stands out compared to their peers.

ALL APPLICATIONS WILL REQUIRE AN IMAGE OF THE NOMINATED LEARNER AND/ OR EMPLOYER, WHICH NEEDS TO BE EMAILED TO [INFO@CAMBRIANTRAINING.COM](mailto:info@cambriantraining.com) BEFORE THE DEADLINE OF APRIL 28TH 2025 IN ORDER FOR THE APPLICATION TO BE SUBMITTED.

We are seeking nominations for individuals and projects whose dedication to apprenticeships has made a lasting impact. Whether it's transforming their own lives, enhancing the lives of others, or contributing to their communities, we want to celebrate those whose achievements serve as an inspiration for others to embark on their own learning journey. Help us recognize these outstanding stories of growth, determination, and success and nominate someone today!

If you have any questions regarding the Cambrian Training Awards please contact the marketing team on info@cambriantraining.com

