

**GIRLS
WITH
SKILLS**



**GUIDE FOR
SCHOOLS**

Arnold Clark



APPRENTICESHIPS

With so many options available to pupils leaving school, it can sometimes be overwhelming when deciding which path to take.

Some people have the misconception that apprenticeships are not as important as higher education and are therefore not the best option. Here at Arnold Clark, this could not be further from the truth.

An apprenticeship is a **FANTASTIC OPPORTUNITY** for young people **TO START EARNING AND LEARNING** as soon as they leave school, as well as gaining valuable experience in the workplace. They're also guaranteed an industry recognised qualification, which gives them a real advantage in their future career.

With real progression opportunities and help to gain their driving licence, the benefits are endless with an Arnold Clark apprenticeship.

BACKGROUND

It's a fact that men outnumber women in the automotive industry.

At Arnold Clark, women only make up 25% of employees.

We want to change this! With an improved gender balance in mind, we're looking to recruit talented and motivated students for our award-winning apprenticeship programme.

WHAT IS GIRLS WITH SKILLS?

Girls with Skills is a fast-track pathway to an apprenticeship programme with Arnold Clark.

It consists of a short, two-stage programme which bypasses the traditional application process and ends with a possible apprenticeship offer.

This offers students the unique opportunity to have a real taste of our apprenticeships and get onto the career ladder with an understanding of the journey ahead of them.

WHAT CAN PUPILS EXPECT?

STAGE 1

We will be hosting interactive sessions at our state-of-the-art training facility, GTG, in February.

- Take part in mechanical, Bodyshop and customer service tasks.
- Hear from current apprentices.
- Meet the Early Careers team.
- Learn about what to expect from our apprenticeships.
- Complete online testing.

STAGE 2

After their visit to GTG, we'll offer participants the unique opportunity to test-drive their future career by taking part in a week's work experience in an Arnold Clark branch.

- This will take place in March.
- This will give the opportunity to learn from apprentices and mentors in the branch.
- They will be assessed throughout the week on various activities and have a formal interview with the branch manager at the end of the week.
- They'll be in touch with our Early Careers team who will make sure they're supported throughout their work experience.



WHAT HAPPENS NEXT?

Outcomes from the programme will be delivered between April and May. Successful participants will start in September 2025.



WHY CHOOSE AN ARNOLD CLARK APPRENTICESHIP?

- Apprenticeships are a great way to build confidence and experience while helping students to progress further in their career.
- Young people can earn while they learn.
- Students can combine on-the-job training with classroom learning to gain practical workplace experience.
- Successful apprentices receive a valid and accredited qualification.
- Apprenticeships lead to jobs – so far, 96% of Arnold Clark apprentices have continued into full-time employment after becoming qualified.
- Students receive continuous training, mentoring and support from our dedicated staff.
- Arnold Clark offers a fantastic employee benefits package, including help to pass driving tests, discounts on new and used cars, life assurance and private healthcare.

WE OFFER APPRENTICESHIPS IN:

- Mechanical workshop
- Parts
- Body repair and paint workshop
- Aftersales customer advisor



ENTRY REQUIREMENTS

- Age 16 or over
- Keen to learn
- Must have achieved or be working towards National 4 in maths, English and one other subject.



APPLICATION PROCESS

- Complete online application form.
- Applications close Friday 10th January.
- Confirmation of place on Taster Day from Early Careers team by Friday 17th January.

CONTACT INFORMATION

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