



Firefighter and Future Leaders Apprenticeships

Weekly Hours: 42 hours per week

Duration: three years

Pay: Trainee Firefighter Rate of Pay £23,366 per annum

FREQUENTLY ASKED QUESTIONS

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<p>What are the entry requirements for this apprenticeship?</p>	<ul style="list-style-type: none"> You must be at least 18 years old by the start of the apprenticeship For <i>Firefighter Apprenticeship</i>: GCSE Grades A-C in Mathematics and English / Welsh Language or equivalent qualifications (evidence to be provided) For <i>Future Leader Apprenticeship</i>: 2 A Levels Grades A – C or equivalent qualifications (evidence to be provided) To be successful at the National Fire Selection Tests (please see Fitness section for more details on the selection tests) To pass the Service's entry Medical Examination, which includes a Fitness Assessment and Eye Test Clear results to a Basic Level Criminal Disclosure check
<p>What if I'm not 18 at the time of registration?</p>	<ul style="list-style-type: none"> You must be at least 18 years old by the start of the apprenticeship (proposed start date of May 2020 for Future Leader Apprentices and July 2020 for Firefighter Apprentices) If you are not 18 until after the registration period but before the proposed start date, you will be able to register an application via the online portal, however on completion will be informed that you are not eligible due to not being 18 years old This will be reviewed by the HR department on receipt of your application and you will be informed by email whether your application will be progressed further If you are not 18 years old until after the proposed start date of the apprenticeships, then you will not be eligible for this process Please contact hrdesk@nwales-fireservice.org.uk if you have any queries in relation to this
<p>What qualifications will I obtain?</p>	<ul style="list-style-type: none"> Essential Skills in English, Welsh, Maths and Digital Literacy Level 3 All Wales Diploma in Emergency Fire and Rescue Services Operations in the Community Personal Learning and Thinking Skills Employment Rights and Responsibilities
<p>What training will I receive?</p>	<ul style="list-style-type: none"> Your initial training will provide you with a range of practical basic fire-fighting and theoretical skills and training to deliver Fire Safety advice to our communities
<p>What will be my working pattern?</p>	<ul style="list-style-type: none"> You will work a shift based system in various locations/Fire Stations within North Wales. This will include days, nights, weekends and bank holidays as required All training will take place in a North Wales location

What will I do in this job role?	<ul style="list-style-type: none"> • Work as part of a highly respected team • Learn the skills of a professional, modern firefighter • Understanding the importance of making communities safer through undertaking proactive community safety activities
What on-going Support will I receive?	<ul style="list-style-type: none"> • You will receive coaching and mentoring throughout the apprenticeship • You will be assessed in a variety of ways which may include: <ul style="list-style-type: none"> - On the job assessments - Evidence of your duties - Production of a portfolio of evidence
Do I need to have a driving licence?	<ul style="list-style-type: none"> • A driving licence is not essential for the apprenticeships • However, you may be allocated to any of the fire stations, watches or departments in North Wales and it is your responsibility to get there
Do I have to be a British Citizen to apply?	<ul style="list-style-type: none"> • You can be of any nationality to apply, provided that you have the ongoing right to remain without restriction in the UK. You will be required to supply evidence of your right to work in the UK during the recruitment process
Do I have to be able to speak Welsh?	<ul style="list-style-type: none"> • You don't have to be fluent Welsh speaking but you do have to be willing to commit to our Welsh language scheme • All new recruits will be required to achieve a minimum of level 2 Welsh language speaking skills within a 12 month probation period (if not already demonstrated on application) and level 3 Welsh Language speaking skills by the end of the apprenticeship • Full support and training will be provided as appropriate to achieve these levels
Can I apply if I have a criminal record?	<ul style="list-style-type: none"> • Having a criminal record will not necessarily prevent you from becoming an Apprentice Firefighter or Future Leader • You are required to declare any convictions for offences that are not spent under the Rehabilitation of Offenders Act 1974. This includes any offences dealt with by a court of law, HM Services disciplinary procedures and any driving offences. • Before an offer of employment is made a disclosure document from the Criminal Records Bureau will be obtained. If, at any stage, a conviction is highlighted that you have not declared, your application will be withdrawn from the recruitment process. <p>To find out if a conviction is unspent visit www.disclosurecalculator.org.uk</p>

<p>My A-Level results aren't due until August, can I apply for the Future Leaders Apprenticeship before I receive these?</p>	<ul style="list-style-type: none"> • You must already have achieved the entry requirement qualifications for the Apprenticeship you are applying for and must be able to evidence these qualifications in order to be considered in the process • You will be asked to provide a copy of your results (for both roles) as part of the eligibility stage in the process
<p>I have previously applied for the Wholetime Firefighter role in early 2019, do I need to reapply to be considered for the apprenticeships?</p>	<ul style="list-style-type: none"> • Yes, if you wish to be considered for an apprenticeship, you will need to re-apply via the dedicated online registration portal for apprenticeships as this is a separate recruitment process
<p>Are the recruitment standards different for men compared to women?</p>	<ul style="list-style-type: none"> • No, the assessment and standards that need to be met are the same for everyone
<p>How fit will I have to be?</p>	<ul style="list-style-type: none"> • You will need to be reasonably fit and maintain your fitness levels throughout your career • You will be required to undertake a fitness evaluation to determine your aerobic capacity is at least a VO2 max level of 42 • You are also required to maintain a healthy weight and lifestyle. Please see fitness section for more information

<p>I have a disability; can I still apply?</p>	<ul style="list-style-type: none"> • Yes; medical suitability is determined by an individual assessment which will involve due consideration of any opinions or medical reports you may wish to submit • We are fully committed to meeting our duties to matters of equality as set out in current legislation, specifically The Equality Act 2010 <p>Fire and Rescue Services cannot make any adjustments to the essential role requirements, as identified in the Person Specification section of the Job Description or to nationally set Fitness Standards. These requirements and standards have been set to ensure that individuals are safe at work, for their own protection and that of others.</p> <p>If you have a disability and feel that you are able to meet the essential role requirements as detailed in the Job Description and Person Specification, but the selection / assessment process prevents you from fully demonstrating your abilities, reasonable adjustments to the process will be considered. To ensure that the required support is readily available, you are required to bring your specific needs to the attention of the appropriate testing centre in advance.</p> <p>A medical condition or functional limitation which, despite any reasonable adjustments, gives rise to significantly increased occupational risk of the following is unacceptable:</p> <ul style="list-style-type: none"> - Sudden collapse or sudden incapacitation - Impaired judgement or altered awareness - Substantial physical or psychological injury/ill health - Any other effect which would pose a substantial health and safety risk to yourself or others
<p>Can I apply if I wear glasses?</p>	<ul style="list-style-type: none"> • You will be required to have an Eyesight Standards form completed by a qualified optometrist. The main eyesight requirements are: <ul style="list-style-type: none"> - A minimum visual acuity of, right eye 6.9, left eye 6.9 - Good colour vision (you will be required to complete colour vision assessments if you have a colour vision impairment) - If Laser eye surgery has been performed, applications will not be considered for a minimum of 12 months after the date of the procedure
<p>I am dyslexic; can I receive support?</p>	<ul style="list-style-type: none"> • Dyslexia is classed as a disability and you will be asked if you have a disability as part of the recruitment process. • When you get to the timed written tests you will be asked if you suffer with dyslexia and you should answer "yes" • You will then be asked to contact us directly so as we can discuss any reasonable adjustments, such as additional time to undertake the assessments • You will be required to provide evidence of your dyslexia
<p>I have a beard for religious reasons; will I have to shave it off to be a Firefighter?</p>	<ul style="list-style-type: none"> • Facial hair (beards and sideburns) affect the seal on the Respiratory Protection Equipment (RPE) including Breathing Apparatus (BA) and face masks, all operational staff must be clean shaven as a face seal cannot be guaranteed otherwise
<p>I've got several tattoos; will this be an issue?</p>	<ul style="list-style-type: none"> • Tattoos are acceptable providing they could not be deemed as offensive • Tattoos are unacceptable if they are rude, crude, racist, sexist, sectarian, homophobic, violent or portraying violence

I've got several piercings; will this be an issue?

- For health and safety reasons, all piercings must be removed before commencing operational duty