



Impact of the Apprenticeship Programme

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WOKINGHAM
BOROUGH COUNCIL

Promoting Apprenticeships in Wokingham

- Increase the number of good quality apprenticeships offered by local employers
- Match those apprenticeships to some of our most disadvantaged young people to help achieve the right skills to support them into lifelong sustainable employment
- Delivered by the Elevate Wokingham team



WBC Supported apprenticeship programme

- Wokingham Borough Council is one of the largest employers in Wokingham borough
- WBC have set up a Supported Apprenticeship Programme targeting support at NEET young people and care leavers
- Programme officially started September 2015
- WBC Have set ambitious target of employing 7 apprenticeships and providing 35 work experience placements per annum



Supporting WBC Apprenticeships

- Disadvantaged young people find it harder to secure and stay in employment and are more likely to become NEET
- Additional support is often needed before embarking on an apprenticeship including, work experience, additional training, support for CV writing and interview skills
- Once on the apprenticeship there is a need for a more supportive environment ie more training mentors, buddy system.



Case Study

- Nicole joined the Elevate team last October as a Skills Coordinator Apprentice .
- Is studying for an NVQ level III in business administration at local college
- Ambition to stay on permanently at the end of her apprenticeship
- Nicole has proved indispensable as a social media expert and running the job search activity



Employment Skills Plans (ESPs)

- Negotiate ESPs with businesses through planning and procurement process
- Ask for employment, apprenticeship and work experience opportunities.
- To date we have negotiated 5 ESPs with 12 apprenticeships, 35 work experience opportunities 15 jobs
- Programme launched in January 2016
- Partner with the Construction Industry Training Board to deliver construction ESPs



South Wokingham Secondary School ESP

- Negotiated ESP with the developer 'Dawnus' on construction of the school
- 6 new apprenticeships, 17 work experience opportunities, 9 new jobs and 7 curriculum support activities with schools.
- Target employment opportunities at young people who are NEET and care leavers
- Dawnus have also agreed to run a series of health and safety training courses that will help prepare young people for construction work



Pathway Construction Careers

- Designed a pathway into construction careers for care leavers for young people who may need more support to find employment.
- Work with partners such as NACRO, who provide short courses in functional skills and CSCS training as preparation for entry level jobs
- Pathway, also includes careers advice, site visits and work experience.
- Partner with Co-train who offer a shared apprenticeship service for small businesses



Case History

- Recently, matched RG, a care leaver to an opportunity with Inhurst Landscapes
- RG has successfully passed 3 month probation period
- Stephen Dance, Managing director of Inhurst Landscapes commented
- “R.G. has done extremely well. He is working well with the team and he is looking forward to joining us on his first staff Christmas event”.
- Elevate will continue to work with RG to make sure that he reaches his full potential



Future of Apprenticeships

- Government has pledged to create 3m new apprenticeships by 2020
- Introduction of new Trailblazers apprenticeships 2017/2018
- Continue to improve pathways for young people getting into employment through partners across Berkshire working in a more coordinated way

