

APPENDIX A

Corporate Apprenticeship Scheme

Corporate Parenting Panel

02 February 2015

Pilot scheme 2013/4

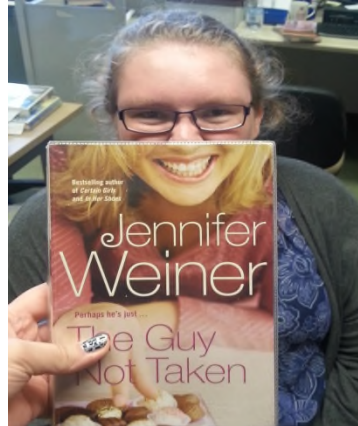
Objectives agreed:

- Aim at young people
- Rate of pay to be above basic apprenticeship rate
- Equal access to scheme for LAC for Level 2 qualification
- To be used to support Organisational Development

Pilot Scheme in delivery

- 21 Apprenticeships offered - Level 2 qualification
- Paid £120 per week (above min apprenticeship rate)
- 12 month fixed term contracts
- Appointed Learn Direct as service provider

Meet our apprentices



Results of Pilot

21 completed the full year apprenticeship of which:

- **4** apprentices took up permanent jobs in CBC
- **2** apprentices took up temporary jobs in CBC
- **6** apprentices took up a level 3 apprenticeship at CBC
- **3** left having successfully completed their level 2 qualification and taken up new roles in other organisations
- **6** left before completing their level 2 qualification (including 1 LAC)

This is a 57% retention rate

Formal evaluation of scheme undertaken

“The experience of working in a real business environment with great people is brilliant”

“Once I’ve completed my apprenticeship, I would like to stay on and learn more new things and work my way up the council and further my career”

What our apprentices said....

“I would definitely recommend the programme and organisation to others as it gets you a qualification and is also a great place to work”

“I always know what I am supposed to be doing. If I find something I can’t do I always ask my manager or my mentor and they will always be on hand to help me and explain what to do”

Formal Evaluation summary

Positives

- Most apprentices keen to stay within CBC
- Some great examples of internal coaching and support have been cited
- Broadly, a positive experience for most apprenticeships

Learnings

- Required varying levels of support
- Standardised training plans not always sufficient
- Learn Direct did not live up to expectations as a provider
- 12 months not enough time for some qualifications

Apprenticeship Scheme 15/16

- On the job learning and work experience leading to a professional qualification
- Apprenticeships at Level 2 and Level 3 with fixed term contract lengths of 14 and 18 months respectively
- Vacancies advertised on National Apprenticeship Service Website & our CBC website
- Improved support package, including individual learning plans

Specific to LAC

Traineeships

- Traineeship will be offered and administered by the Children's Services L&D team
- Suitable for 16-18 qualified below level 3 or 19-23 and not yet achieved level 2
- Traineeships will be run in cohorts approximately every quarter

Apprenticeships

- Active encouragement to apply for vacancies
- Guaranteed an interview
- If successful, a guaranteed offer of apprenticeship
- Greater ongoing support throughout apprenticeship