



Members Debate: Scottish Apprenticeship Week 2018

Briefing by Barnardo's Scotland

29/03/2018

Key points

- Many young people will **require support** to progress and sustain their apprenticeship.
- It is important that traditionally **under-represented groups of young people** are able to access apprenticeships.
- Foundation Apprenticeships present an opportunity for **more young people** to prepare for positive transitions from school.

We welcome today's debate on Scottish Apprenticeship Week 2018. We fully supported the Week, sharing the many successes we've had in the last year of young people who have successfully progressed on to a Modern Apprenticeship through our Works service.

Support for young people

Our Works service supports young people to secure independent, sustainable employment. Feedback from the many small and medium sized employers we work with shows that the **added support** that we bring to young people and employers in the workplace helps both the employer and young person to progress and sustain their Modern Apprenticeship and further employment.

Barnardo's Works has **supported around 30 young people to move on to a Modern Apprenticeship in the last year**. Our view is that many more employers would get involved in offering Modern Apprenticeships to young people if this support was available on a more consistent basis across the Modern Apprenticeship programme. This should include an **equal focus on the young person's pastoral care needs** as well as focussing on completing their qualification.



Under-represented groups of young people

It is important that traditionally **under-represented groups of young people** are able to access apprenticeships. We have worked and continue to work closely with our employer partners and Modern Apprenticeship provider partners to ensure these young people are able to access and complete Modern Apprenticeships.

The below case study is a typical example of the support we provide to young people to make the journey to a Modern Apprenticeship a successful one:

Jack had been unemployed since leaving school and felt his dyslexia and lack of experience was a major barrier to getting into work.

He was interested in pursuing a career in Social Care working either with children or the elderly so Barnardo's Works sourced him a volunteering opportunity with a local service for older adults.

He did this for 6 weeks and received excellent feedback from both staff and service users before moving on to participate in our Employability Fund Programme. Participants on this Programme work towards the Certificate of Work Readiness and are required to complete a minimum 6 week work placement.

As he was interested in Social Care he undertook a placement with a local Nursery, working with children aged 0-5 years. He enjoyed this work and the employer was keen to offer him a Modern Apprenticeship but both he and the employer were concerned that his dyslexia would prevent him from completing the written work required.

To help Jack take up this offer, Barnardo's Works, the employer and Modern Apprenticeship provider agreed a bespoke support plan which detailed the key steps each partner would take to support him and the employer through developing in the workplace and completing his SVQ. To ensure Jack was successful we stayed supporting him and the employer for as long as they needed our help and assistance. This equal focus on Jack's pastoral support needs and ensuring he was supported to complete his qualification ensured that he successfully achieved his SVQ and continued to thrive in the workplace.



Foundation Apprenticeships

Barnardo's Scotland supports the aim to increase the Modern Apprenticeship programme to offer 30,000 places by 2020. We also welcome the potential **vocational enrichment** that the development Foundations Apprenticeship offer brings to the curriculum in senior phase in school.

With it being reported that more young people are staying on at school, Foundation Apprenticeships **perhaps present an opportunity for more young people** to use the Foundation Apprenticeship opportunity so they are better prepared for a positive transition from school to positive post-school destinations.

Quite often a **more informal and less intensive level of support** enables young people to develop confidence, grow their understanding of the world of work and do so in a more active way. This experience is reflective of other services for young people which can often be **too rigid in how they expect young people to engage**. It is crucial, especially for young people who have experienced trauma and adversity that services and opportunities are flexible and able to adapt to the needs of the young person.

While still early in its development, we would like to see further discussion around consideration of whether a more **vocationally orientated** offer through Foundation Apprenticeships earlier in a young person's school life may be more beneficial.

For any queries or further information, please contact:

Nicki Wray, Policy and Public Affairs Officer
Email: nicki.wray@barnardos.org.uk
Phone: 0131 446 7033