

## Foundation Apprenticeships: Developed in partnership

Foundation Apprenticeships are being developed in the context of work-based learning through a partnership approach at both local and national level.



Skills Development Scotland is working with **young people, schools, colleges, training partners** and **employers** to develop a Foundation Apprenticeship programme that works for them.

A number of pilot programmes are being run to help shape Foundation Apprenticeships.

**Pilots:** Engineering-based programmes are underway in Fife and West Lothian with more being developed with other lead partners including local authorities, colleges, training providers and industry.

**Programme selection:** Analysis of national and local demand; economic benefits and capacity to support the programme has been used to identify the initial first and second year projects.

**2020 ambition:** Skills Development Scotland has an ambition to see demand-led Foundation Apprenticeships available across Scotland within two years and available as part of every school's offer by 2020.

### New sectors for Foundation Apprenticeship pilot from 2015 includes:

- Finance
- Health and Social Care
- Construction
- Energy.

Skills Development Scotland



## Foundation Apprenticeships Giving young people a head start with their career

"I'm pleased that parents and young people in our school have got behind Foundation Apprenticeships so strongly and can see the benefits. I think its quite groundbreaking."

**Alan Pithie** Headmaster, Auchmuty High School

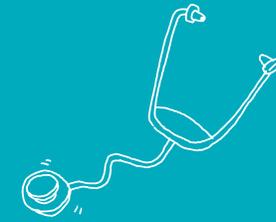
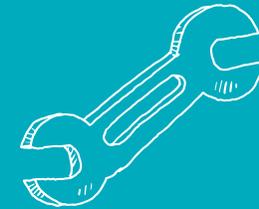
"The Foundation Apprenticeship was the perfect way for me to try my hand at some of the skills needed and see if engineering was the career for me."

**Amy**, Pupil, Lochgelly High School

"Young people coming into a work environment in a staged and phased structure can only be a good thing."

**Bob Waterson** Managing Director, Greenfold Systems

For more information  
[sds.co.uk/NewApprenticeships](http://sds.co.uk/NewApprenticeships)



# What are Foundation Apprenticeships?

Foundation Apprenticeships provide work-based learning opportunities for secondary school pupils in S4 to S6.

They create strong links between education and employers to help reduce youth unemployment and are a **fundamental change** in the approach to offering work-based learning in the senior phase of education – providing valuable skills and real qualifications.

Foundation Apprenticeships are based on existing and successful Modern Apprenticeship frameworks. Pupils in S4 to S6 can complete elements of a Modern Apprenticeship while still at school.

Delivered in partnership through schools and training providers such as local colleges, Foundation Apprenticeships take one to two years to complete and provide industry-recognised qualifications.



## Three components

The blended learning approach combines work-based qualifications, academic learning and industry involvement:



### Knowledge

Delivered through National Qualifications in school



### Skills

Delivered through National Occupational Standards and industry recognised qualifications

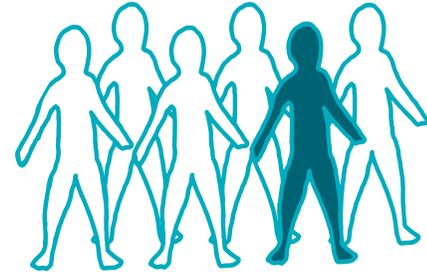


### Capability

Delivered through industry and employers

# Why do we need them?

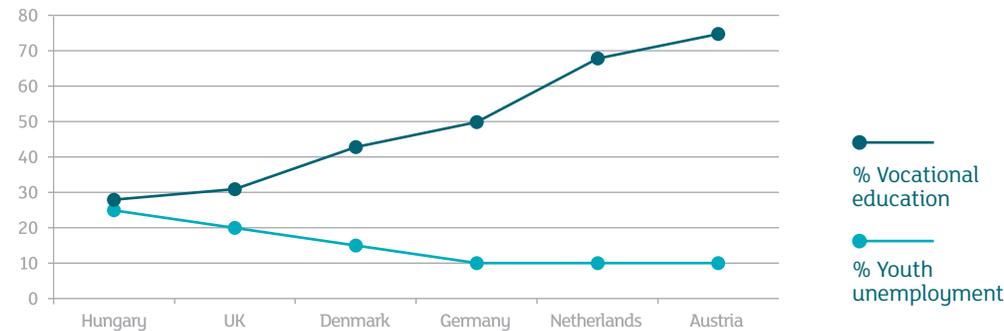
Foundation Apprenticeships have been developed to create better links between young people, education and employers.



**14.5%**  
16 to 24 year olds  
unemployed in Scotland\*

Despite record levels of investment in education and training, youth unemployment rates remain high, alongside industry concerns about shortages of skills and workforce diversity.

## Moving to a model for work-based learning



Source Eurostat, Unemployment rate by age group, 2010.

Countries with a well-developed vocational learning system and significant employer engagement have the lowest levels of youth unemployment.

Foundation Apprenticeships offer the opportunity to enhance our work-based learning system, reduce youth unemployment and address equality issues such as occupational gender imbalance.

\*ONS Labour Force Survey, Oct-Dec 2014.

# Benefits



## Young people

Whatever career pathway they choose, young people gain valuable experience and industry recognised qualifications which offer:

- a head start and second year entry into a Modern Apprenticeship
- a boost to an application for college or university
- experience to help get a foot on the career ladder.

Foundation Apprenticeships also support young people to:

- develop the skills, knowledge and experience of the workplace that employers are looking for
- access industry-specific vocational and technical tuition
- achieve an industry-relevant qualification, most at SCQF level 5/6
- experience the world of work at an earlier stage resulting in clearer career goals
- achieve positive destinations and sustainable career pathways.

## Employers

Foundation Apprenticeships are being developed alongside industry to meet real training needs and to fit with economic demand. They provide employers with the chance to:

- shape work-based learning
- influence the skills pipeline in their industry
- become active participants in education
- access their local labour market through partnerships with schools and colleges
- recruit Modern Apprentices who can become more productive employees quicker.

**Schools and the education system**  
Foundation Apprenticeships help bridge the gap between education and employment and:

- foster mutually beneficial links between education and industry through partnership delivery
- support the Curriculum for Excellence by offering more flexibility in the senior phase of secondary education, helping more young people to achieve their full potential
- support recommendations from The Commission for Developing Scotland's Young Workforce and the Youth Employment Strategy to bring education and industry closer together.