

Foundation Apprenticeships: Developed in partnership

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

Since the first “pathfinder” Foundation Apprenticeship in Engineering was introduced in 2014, the number of Foundation Apprenticeship starts has been increasing year on year.

Expansion and uptake is reflected in the growing number of colleges and local authorities involved in delivery partnerships. From 2017/18 they will be available in every local authority area.

The number of frameworks has expanded across key growth sectors of the Scottish economy.

2020 ambition: Skills Development Scotland has an ambition to see demand-led Foundation Apprenticeships available as part of every school’s offer by 2020.



Foundation Apprenticeships are available in:

- Accountancy
- Business Skills
- Civil Engineering
- Creative and Digital Media
- Engineering
- Financial Services
- Food Technology
- Hardware and Systems Support
- Scientific Technologies
- Social Services Children and Young People
- Social Services and Healthcare
- Software Development

“Foundation Apprenticeships are innovative career pathways that are hugely beneficial to young people. Students gain first-class work experience, whilst at the same time gaining a recognised qualification. This opens up options for them after school, such as accelerated entry into a Modern Apprenticeship or further education and helps them become work-ready.”

“For Prudential, Foundation Apprenticeships act as a natural feed into our own successful apprenticeship programme, providing better trained recruits. It also provides us with a route via which we can support more young people to gain the employability skills to get on in life.”

Maria Wilcockson Apprenticeship Scheme Manager, Prudential

“Learning the theory is important, but it is the practical experience that I have enjoyed most. You can get a head start with the Foundation Apprenticeship. It’s worth putting in the effort because at the end of it you have got the basics, the work experience and a qualification.”

Rebecca Civil Engineering, Pat Munro (Alness) Ltd

“My Foundation Apprenticeship has been a great way to make the transition from school to the workplace. It has helped me decide that this is what I want to do. I’m learning so much on the practical side and even more from the people I am working with.”

Fraser Engineering, GE Caledonian

For more information visit apprenticeships.scot/foundation-apprenticeships



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Skills Development Scotland

Foundation Apprenticeships
Giving young people a head start with their career

What are Foundation Apprenticeships?

Foundation Apprenticeships provide work-based learning opportunities for secondary school pupils making their senior phase subject choices.

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

Based on existing and successful Modern Apprenticeship frameworks, Foundation Apprenticeships enable pupils entering S5 to complete elements of a Modern Apprenticeship while still at school.

Delivered in partnership by schools and learning providers, such as local colleges, a Foundation Apprenticeship usually takes two years to complete.

Three components

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



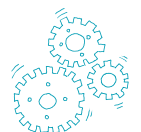
Knowledge

Delivered through National Qualifications in school



Skills

Delivered through National Occupational Standards and industry recognised qualifications

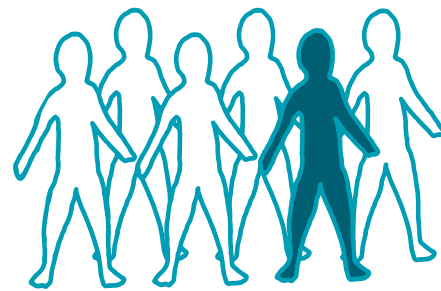


Capability

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.



Europe's highest performing economies have strong work-based learning systems which contribute to low unemployment, fewer skills shortages and high economic growth.

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

10%
16-24 year olds unemployed in Scotland*

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

Benefits

Young people

Whatever career pathway they choose, young people gain valuable skills and experience, giving them:

- accelerated entry onto a Modern Apprenticeship or a pathway onto a Graduate Level Apprenticeship
- a boost to their college or university application
- useful industry contacts, helping them expand their network.

Foundation Apprenticeships also give young people the opportunity to:

- work on real projects with real employers – some of Scotland's biggest and well known organisations are involved
- gain a qualification recognised by industry employers – set at the same level of learning as a Higher (SCQF level 6)
- step into an exciting and growing industry that needs skilled young people
- meet new people and take on more responsibility as a work colleague and team member.

Employers

Foundation Apprenticeships have been developed with industry to meet real training needs and to fit with economic demand. Aligned to the skills needs of employers they:

- are focused on creating economic growth
- offer early access to a pipeline of future talent
- attract motivated young people who want a head start in their careers.

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

- 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
- they attract an Insight tariff which varies depending on the volume of learning and units within each individual framework.



As work-based learning increases...



Youth unemployment drops

