

How can Local Authorities promote Apprenticeships to young people if they don't offer them themselves??

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This workshop will:

- Explain how the Apprenticeship scheme has developed, alongside the opportunity of work experience within our Local Authority
- Share the challenges, frustrations and best practice of the offer
- Share how the structure of Virtual School Kent allows for close tracking and monitoring of post 16 young people to support them in their education, training and employment

Activity:

For those of you that have an apprentice working with you now, please record on the post-its the benefits of this.

For those of you that do not have an apprentice working with you now, please record on the post-its what is stopping you?



Who are we and what do we do??

- The Virtual School acts as a local authority champion to support improvements in the education of Children in Care (CiC) and Young Care Leavers (YCL) and to promote their educational achievement as if they were in a single school.
- **As of January 2015, Kent extends to Key Stage 5 (16-18yrs)**
- **Made up of:**
 - Head Teacher
 - 3 Deputy Heads
 - 7 Assistant Heads covering locality areas and OLA
 - Assistant Head for Post 16 – across county
 - Support Officers
 - Fostering Liaison Officers and Education Welfare Officers
 - Admin/Data and Nurses
 - Participation and Engagement Team
- Social Worker structure change – now a 0-18yrs service and then separate 18+ service





- **EPEP team**
- **Admin team**

2015 stats:

- UK – 93,000 young people
- Out of Local Authority placed in Kent – 1278 (288 in yrs 12 & 13)

Kent:

- 2025 as of July 2015 but should be higher due to UASC numbers (was 1,830 2013)
- 14.5% achieving 5 A*-C grades including English and Maths (to be confirmed)
- KS5
 - 794 young people of which 468 are UASC (as of 23/09/15)



Participation and Engagement Team

Who are we?

- Our Participation and Engagement Team has been made up of predominantly Care Leaver apprentices since 2012
- All the apprentices are working towards a qualification in Business and Administration to give them rounded work skills

What do we do?

- Our P & E Team supports the running of Kent's Children in Care and Care Leavers Councils
- We run activity days in the school holidays for Children in Care and Care Leavers to meet one another and become engaged in the service
- We facilitate young person's interview panels for staff working with Children in Care with Kent County Council
- We make and facilitate communications to Children in Care and Care Leavers across Kent



Challenges for our apprentices

- Understanding the role of an apprentice
- Salary
- Travel to and from work, travel to work activities
- Sensitive issues – too close to home
- Working with other staff
- Progression

Apprenticeships – Kent County Council

Kent County Council:

- Have a dedicated Apprenticeship team within the service promoting internal apprenticeships and external opportunities
- Now up to offering 150 apprenticeships per year, was around 30
- Graduation and Award ceremony
 - Apprentice of the year
 - Apprentice Manager of the year

Other opportunities for apprentices:

- Doing an apprenticeship is a brilliant gateway into other opportunities:
 - PPMA
 - National Society of Apprentices



Assisted Apprenticeship Scheme

- Set up 5 years ago offering Apprenticeships to vulnerable cohorts (e.g. CIC, YOT, Disability) with additional support identified for young person/employer/training provider (KCC put aside £5000 for scheme in 2012)
- KCC covers the salary costs (minimum wage) for up to a year for those on a L2 apprenticeship (part funded for those on a L3)
- Each vulnerable cohort has a 'Champion' to be the link between all
- Employer is reimbursed the salary costs
- VSK support with kit and equipment costs
- 169 young people have benefited from the programme across all cohorts (125 having completed since 2012)
- 73% of all apprenticeship finishers have been taken on by host or another employer within 12 weeks of finishing their respective apprenticeships
- Two week trial first before any paperwork is completed



Assisted Apprenticeship Scheme

Challenges:

- Capacity of 'Champion' if add on to other work
- Young person not ready for apprenticeship
- Money from LA
- Progression



Within LA:

- VSK opportunities
- Various teams across LA offer specifically for CIC
- Challenger presentation
 - KCC ICT change to offer

Challenges:

- All coming at the same time
- Confidentiality
- Need to be sure it is right for the young person – Tasters first!
- Travel to placement
- Issues affecting young person leads to not attending but not talking to people first – just disappearing!



Benefits and Barriers....

For those of you that don't have an apprentice, do you feel you can remove any of the barriers you identified earlier, if so, please do so.

What does that leave us with?

Open discussion....



Transitional support for those in year 11

- VSK Year 11 Progression Support Officer (new post)
- VSK Post 16 Support Officers joining locality meetings to discuss progression
- Links with Post 16 providers early on to offer tasters/visits before applying

Designated Member of Staff

- Similar to the DT, all Kent and Medway Colleges and Universities have a DMS
- VSK work very closely with them – each provider has a VSK rep
- Supporting transition, PEPs, Bursary, progression, NEET
- District Offer

Training

- VSK offer 'Understanding the Post 16 Sector' training to Foster Carers, Social Workers, VSK staff and others



Anything we have forgotten.....

Sharing best practice.....and challenges....

Any questions.....

If not, many thanks for participating.....

