

HUMAN RESOURCES STRATEGIC FORUM

DISCUSSION - APPRENTICESHIPS

What is the social case to make more opportunities available for young people?

The answer lies in the relatively new term NEET. This is a term now well used for a young person aged between 16 and 24 that is not in employment education or training. NEET levels are rising, reported at 935,000 in 2009.

Research in one northern city showed one in 7 NEET's were dead within a decade. Youngsters simply fall into a downward spiral and are far more likely to die of drug abuse, violent crime, ill health or suicide. NEET's are 20 times more likely to commit a crime and 22 times more likely to be a teenage mum.

These shocking facts lie behind the drive by the National Apprenticeship Service to substantially increase Apprentice opportunities for young people.

(Source The MJ 13/9/09)

The Public Sector holds more than 20% of the nations workforce yet it employs fewer than 1 in 10 Apprentices.

The National Apprenticeship Service has end to end responsibility for Apprenticeships.

- To expand the number of Apprenticeship places offered by employers, including those in the public sector
- To increase the number, quality and background of those applying for Apprenticeships, and in particular supporting 16-18 year olds
- To make it easier for employers and individuals to search and apply for vacancies through the online Apprenticeship Vacancies System
- Increase the number of 16-18 year olds starting Apprenticeships in 2009/10 by at least 30%
- Increase the breath of Apprenticeship provision available across the region, particularly at Level 3
- Improve understanding among young people and parents that Apprenticeships are a high-value post-16 learning option
- Increase the number of employers across all sectors (including the Public Sector) who are willing to employ and train 16-18 year old Apprentices

What is an Apprenticeship?

- An Apprenticeship combines on and off the job training.
- The learner gains a nationally recognised qualification while the employer gets a work-ready employee with job specific skills. There are 3 levels:-

Apprenticeships

Equivalent to 5 GCSE passes (A* - C)

- **Advanced Apprenticeships**

Equivalent to 2 A-Level passes

- **Higher Apprenticeships**

Equivalent to a Foundation degree

Apprenticeships often lead to permanent work, advanced training and higher education, including university degrees.

Facts about apprenticeships

- Apprenticeships can take between 1 and 4 years to complete
- Training is fully funded for 16-18 year old apprentices
- Training can be provided entirely on the business premises with the support of a training provider or split between the business premises and the training provider premises
- Apprenticeships can be used to train both new and existing employees
- Apprenticeships are designed to meet the needs of the employer and are recognised as real value for money

Internships

The DWP has also announced a new initiative of Backing Young Britain internships aimed at 18 – 24 year olds. They are aiming to offer 20,000 internships of 8 – 13 weeks and 5,000 two week work placements.

Workplace Barriers

- Prejudice
- Buy in
- Manager commitment
- Planning
- Support
- Time