



Skills
Development
Scotland

SCOTTISH APPRENTICESHIPS

APPRENTICESHIPS.SCOT



**FOUNDATION
APPRENTICESHIPS**



**MODERN
APPRENTICESHIPS**



**GRADUATE
APPRENTICESHIPS**

DELLEMC

WHAT ARE FOUNDATION APPRENTICESHIPS?



ABOUT FOUNDATION APPRENTICESHIPS

What you do:

Develop industry knowledge and experience

Take part in industry projects and placements virtually or in person

What you get:

A work-based learning qualification at SCQF Level 6 (same level of learning as a Higher).

Pilot programme at SCQF Level 4 and 5

Foundation Apprenticeships expansion



WHAT SUBJECTS DOES IT COVER?

Foundation Apprenticeship Level 6

- Accountancy
- Business Skills
- Civil Engineering
- Creative & Digital Media
- Engineering
- Financial Services
- Food & Drink Technologies
- Hardware & System Support
- Scientific Technologies
- Social Services Children & Young People
- Social Services & Healthcare
- Software Development



HOW DOES IT WORK?

Takes up to two years to complete

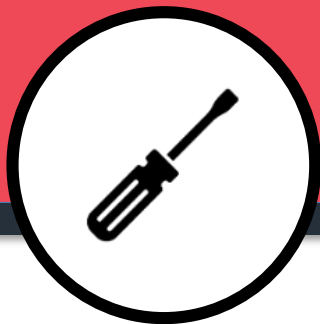
Usually starts in S5

A subject choice

Spend time with a learning provider
and with an employer

Foundation Apprenticeship Level 4 & 5

**Construction:
Level 4 & 5**



**Automotive:
Level 4**



**Hospitality:
Level 4 & 5**



Foundation Apprenticeship Level 4 & 5 expansion

2017/18	2018/19	2019/20	2020/21
1 Framework	2 Frameworks	3 Frameworks	
1 School	4 Schools	59 Schools	
1 Local Authority	3 Local Authorities	11 Local Authorities	
15 Learners	65 Learners	c.440 Learners	c.1000 Learners

WHAT EMPLOYERS ARE INVOLVED?

Offered in a wide range of careers from **social services and healthcare** to **software development**

A wide range of employers are on board, from public to private sector and small to large companies

WHAT ARE THE BENEFITS?

Industry knowledge, skills and experience

Gain an industry-recognised qualification

Get a job, Modern or Graduate Apprenticeship

Enhance CV and job applications

Gain a qualification recognised by Colleges and Universities

Build confidence and develop skills like creativity, problem solving and communication

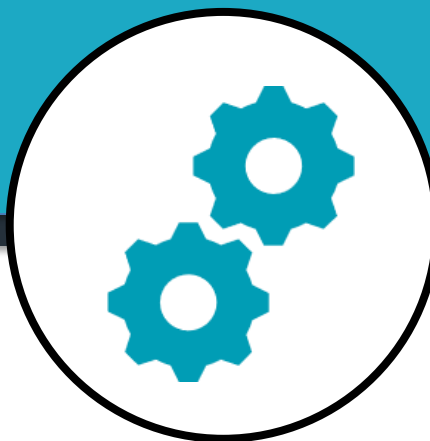
A young woman with long blonde hair, wearing a light blue lab coat, is smiling at the camera. She is sitting at a workstation in a laboratory or technical environment. In front of her is a computer monitor displaying a colorful circuit board design. To her left is a microscope. On the desk, there are various tools and equipment, including a yellow soldering iron, a blue tape roll, and a circuit board. The background shows shelves with various bottles and equipment.

WHAT IS A MODERN APPRENTICESHIP?

GET A JOB

**A real job with a real employer –
many of Scotland's biggest and best
businesses are involved**

The opportunity to earn while you learn



OVER
100

**TYPES
OF
APPRENTICESHIP**

GET QUALIFIED

A real job with a real employer. Gaining skills and hands-on experience, you work towards a qualification that is valued by industry and can get your career moving.

WHY YOUNG PEOPLE START APPRENTICESHIPS

Improve prospects

Gain a qualification

Build confidence

Gives you a job with training

Learn important new skills

IT'S ALL ABOUT THE OPTIONS

Opening up opportunities to:

Progress your career

Start a Graduate Apprenticeship

Complete further learning

WHAT IS A GRADUATE APPRENTICESHIP?



GET A DEGREE

Achieve a nationally recognised and accredited degree, gain transferable skills required by employers and industry, and be in paid employment

ABOUT GRADUATE APPRENTICESHIPS

A new way for you to gain qualifications through work and get paid

Achieve qualifications up to Master's degree level

Spend time during your working week with a leading university or college

WHAT SUBJECTS DOES IT COVER?

- Accounting
- Business Management
- Civil Engineering
- Construction & the Built Environment
- Cyber Security
- Data Science
- Early Learning & Childcare
- Engineering: Design & Manufacture
- Engineering: Instrumentation, Measurement & Control
- IT: Management for Business
- IT: Software Development



HOW DOES IT WORK?

You will be in paid employment while gaining qualifications

Apprentices are actual employees, you spend approximately 80% of your time with the employer

WHAT ARE THE BENEFITS?

Get qualified – up to Master's degree level

Gain skills

Get earning

Easy to access

Focused on growth industries

IT'S ALL ABOUT THE OPTIONS

When you complete your apprenticeship you'll be able to:

Progress on to other levels of the GA

Continue further university or college learning

Undertake further – 'on-the-job' training

FIND THE RIGHT APPRENTICESHIP FOR YOU

Find out more:

Visit apprenticeships.scot

**Speak to our [Careers Adviser](#) and
[Apprenticeships Team](#)**

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Scotland's Apprentice Network

DYW update

The Network

Scotland's Apprentice Network (SAN) is a national network of apprentices – past and present – who want to share their experiences with others and inspire future generations

The Network is facilitated by Skills Development Scotland



- To support engagement between industry and schools, ensuring every young person is aware of and exposed to a wide range of opportunities available to them across different industries in Scotland.
- To have every secondary school in Scotland linked to at least one apprentice in the Network
- To promote the benefits of apprenticeships including: Foundation, Modern and Graduate Apprenticeships, to young people, employers, parents and other stakeholders.

Mission

SCOTLAND'S APPRENTICE NETWORK

is a community of **past and present apprentices**. Members span **a range of ages, skills and sectors** and they **volunteer their time** to **promote apprenticeships to school pupils, parents/carers, teachers, employers and government**. They encourage others to see work-based learning including **foundation, modern and graduate apprenticeships** as a great way to kick start or advance career choices.

Members register to be part of the network not only to promote apprenticeships, but also **to collaborate, connect** and **learn**.

Key audiences

Apprentices of tomorrow:

To promote the benefits of the apprenticeship route and encourage people/individuals to follow in their footsteps and apply.

Parents and Carers:

To showcase successful apprenticeship experiences and help inform positive views of apprenticeships.

Schools:

To ensure school influencers are informed about the benefits and opportunities available through apprenticeships and to support wide-ranging career conversations aligned to School Employer Framework.

Employers:

To highlight successful apprenticeship experiences and support employers to invest in their talent through apprenticeships.

Government:

To share apprenticeship stories, including the benefits of apprenticeships that help to inform and influence policy decisions

Existing and past Apprentices:

To enable existing and past apprentices to collaborate, connect and learn

Covid19 activity realignment

- Encourage promotion of **Foundation Apprenticeships** to senior phase pupils in Schools supporting cohort 5&6 intake.
- **Showcase all work based learning pathways** across various comms channels - *Come and experience it for yourself before committing.*
- Support **redundant/unemployed apprentices** by delivering transition-based webinars and **promoting apprenticeship opportunities** across Scotland
- **Support Training providers** with promotion of SAN Apprenticeship stories to EF stage 4 trainees.
- **Promote equality and diversity** and **promote careers in CSO areas.**
- Support business wide **WBL marcomms activity**, case studies and campaigns
- Compliment the **My WOW Live** offer

Advocacy



In school



Virtual



Social Media
Campaign

Offer	Audience	Activity	Method /Asset	Timing
Inspire the younger ones	S1-S3	In class PSE activity – meet the Apprentice: word fill sheets/ quiz. Word searches - linked to each Apprentice story hosted on app.scot	Lesson pack/reusable resources	School academic year
Apprentice Live Sessions	S4-S6	Talks on-line to small audiences (25-30 people) promoted through MyWow & Marketplace	MS teams	ongoing
Apprentice Live interactive Sessions	S4-S6	Q&A engaging story telling sessions with options for polls and surveys (50-500) Align with MyWoW live – virtual experts Promoted online and directly to Schools and Parents.	Webinars	Set timetable
Apprentice Career Jam	S4-S6	Virtual sessions with support of Careers staff/ Apprentice & Employer	Recorded webinar	Winter leavers SAW
Apprentice – what next sessions	Post School (stage 4 EF)	Apprenticeship pre recorded talking heads for Training providers to utilise for stage 4 groups	Pre-recorded talking heads / Provider central	All year round SAW
Social media campaign	All	Sharing SAN members stories & promoting specific transition opportunities with short films where applicable. (ATP) Sharing SAN members stories & promoting specific industries/sectors that may be recruiting/struggling to recruit through LMI data.	Case studies and talking head videos	All year round SAW

Programme of support



Develop members skills
and knowledge

No cost solutions

Support	Method	Cost
WBL Module	On-line	Member time
Managing CMS & employability skills	CIAG staff	SDS time
Media Training	Corporate Affairs	SDS time
LinkedIn Training	Corporate Affairs	SDS time
Scotland's Apprentice Network handbook	SET development (SLWG)	SDS time
MyWoW training and App.scot	Service Development/CIAG	SDS time
Mental Health First Aid (on hold)	SAAB members/sponsor	Free

Allocate budget - potential

SAN regional virtual convention : Intriguing Futures, Let it Go	SDS Lead & external providers	
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Advisory



Consult with members to develop and inform

How	What	When
Scotland's Apprentice Youth Jam (scheduled dates for SDS colleagues to book consultation slots with SAN member)	Co-creation/design	Twice per annum
Getting the best out of talent	Support SAAB groups to explore issues relating to diversity in recruitment	Annual
Survey work	Consultation of policy related matters: Funding Redundancies Delivery and development	All year round

Our Employer Offer: One to One Business Support



SUPPORT WITH FOUNDATION APPRENTICESHIPS

- Improve talent attraction over competitors
- Change young peoples perception of your business/sector
- Reduce recruitment costs & time
 - Address equality figures
 - Social responsibility

SUPPORT WITH MODERN APPRENTICESHIPS

- Improve retention
- Advertising roles more appealing
 - Upskilling existing employees
 - Helps fill skills gaps
- Highly skilled work force with company knowledge

SUPPORT WITH GRADUATE APPRENTICESHIPS

- Staff Retention
- Filling skills gaps
- Biggest return on Apprenticeship Levy
- Addresses recruitment issues with graduates
 - Reward for staff

The Flexible Workforce Development Fund

Since 2017-18 the Scottish Government has allocated £10m a year to the Flexible Workforce Development Fund (FWDF).

What is it and who is it for?

- The purpose of the FWDF is to provide employers with flexible workforce development training opportunities to support inclusive economic growth through up-skilling or re-skilling of employees. The Fund is in addition to apprenticeship support, access to which is available to all levy paying employers in Scotland*

How much funding?

- Up to £15,000 for Levy paying companies, 5k for SME's.

What can I use it for?

- Access training in high-quality learning environments available in Scotland's colleges.

Benefits

- Engage and motivate existing employees by offering them high quality training to bring the greatest benefits to your organisation.

Where can I access this fund?

- Scotland's colleges and private training provider where there is a business case.

Skills for Growth

Skills for Growth is a fully-funded service for businesses.

- You'll get up to two days worth of fully funded consultancy from Skills Development Scotland and Remarkable Scotland
- We'll work with you to understand your skills needs, create a bespoke detailed people plan and guide you to the right support.
- We'll support you through the apprenticeship family and how to become further engaged with this – linking with key partners
- We'll signpost you to key partners in the area that can further business needs –this could be for additional funding or further training needs



Increase performance

by working to people's strengths, resulting in a more motivated and engaged workforce



Build confidence

invest in training and development that's focused to where it matters most



Attract the right people

by recruiting for the skills that you don't already have in the business



Manage change

and introduce innovative workplace practices



Support employees

in understanding how they contribute to business success

Overview of COVID-19 business support

£ Job Retention Scheme

UK Gov will pay 80% of the wages (up to a maximum of £2,500 a month) to furlough employees to preserve jobs.

www.gov.uk

£ Kickstart

Funding to create job placements for 16 to 24 year-olds on Universal Credit and at risk of long-term unemployment.

www.gov.uk

£ Other UK Gov't Support

A range of other interventions inc deferral of VAT payments, self employment income support & loan schemes

www.gov.uk

£ Other Scottish Gov't Support

Sector-specific & other targeted funding and policies inc the Young Person's Guarantee and Green Jobs Fund

findbusinesssupport.gov.scot

£ Local Gov't Support

Many Councils are offering grants to help businesses plan for a return to more normal trading conditions, inc via Business Gateway

findbusinesssupport.gov.scot

£ Apprenticeship Employer Grant

Provides up to £5,000 for employers taking on or upskilling an apprentice. *Available from January*

apprenticeships.scot

£ Adopt an Apprentice

Provides a £5,000 grant to support a redundant Modern or Graduate Apprentice to continue their apprenticeship

apprenticeships.scot

£ Flexible Workforce Development Fund

Apprenticeship Levy-payers or SMEs can access up to £15,000 to create tailored training programmes

www.sfc.ac.uk

Skills for Growth

Advice on developing skills within your team or managing change - up to 2 days free consultancy

ourskillsforce.co.uk

£ Digital Catalyst Fund

Support for businesses and employees to fast-track advanced digital technology skills. *Available from January*

digitalcatalyst@sds.co.uk

PACE

Scottish Government's PACE service can support you and your employees through redundancy

redundancyscotland.co.uk

FindBusinessSupport.gov.scot

THANK YOU

MAKING SKILLS WORK FOR SCOTLAND