

Creating a Sustainable Apprenticeship Programme

Mike Gibson
Apprenticeship Programme
Co-ordinator



Background

- Location
- High youth unemployment
- Loss of traditional employment
- Low aspirations
- Rural
- Poor transport links
- BDC staff



What did we want to achieve?

- Decrease in NEET
- Increase
 - Skills
 - Experience
 - Employability
 - Aspirations
- Age 16+





The offer

- Council employed
- Placed with partner organisation
- Fixed term contract
- 37 hour week
- National minimum wage
- Apprenticeship framework
- Bonus
- Additional training
- No guarantee of a job



Video

- The full length video can be found at:

http://www.lsp.bolsover.gov.uk/index.php?option=com_content&view=category&layout=blog&id=23&Itemid=116



It isn't all about the apprentice!

- Supervisors and managers
- Colleagues
- Trainers / assessors
- Relationships



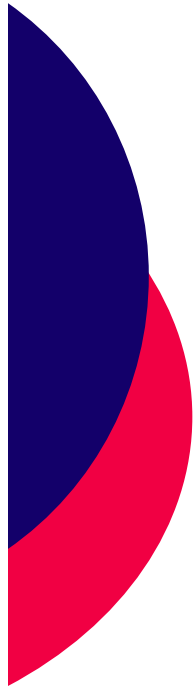
Supervisors and Managers

- Ownership
- Direct support
 - Sickness and performance, etc.
- Honest, open and inclusive communication
- Training provider orientation
- Motivational workshops
- Communication / NLP
- Coaching and mentoring
- Art of Brilliance



Outcomes

- Vehicle to develop potential supervisors
- Change the culture
- Succession planning
 - Evolution –apprentices are now supervisors
- Embedded the practice
 - Assisted in setup of programmes



Why sustainable

- Increased the understanding of apprenticeships
- Positive experience
- Cost benefit
- Spread the positive word about apprenticeships
- It has become normal
- Continuing apprenticeship programme activity



Value?

- Free
- Funding chase



The result

- Culture and commercial shift
- Known value
- Changed policy
- Own programmes
- Critical mass?



The Doorman

