

EXECUTIVE COUNCIL

CONFIDENTIAL

Title of Report: Young Apprenticeships – 14-16 (Key Stage 4 Yr 10-11)

Paper No: 159/12

Date: 27 June 2012

Report of: DHE / Training Centre Manager

1.0 Purpose

- 1.1 The purpose of this paper is to seek formal approval for the Young Apprenticeship scheme for pre-16 students to be incorporated into the current curriculum in the Falkland Islands following a successful pilot scheme.

2.0 Recommendations

- 2.1 a) It is recommended that Honourable Members formally approve the Young Apprenticeship scheme, allowing up to five students a year to join, making a maximum of ten students at any one time.
- b) Honourable Members are also asked to approve an increase in the Training Centre's Establishment by converting a casual appointment to a FTE Assessor to maintain the service delivery of the Scheme on a one year fixed term basis initially.

3.0 Summary of Financial Implications

None – funding is already included in the approved budget.

4.0 Background

- 4.1 The Young Apprenticeship Programme has been piloted on the Islands since 2008. The programme allows participating students to follow a more flexible curriculum by incorporating vocational training. The students, who are based at FICS, spend two days a week at the Training Centre working towards a range of fully-accredited vocational qualifications (such as IVQs and VRQs) as well as Essential Skills Qualifications in English, Maths and ICT. The courses are delivered through a combination of classroom activities, practical training and directed work experience.

5.0 Benefits and Consequences

- 5.1 The pilot programme has been highly successful with an exponential increase in student numbers year on year from an initial four to a current total of seven. Another five pupils have applied to join the scheme in July this year, which, allowing for the two Year 11 pupils leaving this year, will make a total of 10. Participating students have gone on to further apprenticeships or full time employment following the completion of the programme. The benefit of approving the continuation of the programme is that an alternative route, which raises the employability of students who find academic GCSEs difficult, would be maintained. The consequences of not approving a continuation of the programme would be that: students currently on the scheme would be unable to complete their awards; there would be increasing disaffection at FICS whilst students were required to follow an academic curriculum that does not meet their individual needs; and there would be increased disruption to learning at FICS as teachers are required to direct more time to supporting students who are struggling with GCSEs.

6.0 Financial Implications

- 6.1 In the early days of the programme, costs were minimal as the Essential Skills tuition was provided by the FICS. This is why formal approval from EXCO was not sought at the time of first piloting the scheme. However, the situation has changed as the FICS no longer has the staffing capacity to provide Essential Skills tuition and as the programme has expanded the Training Centre has had to recruit trainers in Carpentry, Mechanics as well as Essential Skills. £22,950 was included in the 2012/13 original budget projection from 2011/12 and therefore is already included in next year's and future year's budgets to cover assessment and tuition costs. If the continuation of this scheme is not approved a saving of £22,950 per annum will be made in the Training Centre budget.

7.0 Human Resource Implications

- 7.1 During the scheme's pilot phase, tutors have been employed on a casual basis as such appointments exist to cover short term operational needs or spikes in service demand. Based on the success of the pilot scheme and the expectation that the operational demand for such services will continue well beyond the following 12 month period the addition of a full time equivalent post is sought. This would convert a casual appointment into a one year fixed term appointment initially and be funded from the Training Centre's salary budget.

8.0 Legal Implications

- 8.1 There are contractual obligations to the Young Apprentices in Year 10 who are half way through their Essential Skills and IVQ awards. When the students started their awards, in accordance with City and Guilds' Quality Assurance Requirements for Centres Chapter 4 paragraph c relating to Centre Approval, both they and the Training Centre signed a Learning Agreement outlining their

specific responsibilities. In the Agreement the Centre Representative agreed to ensure:

- “Opportunities to demonstrate competence against the full award requirements are provided”; and
- “Appropriate arrangements are made to enable the learner to complete training and assessment within the agreed timescale for the achievement of the award.”

To stop the programme midway would mean that the Training Centre would be breaking this agreement, which could jeopardise its status as an accredited City and Guilds Centre.