

# ERASMUS

CREATING OPPORTUNITIES FOR THE UK ACROSS EUROPE



## Erasmus+ Apprentice Work Placements

Vocational education and training mobility

## How you can empower apprentices through European funding

European work placements offer fantastic, funded opportunities for you and your apprentices. The world of work is competitive and Erasmus+ placements offer a great way to give apprentices the dynamism your organisation needs – pushing them beyond traditional skill sets and enhancing their training and skills which your organisation can benefit from.

Organisations including major motor manufacturers, further education colleges and Trailblazer universities are already sending their apprentices on funded work placements with a European partner lasting between 2 weeks to 12 months; enhancing their apprenticeship and traineeship offerings through unique practices and cutting edge innovations.

These organisations and others across the UK are seeing the impact Erasmus+ can have on their organisation and learners. This booklet showcases just some of these examples and explains how you could be one of them.

### Organisations featured in this booklet include:



## Who can benefit?

As long as you're already employing or training apprentices within your organisation, you can apply for funding under the Erasmus+ [Key Action 1 vocational education and training](#) funding stream, also known as KA1 VET. The only exception to this is sole traders.

### The kinds of organisations already seeing the benefits from receiving funding include:

- Employers
- Training Providers
- Further Education Colleges
- SME's
- Higher Education Institutions
- Large Enterprise Organisations

**“Erasmus+ gets young people into the idea of lifelong learning. Some catering workplaces for example send a lot of their older chefs on placements, even senior chefs, the idea is you can always learn from somebody and you can always raise your game.”**

Rachel Delourme,  
Cornwall Council

### Apprentices:

Apprentices can take part in workplace activities relevant to their chosen career. These can range from taking part in a two week work placement with Airbus Defence and Space in Germany to gaining practical work experience in the veterinary field in Malta.

### The placement for your apprentices

Whilst other funding schemes may have age limits or funding caps, Erasmus+ KA1 VET funding aims to open opportunities to as many learners as possible and especially those with fewer opportunities or from disadvantaged backgrounds.

Any age - whether your trainee is a school leaver or an adult apprentice over 25;

Any qualification, level or sector - from level 2 up to Masters level qualifications, learners only need to be completing a vocational qualification;

Any number of apprentices - projects can range from sending a small number of trainees to sending hundreds of apprentices;

Any duration - from 2 weeks to 12 months;

'Graduated' apprentices too - those learners who have just completed their training can take part up to one year after their completion date.

## Why take part? It's easier than you think

### The benefits for employers

- Provides a unique opportunity for exposure to new, advanced training and techniques;
- Forge relationships with other European companies and organisations;
- A unique selling point for your learning programme, increasing recruitment, recognition and retention;
- Acquire knowledge with European practices not available in the UK;
- Meet the demand for better quality apprenticeships.

### The benefits for apprentices

- Acquire new expertise and professional skills.
- Increase confidence, language and intercultural skills.
- Stand out from the crowd at interviews.
- Enhance opportunities to work in other countries.
- Apply new and unique skills and experiences.

**Remember these are funded placements with no match funding, no cap and can cover placements from 2 weeks up to 12 months in duration.**

### Available Funding

Erasmus+ KA1 VET Mobility funding can cover:

- Preparation costs including language, cultural and work placement preparatory activities.
- Travel costs.
- Living expenses while abroad including accommodation, insurance, food and local travel for the placement.
- Special needs costs or those related to learners from disadvantaged backgrounds.

**“For the apprenticeship learners it is a chance of a lifetime. They always come back absolutely buzzing saying they have come back with new skills which they have not seen in the UK before. Even skills that I have not actually seen before. It enhances their CV, and they come back more confident and keener to progress within their chosen profession.”**

**Clare Jeffries,**  
ISA Training

**“For the past 20 years we have seen parents and young people choose our organisation because of the mobility operations.”**

**Chris MacCormac,**  
Morthyng Group Limited

## Case Study Cornwall Apprenticeship Agency

### It's easier than you think

Cornwall Apprenticeship Agency applied for funding for the first time in 2016 and was successful in securing 28,632.00 euro. The project sends the organisation's marine engineer apprentices on mobility work placements for 2 weeks with partner companies in the Finistere area of France, whilst their partner will find replacement apprentices to exchange in to their company.

### What does the organisation say?

**“On the technical and professional scale learners work with French clientele through their placement in marine engineering workshops. French clientele is actually quite common on the Cornish coast, so they will be able to gain extra skills for customer service, especially for French customers. Apprentices also build different technical skills through their French placements. So it's both a technical improvement and a personal advancement of their experience.”**

**Any advice for other organisation's thinking about applying for Erasmus+?**

**“Not to be afraid of the whole process. Our organisation has experience with other European funding streams and Erasmus+ is quite a simple application process to fulfil. So I would say not to be afraid and to be looking at what the learners want. So if there is a need for both the apprentices and the organisation, go for it! There are a lot of benefits.”**

**Guillaume Le Palud,**  
Cornwall Apprenticeship Agency



## Why take part?

### Erasmus+ can benefit organisations across the UK

In **England**, the Government has pledged to support three million new apprenticeships. It has also pledged to improve skills training by replacing lower level classroom based further education courses with high quality apprenticeships and a rollout of degree level apprenticeships. Further education will be improved through a network of National Colleges for specialist high level vocational training in the sectors critical to economic growth.

In **Scotland**, a programme of reform has resulted in the creation of larger, more influential colleges with a sharper focus on helping learners enter quality employment or progress to higher level education. The Scottish Government will implement the recommendations for Developing Scotland's young workforce to reduce youth unemployment in Scotland by 40% by 2021 by ensuring closer collaboration between schools, colleges and industry.

In **Wales**, the Welsh Government and EU investments will fund nearly 100,000 apprenticeships over a four year period. The Welsh Government's Policy Statement on Skills identified the work that is currently ongoing which links future provision to meeting the needs of individuals, employers and the local economy that will strengthen the relevance of both the Apprenticeship Framework and Further Education Learning programmes.

In **Northern Ireland**, the apprenticeships strategy includes the provision of opportunities for apprentices to undertake an international placement. Resources have been allocated to Colleges NI to support promotion of EU programmes including Erasmus+ in the further education sector and to facilitate exploration of potential partnerships.

#### Northern Ireland

Southern Regional College is the second largest college in Northern Ireland and sends on average around 120 learners on international placements each year including students with learning disabilities.

**“It was a really rewarding experience for them, many of our students have never been away from home or left their parents before. Since they have come back many of the students have secured employment as a result of their time abroad.”**

**Diana Farrelly,**  
Southern Regional College

#### Wales

Colleges Wales represents all of the further education colleges in Wales. Sian Holleran co-ordinates applications for KA1 VET funding by some of these colleges.

**“For some of our students who come from very socially deprived backgrounds from areas of Wales, this is a real life changing experience for them.”**

**Sian Holleran,**  
Colleges Wales

#### Scotland

WerkCenter Scotland is an SME based in Scotland that works with partners across Europe to transform the lives of young people from the most disadvantaged backgrounds and to widen their horizons.

**“Many of the young people we work with have never previously left their own localities and often lack the confidence to do so. Through our ‘Going Dutch’ Erasmus+ project we enable them to travel, live and work independently.”**

**Morag Cassidy,**  
Werkcenter Scotland

#### England

REY Europe is a social enterprise and not-for-profit organisation based in central London. The organisation's projects address the emerging skills gaps across a variety of sectors by providing work placement opportunities in Europe to help tackle this.

**“The major benefit of Erasmus+ has been the opportunity to develop partnerships with educational organisations, to increase awareness of students' needs in specific courses and expand our existing mobility focus, working with a different kind of client.”**

**Marcus Miller,**  
REY Europe

## What can your apprentices do? Opportunities for all sectors

### What can your apprentices do?

Apprentices can undertake a wide range of activities in the workplace that are relevant to their chosen area. You can design the placement to suit your organisation's and learners' individual needs. Funded projects have already been sending their learners to:

- Complete 2-week work placements in Air Malta's training centre, developing hands on experience in airport operations, handling air passengers, avionics and in-air-side work not available in the UK.
- Work alongside nursery care practitioners in the Netherlands, sharing innovative approaches to childcare and alternative teaching methods.
- Shadow tour operations in six week travel and tourism work experience in Spain, supporting in accommodation, hospitality, agri-tourism and attractions delivery.

**“For my personal point of view I know it makes a difference, it made a difference to me, I've seen it makes a difference to young people we've sent in the past, I can see it's making a difference to the teachers that are going now.”**

**Rachel Delourme,**  
Cornwall Council



### Recognising achievements

You and the work placement hosts can provide your apprentices with certificates to acknowledge their individual achievements and learning outcomes. So you can design the placement to form an integral part of the apprenticeship that contributes towards learners' final qualifications and your practices.

## Apprentice Exchange Case Study: BAE Systems (Operations) Ltd

The BAE Apprentice Exchange was an 18 day mobility project that received a grant of 21,550 euro for apprentices training in the engineering sector. Ten participants worked and trained on the manufacturing and assembly of the Eurofighter aircraft in Germany. Apprentices were in the second year of their Advanced Apprenticeship level 3 programme in either aeronautical engineering or business and administration.

**“It allows companies at all different levels to collaborate together on different types of aircraft.”**

**John Connor,**  
Technical Training Coordinator, BAE Systems

By taking part in the European mobility, the apprentices learn how different engineering companies operate and discover the difference in their manufacturing methods, equipment and work ethics. Apprentices improve their skills and knowledge of the European aircraft industry with learning outcomes recognised with a Europass CV certificate.

### Language, culture and confidence

Participants gained an appreciation of the Bavarian culture whilst having the opportunity to improve their German language skills. At least 60 hours of language lessons all linked to the confidence of the apprentices, which helps them in their future careers.

John said the mobility has “opened their eyes and increased their confidence and understanding of the products we produce, with the ability and confidence to work anywhere in the world.” The mobility also resulted in stronger working partnerships, and a “very good rapport with the German exchange coordinators.”

**“Apprentices get exposure to European culture. They get to see people and countries in a work environment that you would never get to normally see.”**

## Working with employers

### Case study – Lincoln College

Through their Key Action 1 project 'Opportunities and Challenges' Lincoln College takes Care and Construction and Engineering students and apprentices to Germany and the Netherlands to gain real life work experience in their respective fields.

In 2011 Lincoln was judged as 'outstanding' by OFSTED and their mobility project in Health and Social Care was mentioned as a key achievement. Mobility projects were also highlighted again in the 2016 OFSTED report.



**“This opportunity usually confirms the fact that on completion of their apprenticeship they have a permanent job.”**

**Ann Stanley,**  
Lincoln College's European Officer

#### Getting employers on board

The college has succeeded in getting both parents and employers keen on the scheme through honesty and clear communication. An Employers Satisfaction Survey showed 90% of all employers working with the college rated the quality of training of the apprentices as excellent or good.

#### Changing the lives of apprentices

One apprentice was featured in the Lincolnshire Echo as a result of his successful three-week work placement. Lloyd was based at a dealership in West Germany as part of a team of six apprentices in the workshop, each working alongside a qualified technician.

**“I carried out the usual mechanical work which I'm used to but I also got experience in bodywork jobs like welding and filling dents. This is something I hadn't done before.”**

**Lloyd Dunwell,**  
Hyundai Apprentice Technician

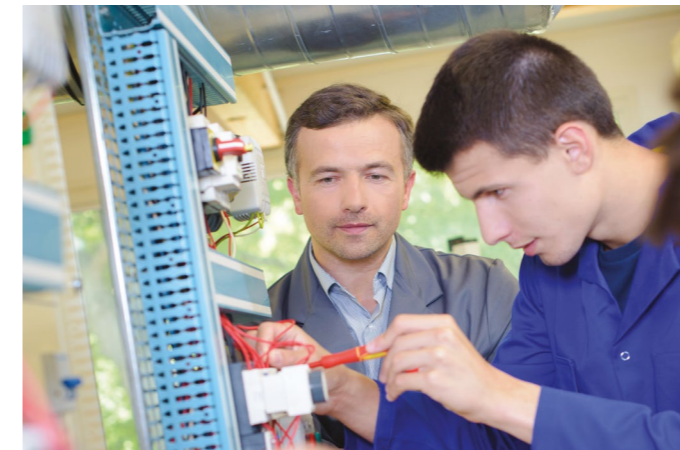
## Large college perspective

### Case study: Leicester College

Leicester College is one of the largest colleges in the UK, with more than 22,000 learners including over 3,000 apprentices across three city centre campuses and 30 community venues.

Electrical Maintenance Experience is Leicester College's first Key Action 1 VET Mobility project, providing BTEC Level 3 Electrical Installation students with a 6-week work placement in Spain. Apprentices gained practical experience and increased their work based knowledge through placements linked to their mandatory BTEC units. The Erasmus+ project is part of a broader college internationalisation strategy.

The work placement enabled each participant to develop their vocational knowledge and acquire industry specific competences in areas such as engineering design, installation and electrical fault-finding.



**“We got to experience working in a pumping station and various irrigation systems. It was definitely a once-in-a-lifetime opportunity. I feel that the work experience in Seville will help me reach my goals to become a fully qualified electrician.”**

**Daniel Macguire,**  
Mobility Participant

#### Helping apprentices to meet their goals

Crucially, by providing these opportunities, the project enabled learners to gain a valuable insight into what it is actually like to work in various sites completing installation and maintenance work, preparing them to move in to employment at the end of their college course.

**“Learners have been given opportunities through the Erasmus+ programme that they would not be able to get in any other way, and certainly the college would not be able to fund it by itself.”**

**Skip Evans,**  
International Manager, Leicester College

## Working with parents

### Case Study – Cornwall Council

Apprenticeships offer fantastic opportunities to build their skills, experience and qualifications to ultimately get a job in their chosen field. An international Erasmus+ placement can seem daunting for both parents and their children, especially when it may even be a young person's first time living and working outside of the UK.

However, there are lots of ways in which you can work with parents to reassure them and help alleviate any concerns. In the 'Preparation' phase of your project, for example, you could keep parents informed about travel and accommodation arrangements, health and safety procedures (including key contacts in the UK and Host Country, in the event of an emergency), plans for linguistic, cultural and pedagogical preparation, and even introduce parents to the accompanying person(s) who will be with learners during their stay abroad.

This is what experienced Erasmus+ organisations have to say about their learners' experiences, and is useful to share with parents to remind them of the positive benefit and impact a European work placement can have on a young person.

**“One learner was nearly removed from his course due to attitude and attendance issues. We were able to use the opportunity to go to Seville to motivate...he did undertake a placement in Seville and the college has seen a complete turnaround; he is now a model learner, gaining credits and distinctions for his work.”**

Leicester College

**“It keeps learners motivated and engaged as it is something rewarding to work towards. The guys are buzzing and positive and the next group are already looking forward to their trip.”**

ISA Training

**“One of the students...is now working in his own restaurant in Paris, he's told me that would never have happened, he wouldn't have considered working in France if he hadn't have done a placement.”**

Cornwall Council

**“I would say to anybody: if your child is offered a place, get them to go. They will come back changed, usually for the best, never for the worst.”**

Morthyng Group Limited

## Developing existing projects

### Case study: Morthyng Group Limited

Morthyng Group supports young people from 12 to 19 years-old who cannot directly access apprenticeships or employment. It has delivered European programmes since 1996 and seen these programmes enhance the skill levels and employability success rates of the students taking part. 2016 will be the first year that Morthyng include traineeship and apprentice learners in their Erasmus+ [Key Action 1 VET Mobility](#) project.

The project will receive 157,119 euro to send learners, some from deprived areas, on twelve to fourteen day placements in Belgium or Spain. The development of including apprentices stems from their 2014 project, 'CREATE' which supported young people subject to early school leaving and combating failure in education.

#### Utilising Erasmus+ funding

'ELEVATE' will support students who have had a traineeship in the UK but have not been successful in securing employment or apprenticeships due to a lack of hard, soft or employability skills. Apprentices work within the Construction, Retail and Performing Arts sectors, to give them the skills and experience to progress to full time employment or to gain access to the next level of learning.

#### Impact

Chris's organisation has received a good practice from two different OFSTED inspections. He said it has resulted in a wider network of youth providers to work with and feels "very lucky that we have been able to support at least three current contracts last year through Erasmus+."



**“We have seen parents and young people choose our organisation because of the mobility operations. On the whole most parents are very, very supportive...they come back and say to us this child has changed in two weeks, that's all.”**

**Chris MacCormac,**  
Chief Executive Office, Morthyng Group Limited

## Experiences learners can't get within the UK

### Case study: Everything is Possible

Go Further Reach Higher is a Key Action 1 Mobility project involving 90 trainees with fewer opportunities and over 30 staff who work with the young people sent by five diverse UK vocational institutions. This includes a mixture of academies, colleges and training organisations such as ProCo, a training provider based in Wigan.

Trainees and staff working in the field of Animal Management undertake a two week traineeship based in a Donkey sanctuary or a Cat Sanctuary, giving learners real life experience with animals tailored to the individual participants needs.

#### Sarah's story

Animal care learner Sarah travelled to Malta, she is an apprentice at a veterinary practice and is achieving her dream of becoming a veterinary nurse.

**“I went to Malta to work in cat sanctuary, I loved the whole experience from living with new people to learning about different cultures and religions and working with the animals. You can't smell an animal infection from a Powerpoint so this was a great first step to take for my future career. I'm so glad I did it because it's given me more confidence and I'm not afraid to do things on my own anymore.”**

**Sarah,**  
Animal Management Learner



## Next steps to funding

#### Think about what you want to do and how you are going to do it?

What skills would you like your apprentices to develop and what work placements would be suitable?

#### Where will your participants be going and why?

Erasmus+ is open to a number of countries across Europe and beyond.

Visit our website for full information: <https://www.erasmusplus.org.uk/participating-countries>

#### Who do you want to work with?

The European Commission's Projects Results Platform can be used to find contact details of an organisation or a project that interests you: <http://ec.europa.eu/programmes/erasmus-plus/projects/>

#### What resources do you have available?

Think about who will organise the project and how much time is required.



# Contact us

## Enquiries on VET funding

Please get in touch with us if you have a question. The VET team will be happy to help advise you on your query and the next steps in benefitting from Erasmus+ funding.

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## Erasmus+



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