

## 🔍 CASE STUDY 11

### Extending the Reach of Foundation Apprenticeships in South Lanarkshire

#### Partners

South Lanarkshire College, South Lanarkshire Council, local schools and partner colleges in Glasgow and West Lothian

#### Focus

Successful School-College Partnership programme which includes learners accessing opportunities outwith their local authority area

A partnership between South Lanarkshire Council and South Lanarkshire College to provide opportunities for school pupils to engage in Foundation Apprenticeships either in a school hub or at South Lanarkshire College campus. Pupils

from South Lanarkshire schools are able to access a wider range of FA opportunities at other College locations such as Glasgow and West Lothian where travel to learn patterns are more efficient and where the subject area is not available via the South Lanarkshire Consortium offer.

#### Success factors

- A consortium approach to scaling and embedding of Foundation Apprenticeship opportunities
- Learner centred, providing additional work-based learning opportunities not available locally
- Inclusive and diverse: students meet learners from other areas and different backgrounds



**My Brighter Future Foundation Apprenticeships**

**Aidan Bond**  
Cathkin High School

**Aidan completed his Foundation Apprenticeship in Civil Engineering where he spent time at College and in a work placement with Robertson Homes.**

**“ Achieving my FA qualification really helped me to focus on being successful. When the Graduate Apprenticeship came up I felt confident enough to apply, my experiences from the course helped me in my interview. I’m looking forward to working and getting my degree at the same time. ”**

**Aidan progressed to employment with South Lanarkshire Council as a Graduate Apprentice in Civil Engineering working towards his degree at Glasgow Caledonian University.**

South Lanarkshire Youth Employability Education Resources

The representatives from the Local Authority leading the South Lanarkshire Consortium are from the Council's Education resource. The collaborative work is driven primarily by this team in response to the recommendations as set out in *Education working for all: developing Scotland's young workforce*<sup>1</sup>. A range of programmes have been developed to provide South Lanarkshire pupils with appropriate access as part of their timetable to work based learning options at varying levels.

Key DYW structures are in place to support these efforts including DWY school leads and support from the regional teams. This team are part of a Youth Employability structure that manages Senior Phase vocational learning programmes and in-school and post school employability services as part of the No-one Left Behind commitment and Youth Guarantee activity.


The model developed is a locality-based model that plans in-school work-based learning activity and post school employability support at a local level. This approach means that key transitions for young people are managed, planned and delivered effectively.

Key to the consortium is relationship-based practice. The consortium is at its core a relationship between two key partners for a common purpose. However, it is built on cross organisational relationships at key levels. For example, the consortium has a strategic management team who meet regularly and communicate frequently, we also request and encourage formal connections at team leader and faculty lead level who conduct framework lead meetings and discussions and front-line workers to have day to day programme specific contact.

We are: **“Driving strong solution-focused relationships at all levels”**

We believe: **“Flexibility and adaptability are key to delivering effective partnership programmes”**

<sup>1</sup> <https://www.gov.scot/publications/education-working-commission-developing-scotlands-young-workforce-final-report/>

 **“South Lanarkshire Council value the College partnerships currently in place and we could not deliver on our commitment to offer quality work-based learning options to Senior Phase pupils without our partners.”**

Scott MCDermott, Youth Employability Coordinator

### Impact

The programme is able to demonstrate the value of the consortium partnership through the outcomes achieved. This year, despite the challenges presented by the Covid-19 pandemic the consortium has supported approximately 98% of young people who engaged and completed FA programmes to achieve their qualifications.

- In August there were 87 pupils taking part in FAs that were due to complete at the end of the current term (1 years and 2-year returners). Of these, 14 left the programme during the early stages with 73 remaining. Of these, 72 have achieved their Foundation Apprenticeship.
- In August 79 young people started on 2-year FA programmes. Of these 8 left early with the remaining 71 all completing year 1 and anticipated to return for their 2nd year

### Moving forward

Year on year work-based learning options in South Lanarkshire have grown and developed and have taken more prominence as part of a flexible and suitable offer to pupils in their Senior Phase of school. Critical to the continued development will be the Council/College partnerships of which the South Lanarkshire consortium is front and centre.

Funding is always a consideration however to use a sporting phrase it doesn't have to be a 'game changer'. It may just mean that these partnerships will rely heavily on the relationships and good practice the consortium have developed to maintain the pace of growth and success experienced to date.

