



Yorkshire First

Welcome to

EN:Able Futures CIC

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Context



The History of Apprenticeships

by @In2Apprentice

From where it all began...



In the 16th Century, the payment of a premium to the teacher was not at all common



By the 18th Century regular payments, at least in the last two or three years of the apprentices term, became the usual and those who lived away from their teachers were frequently paid a regular wage



They go back to the middle ages. One of the first documents attempting to get out the terms and conditions of training was Elizabethan Statute of Artificers in 1563



From 1601 Parish apprenticeships under the Elizabethan Poor Law came to be used as a way of providing for the poor. These provided apprenticeships for occupations of lower status such as farm labouring, brickmaking and menial household service.



By the late 19th Century, the scope of apprenticeships had spread from traditional trades such as construction, paper making to include emerging sectors such as engineering and ship building.

The traditional apprenticeship framework in the 1950s, 60s & 70s was designed to allow young people (16 years old) an alternative path to GCSE A Levels to achieve both an academic qualifications along with the competency based skills for the workplace.



NEW

Still by 1990, apprenticeship took up only two-thirds of total employment in the UK



Traditional Apprenticeships reached their lowest point in the 1980s, by which time training programmes were in decline.

In 1994, the government responded to concerns about skill shortages in the UK by announcing plans for a new apprenticeship scheme. Which is why the new modern apprenticeships were introduced in the same year based on the frameworks set by the Sector Skills Councils



In 1986 National Vocational Qualifications (NVQs) were introduced in an attempt to revitalize vocational training.



In the years from the mid 1960s to the mid 1970s about 110,000 people became apprentices, most of these were boys



In the 2000s, there are now 3 levels of apprenticeships: Intermediate (Level 2, equivalent to 5 good GCSE passes)



Advanced (Level 3, equivalent to 2 A-Level passes) and Higher (Level 4/5, equivalent to a foundation degree)



In 2010-11 the total number of apprenticeship starts was 457,200 and the most popular subject was customer



In 2014 the most popular apprenticeship was health and social

Investment by the government since 1997 has led to a major improvement in the number and quality of apprenticeships

3

In 2009 there were over 180 apprenticeship frameworks in place and the National Apprenticeship Service was founded



Since 2010 there have been over 2 million apprenticeship starts in the UK



Apprenticeships: A real solution to home grown personnel, tackling skills gaps and driving productivity...



Benefits to business:

- Individuals & skills tailored to your needs
- De-risks recruitment
- Improve staff retention / morale
- Supports business growth / resilience
- Investing in local jobs and skills
- Business reflects the community it serves
- Changing perceptions of the image in the sector

Options:

- Traditional Apprenticeships
- Shared Apprenticeships



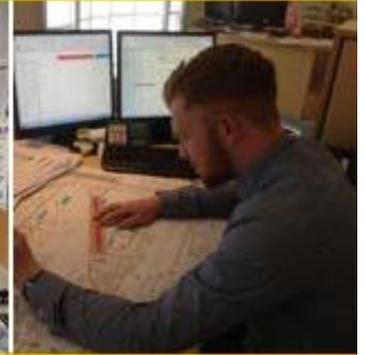
Introducing EN:Able Futures



Our Vision



Delivering Opportunities



Building your future in Yorkshire & Humber

To educate, inspire and support people to develop careers in the construction, housing and built environment sectors





Who are we?

EN:Able Futures CIC is a not for profit company who run an award winning shared apprenticeship programme which employs then effectively shares apprentices to companies for individual or a series of project assignments to ensure the apprentice has the opportunity to complete their full framework/standard and employers benefit from the experience of an apprentice in their team

The **Shared Apprenticeship Service** for Yorkshire & the Humber. It is one of a number of CITB approved schemes across the country

'The Academy' is a unique & specialist professional and technical academy for housing, infrastructure, facilities and asset management.



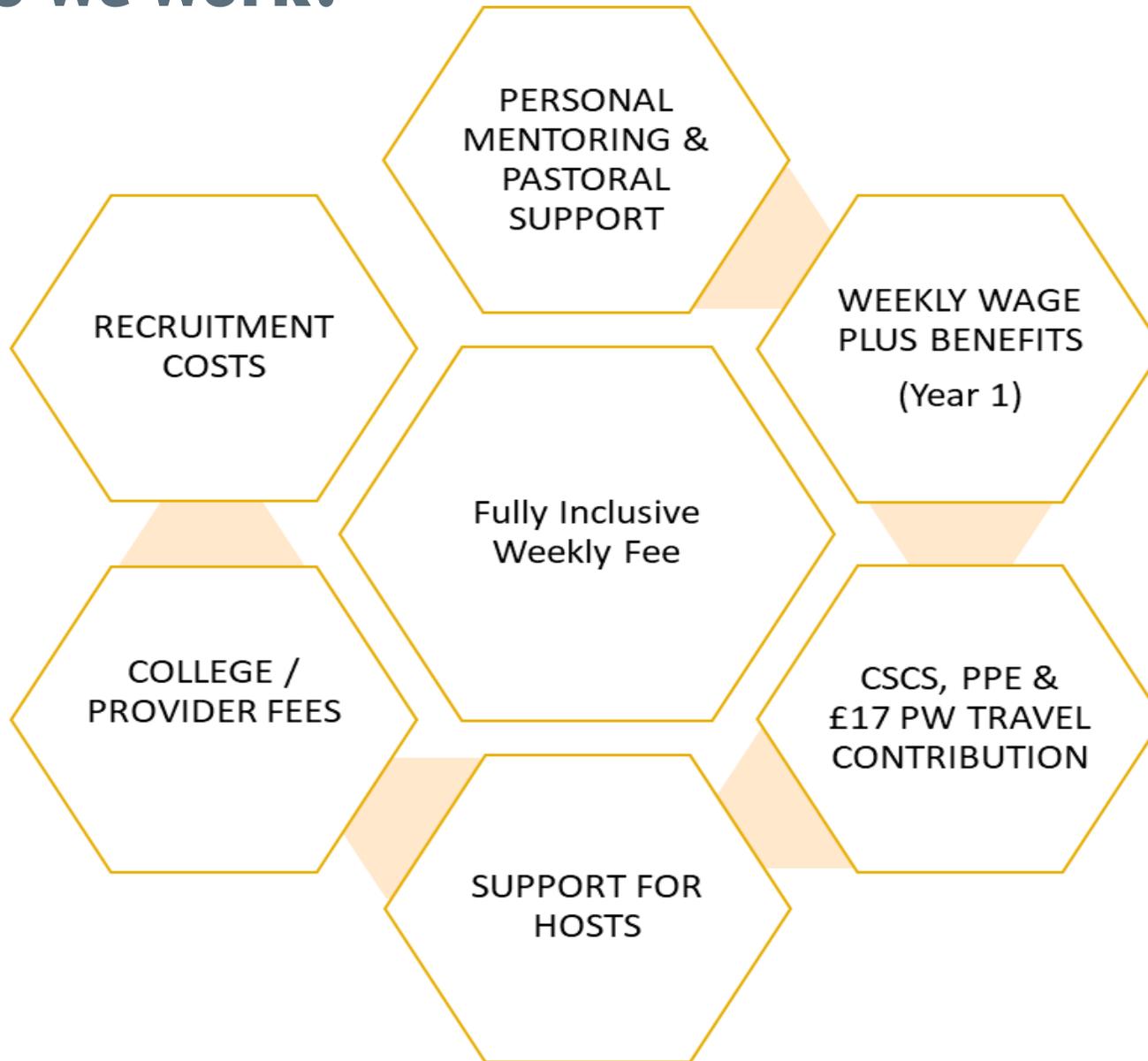


How do we work?

- Clients ('host' employers) provide us with an insight into their skills requirements through their workforce development and Employment & Skills Plans
- EN:Able Futures will directly employ the apprentice and engage with the 'host' employer & their supply chain companies to identify placement opportunities
- The 'host' company pays a weekly fee to cover apprentice wage costs which also includes recruitment costs, additional apprentice benefits and an administration fee to cover the payroll and cost of employment; for the agreed period of employment
- Upon successful apprenticeship completion, EN:Able Futures will actively seek full-time employment with an industry partner for all apprentices



How do we work?



EN:Able Futures CIC



Benefits for 'host' employers:

- Provision of a fully vetted & well-trained apprentice ready for work through our Academy and Shared Programme which provides a structured sector specific training programme.
- Access to comprehensive award winning IAG, pastoral and academic support & mentoring programme in line with industry best practice.
- Additional Academy benefits include pre-apprenticeship support and cross sector CPD to enhance sector awareness and link to profession institution core professional standards.
- Each apprentice comes equipped with 'ready for work' attitude and 'industry insight' which includes (where appropriate) PPE, CSCS card, travel allowance, tools, etc.
- No hassle for you – responsibility for recruitment, employment & support lies with EN:Able Futures saving cost, resource and time
- An easy way to engage with local apprentices & boost business and future workforce planning
- From 1st April 2019 'levy' paying companies can transfer 25% of their 'levy
- Option to retain your apprentice at no charge ('no finder fee' unlike recruitment agencies)



Let's meet...



Jack, Katy and Louie...



Jack – Early in 2017 Jack started his L3 Joinery after successfully completing his L2 apprenticeship. He also won the G4C Trade Apprentice of the Year Award earlier this year. Jack joined us with good GCSEs and had a number of challenges which our Development Coaches were able to support him with. He has successfully completed his apprenticeship and now works for Wates Living Space.



Katy – L3 apprentice Quantity Surveyor. Katy joined us during late summer of 2017 with a BTEC Business Studies and A-level Geography, unsure of where to go next but knowing University was not an option for her. Katy won Apprentice of the Year 2018 at the Efficiency North Awards.



Louie – Joined the EA apprentice team early in 2017 as a L2 Rivers, Coastal & Waterways Apprentice as part of our Environment Agency programme, which is a bespoke programme. After working in their team as a 'Field Team Member' to complete his apprenticeship, he was offered a contract of employment with the EA.



...Sean, Momodou, Ben...

Sean – Joined us in 2016 as was struggling to find a suitable professional workplace environment after leaving university early. Sean successfully completed the L3 Construction in the Built Environment and Diploma in Constructing Contracting Operations has recently been permanently employed by Lincolnshire Housing Partnership.

Momodou – Joined us in 2015 on a L2 General Construction Operative apprenticeship, following completion of a L1 at Wakefield College. He praises the apprenticeship for helping with his communication skills and confidence, as well as a ‘skill for life’. Upon successful completion in 2017 Momodou was offered full time employment as a ground worker with BAM Nuttall.

Ben – Joined us in 2017, within 2 months of working with his ‘host’ Galliford Try on his L2 Business Admin Apprenticeship, he had developed a Supply Chain KPI spreadsheet which has since been adopted nationwide. Following successful completion of his L2, Ben was offered a permanent position with Galliford Try who are now supporting him to complete his L3 apprenticeship.





...and finally, meet Bryn



Started his journey with us 2 years ago in 2016, following a set back in his life but his continued hunger to achieve in life. Bryn applied to us for an electrical position, however, following a meeting with our experienced recruitment team he was offered a position as a L3 Technical (for a Quantity Surveyor position), hosted by NPS Barnsley.

Bryn completed his apprenticeship this summer with a D* D* and subsequently received an offer from Sheffield Hallam University to study a Degree Apprenticeship in QS.

Bryn is a multi-award winner, scooping the Yorkshire & Humber G4C Technical Apprentice of the Year 2018 award.

Bryn has now also joined the NPS Barnsley team following their offer of a permanent full time position together with their support and sponsorship to progress onto the Degree Apprenticeship.



Numbers





345

Apprentices

Since May 2013





73

'host' employers



22

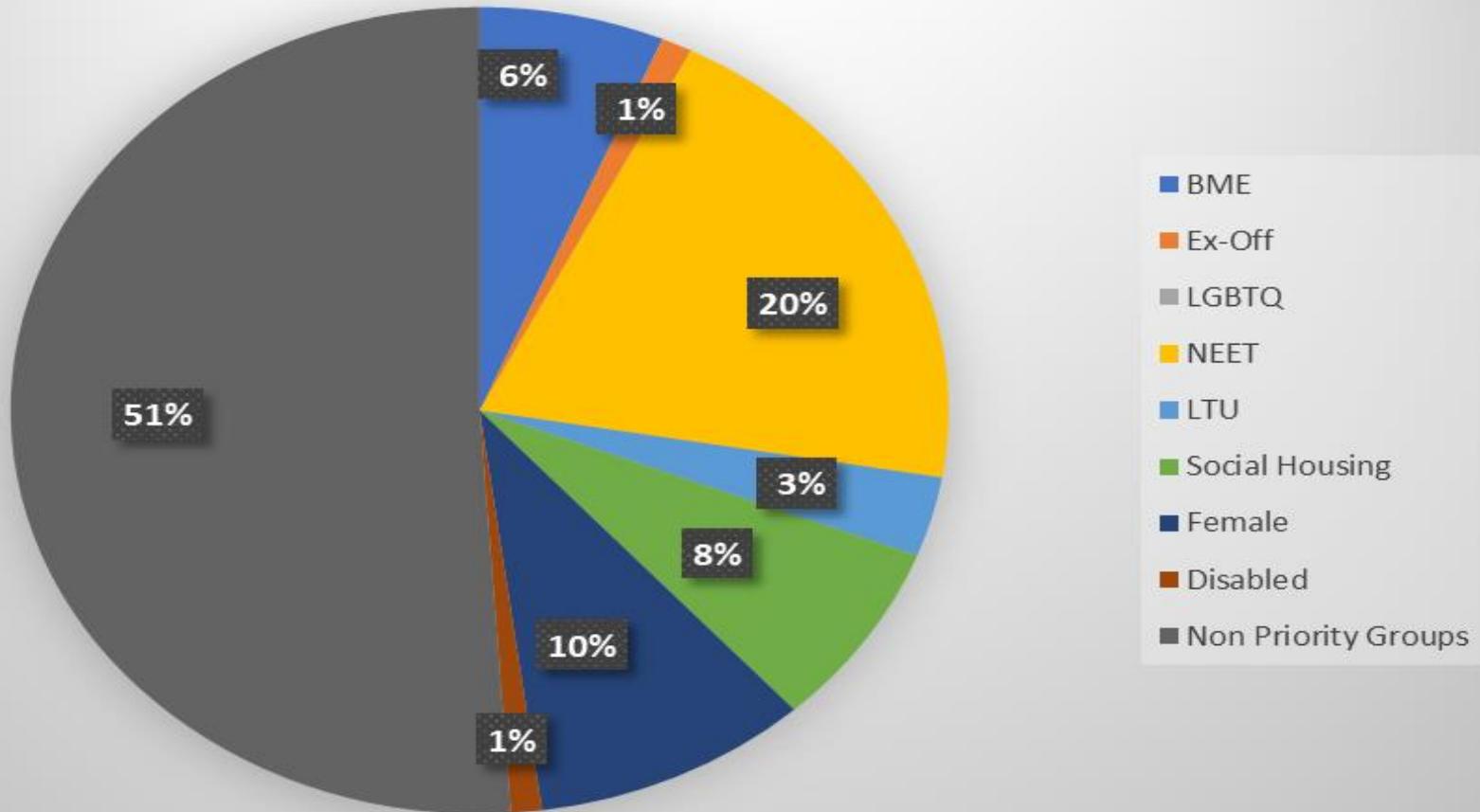
**Types of
Apprenticeships
delivered**



49% from Priority Groups



77 Current Apprentices





95%
of apprentices
who successfully complete
gain industry employment





EN:Able Futures

**Academy & Shared Apprenticeship Programme
can support your workforce and skills plans
moving forward and deliver multiple benefits
for you and the communities you support**

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