Ealing Apprenticeship Programme
Get Set, Pathways, Apprenticeships
Pre-employment for Young People

15 July 2015
Ealing Apprenticeship Programme

The different projects have the same desired outcome:

• To create a consistent, and boundaried framework in a supported environment with high expectations for the participants to gain useful work identities and progress into a job, education or further training.
Ealing Council Apprenticeship Scheme

- Set up to address workforce imbalance in terms of age
- 2007 recruited 20 apprentices aged 16-24
- Used s106 money to fund scheme and ring-fenced for recruiting residents
- Importance of high level buy-in
- Now in ninth year and 25 apprentices recruited each year
- Dedicated scheme co-ordinator and Connexions pastoral support
- Recruited more than 180 young people
- 95% retention
- Assumed progression from L2 to L3, and now L4
- Progression programme has helped around 100 to gain jobs mostly with the council
- Annual Graduation and Awards Ceremony
Ealing Apprenticeship Network

- Set up in 2012 to work with businesses to set up and support apprenticeship vacancies
- Working as a broker and in partnership with identified training providers
- Workshops and three month support service for young people
- Annual Network Dinner and Awards for employers and apprentices (sponsored)
- Run two ‘100 apprenticeships in 100 days’ campaigns
- Engaged with more than 300 employers
- Monitoring of apprentices during apprenticeship
- Around 160 apprentices recruited
Ealing Pathways (pre-dates Traineeships)

- Identified that in particular young people from targeted groups were not getting into apprenticeship roles at the council
- Pathways set up in 2011 for young people who want to take the next step into apprenticeships or work, but who need additional support and guidance
- Six month programme of 30 hours per week for those from targeted groups
- Paid work placements
- The importance of ‘the group’
- Qualifications in English, maths and employability
- Pathways Technical Certificate
- Duke of Edinburgh
- Mentoring, progression and celebration
- Recruited approximately 90 young people
- 80% complete the programme
- 75% into positive outcomes (the others given ongoing support)
Get Set Volunteering Programme

- Identified that there are significant personal barriers to employment, and not all young people can commit to 30 hours
- Get Set started in April 2015 and is a volunteering programme for young people who are NEET
- Each young person has their own bespoke Plan
- Work placement, qualifications, pastoral, mentoring and progression support
- Developing social action projects, eg garden scheme
- Links in with the other projects in the programme
Ealing Apprenticeship Programme

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