

**nordic pioneer**  
an apprenticeship framework



**WHAT DID APPRENTICES EVER DO FOR US?**

**DAVID SMITH**

APSE, Manchester Town Hall  
 16<sup>th</sup> March 2011

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**WHY THE APPRENTICESHIP ROUTE?**

- o Funding is available to train people on an apprenticeship framework
- o Priority is given to young people aged 16-18, funding is also available for 19+
- o An apprenticeship can be completed within a 6 month period




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**WHY THE APPRENTICESHIP ROUTE?**



- o Staff will get an apprenticeship framework certificate which is made up of 4 elements
  - Full level 2 qualification
  - Key/Functional Skills
  - Technical Certificate
  - Employee rights and responsibilities
- o The government has set a minimum wage of £95 per week rising with age agreed with the Trade Union Congress.

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### FINANCIAL & CONTRACT BENEFITS

- o Agency staff typically £270 -£300 per week v Apprentices £100 per week.
- o No central costs i.e. payroll etc
- o Agency pay for training v Apprentices training provided free.
- o **Other contract benefits –**
- o Employing local young people
- o All staff being trained to the govt target level 2
- o Reducing dependency on single agency.
- o Pick the best for full time employment
- o No employment risks

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### WHO IS ELIGIBLE FOR GOVERNMENT FUNDING?

- o Anyone who has been resident in the EU for a 3 year period
- o 16-18 year olds are a government priority
- o Funding is affected by the following:
  - Current level of qualification
  - Age
  - Level of qualification being undertaken

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### HOW DOES IT WORK FOR THE PARTNER ORGANISATION?

- o Eligibility is assessed by Nordic from information provided by the partner organisation and a training needs analysis completed
- o Induction of 4 hours takes place this includes a skills for life initial assessment
- o Training takes place at the employees' place of work

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### HOW DOES IT WORK FOR THE PARTNER ORGANISATION?

- o Approximately 2 weeks classroom training will take place to complete underpinning knowledge, technical certificate and key/functional skills element. Incorporate any new corporate policies H&S etc into this training schedule.
- o Assessments of competence and further training if required will then take place within the workplace

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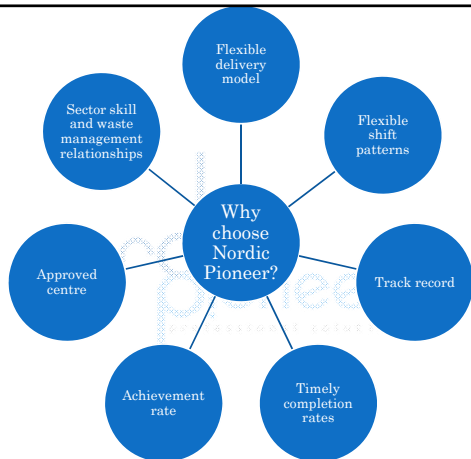
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### WHERE ARE THE APPRENTICESHIP SCHEMES?

- o Bradford Metropolitan Borough Council
- o Blackburn and Darwen Council
- o Sefton Metropolitan Borough Council
- o Enterprise Islington
- o Wigan Metropolitan Borough Council
- o Leicester City Council
- o Continental Landscapes – Lon Borough Richmond
- o Hambleton District Council
- o Twin Valley Homes
- o Darlington Council

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FLEXIBILITY WITHIN PILOTS

- o Working hours – Range between 30 – 40 hours
- o Annual leave
- o Salary level
- o Sick pay
- o Union view
- o Employer
- o Numbers of apprentices
- o Local employment
- o Age
- o PPE provision
- o Supervision

14/06/2011

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WHAT ARE THE APPRENTICES DOING?

- o Street sweeping
- o Refuse loading
- o Beach cleaning
- o Grounds maintenance
- o Cleaning bins and recycling centres
- o Clearing tree pits
- o Collecting recyclables
- o Leaf collection
- o Snow clearance
- o Basic horticulture
- o Graffiti removal

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OTHER SERVICES WE OFFER!

- o Provide a complete training service to meet all your staff needs.
- o Skills appraisals and development plan
- o Source training
- o Deliver additional training e.g. customer care, first aid, reversing assistants, sharps training, pressure wash training, level 3 management training.
- o Certification and awards.

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nordic pioneer  
environmental services



### QUESTIONS

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