



# Launch: New resources for pre-apprenticeship providers

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# Background and context

L&W has been working with J.P. Morgan since 2018 to research and share effective practice in the design and delivery of inclusive and high-quality pre-apprenticeship programmes for young people in Europe and other parts of the world.

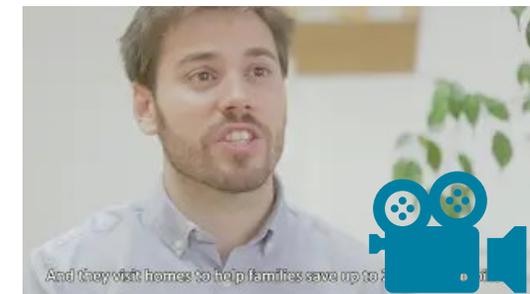
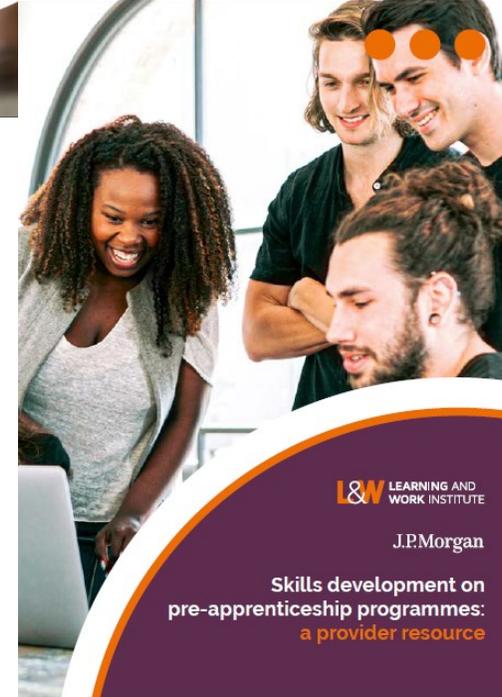
- Six new case studies.
- New guides for providers.
  
- Pandemic has caused a worldwide economic crisis.
- Young people have been particularly hard hit. Rising levels of youth unemployment, alongside disrupted education.
- Pre-apprenticeships crucial in giving some of the most disadvantaged young people opportunities to develop their skills and make positive transitions into employment.

# L&W's resources for pre-apprenticeship providers

Seana Friel, Researcher, L&W

# L&W's resources for pre-apprenticeship providers

- A full guide to the **design and delivery** of pre-apprenticeship programmes
- A guide to delivering **blended learning** on pre-apprenticeship programmes
- A guide for **skills development** for young people on pre-apprenticeships
- 11 **case studies** of good practice
- Case study **videos**
- A research report



**Designing and delivering  
pre-apprenticeships:  
A provider guide**



- Assessment tool
- Programme design
- Models of delivery
- Work placements
- Partnership working
- Employer engagement
- Evaluation

**Guide to design and  
delivery of pre-  
apprenticeships**



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## Blended learning on pre-apprenticeship programmes: a guide for providers

## Introduction



### Blended learning on pre-apprenticeship programmes: a guide for providers

Pre-apprenticeship programmes aim to help young people aged 16-24 to develop the skills they need to progress to an apprenticeship. Some programmes are explicitly called 'pre-apprenticeships' whilst others have specific brand names. Such programmes typically prepare young people for apprenticeships by providing a combination of vocational training and hands-on experience, however, the components vary by individual programme.

Learning and Work Institute (L&W) is an independent policy and research organisation dedicated to lifelong learning, full employment, and inclusion.

With the support of J.P. Morgan, L&W is undertaking work to share best practice in ways in which organisations can design and deliver inclusive and high-quality pre-apprenticeships.

Organisations across the world have had to adapt to delivering programmes for young people online. This has been a new experience for the majority of pre-apprenticeship and other work-based learning providers. This resource has been developed to support pre-apprenticeship providers to adapt to a blended learning approach and contains advice and guidance to support providers to learn from wider research and practice in delivering blended learning.

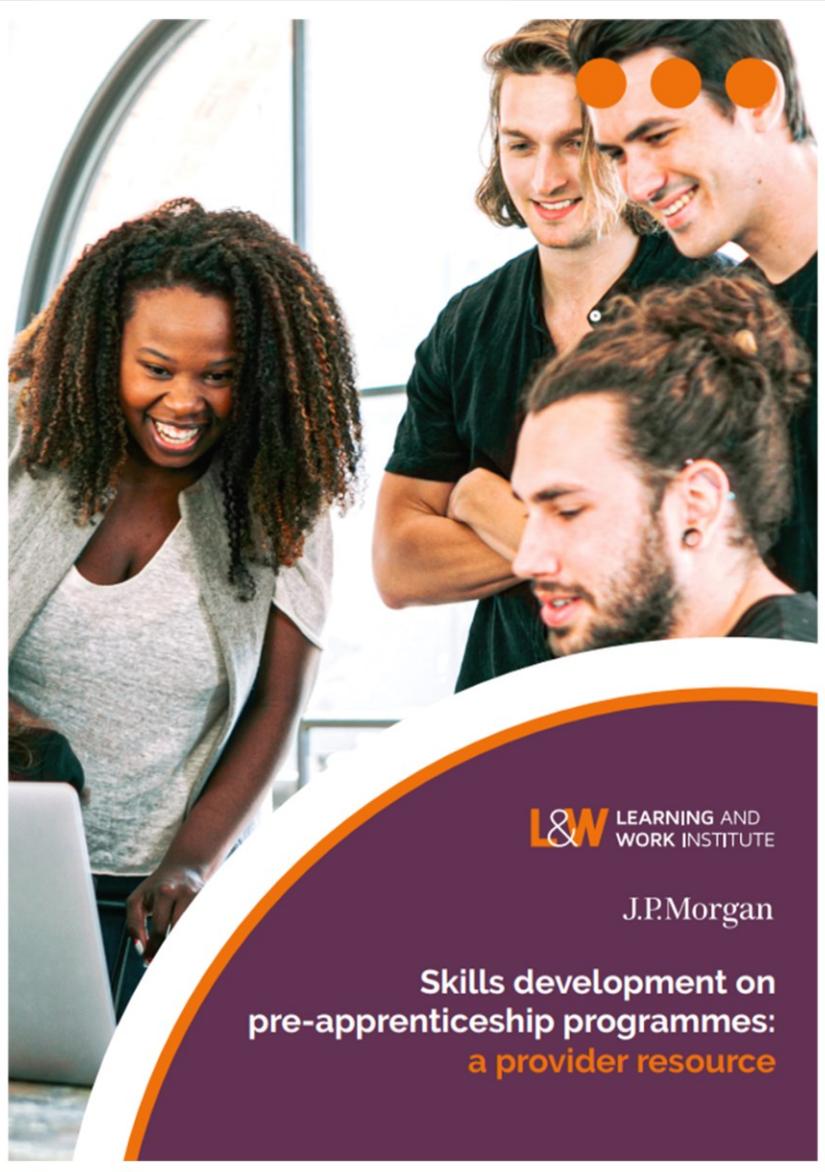
This guide is part of a wider suite of resources, produced by L&W, to enable pre-apprenticeship providers to review and improve the design and delivery of their programmes. The resources are designed to enable providers to gain insight into best practice, apply this to their own programmes and, ultimately, to improve outcomes for young people. The full suite of resources, which include case studies, films, provider guides and 'top tips' can be found on our [website](#).

## Contents

- 1. What is blended learning? 3
- 2. Adapting to a blended learning programme 4
- 3. Delivering a blended learning programme 9
- 4. Digital inclusion: key factors to consider 18

The resource is accompanied by a set of case studies and films which demonstrate effective practice in specific aspects of the design and delivery of pre-apprenticeship programmes

-  Read the case studies
-  Read the key findings report
-  Watch the short films
-  Read the Top Tips **TOP TIP**



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## Skills development on pre-apprenticeship programmes: a provider resource

## Introduction



## Skills development on pre-apprenticeship programmes: a provider resource

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Learning and Work Institute (L&W) is an independent policy and research organisation dedicated to lifelong learning, full employment, and inclusion. With the support of J.P. Morgan, L&W is undertaking work to share best practice in ways in which organisations can design and deliver inclusive and high-quality pre-apprenticeship programmes that provide a pathway to apprenticeships for young people, across Europe and other parts of the world.

Labour markets across the world are constantly changing and young people need a wide range of skills in order to build sustainable, successful and rewarding careers. This resource has been developed for pre-apprenticeship providers who wish to develop and enhance their programme to ensure that young people are equipped with the key skills they need for an apprenticeship and their future career. This resource is divided into the following sections.



## Contents

### 1. Transversal and learn to learn skills

Transversal skills are non-technical skills that can be transferred to almost every industry, they are sometimes referred to as transferable skills or soft skills and can include communication, team-working, problem solving, learning, planning and organisation skills. Learn to learn is a concept closely linked to transversal skills, it involves supporting young people to develop the skills and qualities required to adapt to a constantly changing labour market.

4

### 2. Basic skills

Basic skills are the fundamental literacy and numeracy skills that young people need to engage with the workplace and in their wider lives.

14

### 3. Basic digital skills

These are the digital skills needed for an apprenticeship or other employment and beyond, and include the ability to use, create and understand digital media and communications.

22

### 4. Employability skills

Employability skills are the skills required to successfully navigate the job-application process and that help to make an individual more employable, such as job searching, interview skills and CV writing.

28

# 6 International case studies of effective practice

- Country context and systems
- Outreach and recruitment of disadvantaged young people
- Model of design and delivery
- Work placements and employer engagement
- Partnership working
- Progression routes and outcomes
- Key success factors

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## Designing and delivering pre-apprenticeships

Second Technology Opportunities School  
*Spain*

La Rueda asociación

priority to young people aged 16-21 who have left compulsory education without qualifications.

3 levels of apprenticeship training are delivered in Spain. Intermediate-level apprenticeships are offered to those who complete compulsory secondary education, and higher-level apprenticeships are for those who have already completed their intermediate-programme or have shed upper secondary school. Higher level apprenticeships enable direct access to university.

part of the national reform to VET. 'Basic' Vocational Education and Training, a pre-apprenticeship model, was introduced in 2013 and has opened progression routes for young people with little or no qualifications to access intermediate apprenticeships.

younger workers.

- Skills shortages - the skills of unemployed young people often do not match the skills needed by employers, especially with an increased focus on digitalization and robotics<sup>2</sup>.
- High rates of school leavers - Spain has the highest rate of early leavers of education and training of all EU countries. In 2019, 17.3% of young people aged 18-24 left at the lower secondary education stage, compared to 10.2% across the EU as a whole<sup>3</sup>.

Historically, there has been a strong preference for higher academic education in Spain, even though employment outcomes for university graduates are not significantly different to those for graduates of higher levels of Vocational Education and Training (VET)<sup>4</sup>. In 2012, apprenticeship training became a core part of VET in Spain with the aim of improving transition to the labour market for Spanish young people. Formal apprenticeship programmes last for two years and include training in a company (minimum 20%) and at a VET school (maximum 80%). Apprenticeships are offered as a

<sup>2</sup> <https://www.statista.com/statistics/268830/unemployment-rate-in-eu-countries/>

<sup>3</sup> [https://europa.eu/youth/es/article/39/43529\\_en](https://europa.eu/youth/es/article/39/43529_en)

<sup>4</sup> [https://english.eipais.com/elpais/2019/07/17/inglish/593347983\\_803099.html](https://english.eipais.com/elpais/2019/07/17/inglish/593347983_803099.html)

<sup>5</sup> [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Early\\_leavers\\_from\\_education\\_and\\_training](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Early_leavers_from_education_and_training)

<sup>6</sup> <https://www.cedefop.europa.eu/en/news-and-press/news/spain-improving-youth-opportunities>

<sup>7</sup> [https://skillsplan.orama.cedefop.europa.eu/en/analytical\\_highlights/spain-mismatch-priority-occupations](https://skillsplan.orama.cedefop.europa.eu/en/analytical_highlights/spain-mismatch-priority-occupations)

<sup>8</sup> [https://www.cedefop.europa.eu/files/8054\\_en.pdf](https://www.cedefop.europa.eu/files/8054_en.pdf)

3



FORMARE



Bright  
*Light*



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra



New  
international  
case studies

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# New international case studies

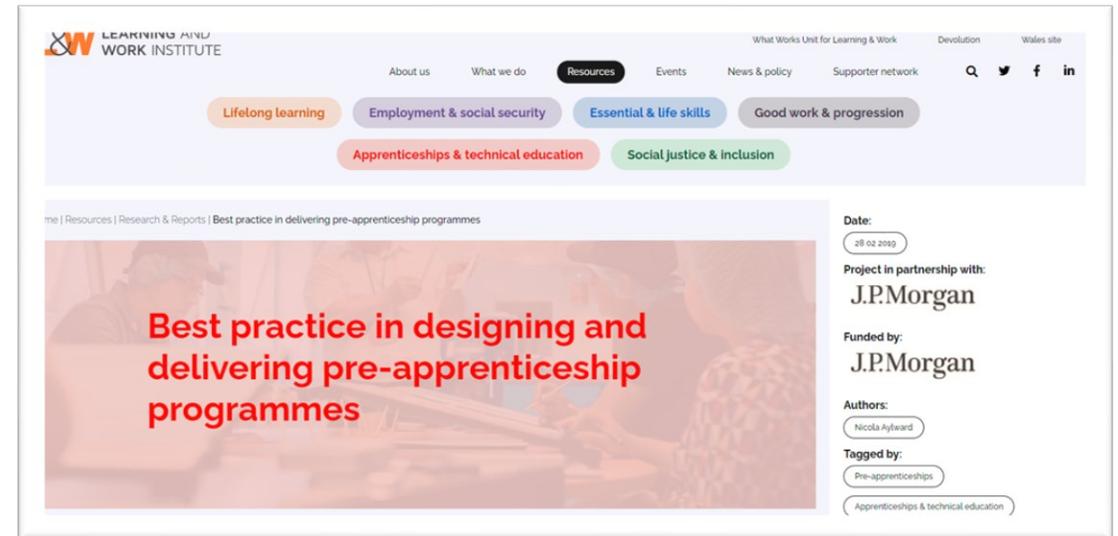
Pre-apprenticeship	Organisation	Geography	Target group
<b>IN-VEST 2</b>	Ballymun Job Centre	Dublin, Ireland	Low income households
<b>Formare</b>	Fundação lochpe	Brazil	16-18, low income households
<b>Multi Industry Pilot</b>	Apprenticeship Employment Network	Australia	Unemployed young people under 25
<b>Bright Light</b>	Catch22	London, England	Care leavers
<b>Integration pre-apprenticeship</b>	Swiss State Secretariat for Migration (SEM)	Switzerland	Refugees & Asylum seekers
<b>Second Technology Opportunities School</b>	La Rueca	Madrid, Spain	NEET young people, care leavers, refugees

# Accessing the resources

Our pre-apprenticeships resources are free and can be accessed on our [pre-apprenticeship resource page](#).

Get in touch with the pre-apprenticeships team to learn more and to connect with providers in the network.

[pre-apprenticeships@learningandwork.org.uk](mailto:pre-apprenticeships@learningandwork.org.uk)



# International peer learning activity

Nicola Aylward, Head of Learning for Young People



# International peer learning activity

We are launching a virtual programme of knowledge exchange / peer learning.

Opportunity to exchange experiences, knowledge, and ideas to facilitate the sharing of new and effective approaches to delivering pre-apprenticeships.

Reflective practice and insight into how others work, discuss the challenges they face and how these challenges can be overcome.



# Key details

- May 2021 – November 2021
- Small working groups facilitated by an L&W colleague
- One-off payment of £500 to organisation in recognition of time and commitment



# Participants will...

- Develop an action plan for their pre-apprenticeship programme.
- Join a small working group, meeting at least monthly to share experiences, expertise, and ideas.
- Share learning with your L&W key contact from your working group.
- Take part in an L&W case study about your experience of participating in the peer learning activity, highlighting how you have developed your programme and the difference that it has made



# Peer learning activity opportunities



Develop international working relationships with pre-apprenticeship providers



Targeted action planning to enhance your pre-apprenticeship with advice and guidance from an L&W colleague



Gain practical insight into how programmes are designed and delivered in a range of country contexts, and for different groups of young people



Participation in two international knowledge exchange events (Nov '21 and Feb '22)



Gain access to L&Ws pre-apprenticeship webinar series in Spring 2021, with specialist expert speakers on a range of topical issues

# Application process

- Please complete our short application form by **Friday 5<sup>th</sup> March 2021**.
- To arrange an informal discussion about our peer learning activity, please email [pre-apprenticeships@learningandwork.org.uk](mailto:pre-apprenticeships@learningandwork.org.uk)
- Selected organisations will be contacted during the week commencing **15<sup>th</sup> March 2021**.

# Thank you

Contact us: [pre-apprenticeships@learningandwork.org.uk](mailto:pre-apprenticeships@learningandwork.org.uk)

Visit our resource page: [Best practice in delivering pre-apprenticeship programmes - Learning and Work Institute](#)