



Foundation Apprenticeships

This quick guide offers helpful information for educational practitioners to learn more about Foundation Apprenticeships, the benefits they offer pupils and how schools in Scotland are delivering them.

About Foundation Apprenticeships

So what are they?

Foundation Apprenticeships give young people the combination of a qualification and a valuable workplace experience in some of Scotland's most exciting growth industries. They typically take two years to complete – but some can be completed in a year.

Why were they developed?

Foundation Apprenticeships were developed to provide work-based learning opportunities for young people and to meet real skills demands from employers to fit with economic need.

Who are they for?

Foundation Apprenticeships are for pupils in S4, S5 or S6 who want to get real work experience in a specific sector that they are interested.

What is the ambition for Foundation Apprenticeships?

The current focus is on meeting Scottish Government's ambition to make 5,000 Foundation Apprenticeship opportunities available in schools by the end of 2019, with an aim to have them as part of every school's offer by 2020.



1 - An introduction to Foundation Apprenticeships

What are the benefits of Foundation Apprenticeships?

- S5 and S6 pupils can gain a qualification recognised by industry and employers – set at SCQF level 6 (same level as a higher).
- Colleges and universities recognise Foundation Apprenticeships for entry alongside Highers and other qualifications
- Helps with progression to a Modern or Graduate Apprenticeship
- Learners develop understanding of the responsibilities and duties placed on employers and employees
- Supports the development of career management and employability skills as part of the wider development of skills for learning, life and work

Pupils taking Foundation Apprenticeships have reported a range of improved core skills – skills that employers are looking for:

- 94% reported improved communication
- 90% reported improved confidence
- 87% reported improved team working and organisational skills
- 76% reported improved problem solving skills



What impact do Foundation Apprenticeships have?

Foundation Apprenticeships support the overall ambitions set out within the Scottish Government's Youth Employment Strategy, Developing the Young Workforce.

- Reducing youth unemployment
- Learners moving on to positive destinations
- Bringing education and employers closer together
- Opening more career pathways for young people

Fraser Wallace – Apprentice of the Year 2018: "My Foundation Apprenticeship has been a great way to make the transition from school to the workplace. It has helped me decide that this is what I want to do. I'm learning so much on the practical side and even more from the people I am working with."

Why does Education Scotland support the implementation of Foundation Apprenticeships?

"Education Scotland supports a diverse curriculum with work-based learning opportunities. as this provides our young people with the skills and experience they need to progress into successful employment."

'Foundation Apprenticeships are a great way to help young people progress into employment, one of the overarching ambitions of the Developing the Young Workforce agenda.'

Gayle Gorman, HM Chief Inspector of Education



- Foundation Apprenticeships support the design of a diverse curriculum offer in the senior phase through which young people can learn about the world of work, future career pathways and job possibilities
- They support the more personalised and flexible approach to work placements with better links to career aspirations as described in the [Work Placement Standard](#)
- They provide a work-based qualifications by connecting learning experiences with the world of work and at the same time support the transition into employment
- They help young people develop skills for learning, life and work as an integral part of education
- The implementation of FAs support the development of school-employer partnerships

Skills Development Scotland

FOUNDATION APPRENTICESHIPS
GET WORK EXPERIENCE,
GET QUALIFIED


scottish credit and qualifications framework


EUROPE & SCOTLAND
European Social Fund
Investing in a Smart, Sustainable and Inclusive Future


Foghlam Alba

CAREER EDUCATION

RAISING ATTAINMENT, CLOSING THE GAP

FAs support delivery of the Career Education Standard entitlements for learners, notably:

- Experience a curriculum through which they learn about the world of work and job possibilities and which makes clear the strengths and skills needed to take advantage of these opportunities
- Develop skills for learning, life and work as an integral part of their education and be clear about how all their achievements relate to these
- Develop understanding of the responsibilities and duties placed on employers and employees
- Have access to a broad range of pathways through their senior phase including learning opportunities leading to work-related qualifications.

FAs also support the more personalised and flexible approach to work placements with better links to career aspirations as described in the [Work Placement Standard](#).

FAs are a new qualification certificated by SQA and set at SCQF Level 6. They blend academic and work-based learning which extends the range options available to learners in their senior phase choices.

'Hands-on' learning in a workplace context can motivate and engage learners so improving their overall achievement and attainment.

FAs have a positive impact on whole school attainment with typically 340 – 580 Insight tariff points depending on the framework (compared to 204 for Grade A Higher). FAs are available in a range of industries and job roles that have high demand and strong growth prospects.

Visit apprenticeships.scot to find out more about framework availability in your school.

VISIT
APPRENTICESHIPS.SCOT
 FOR MORE
 INFORMATION

EDUCATION POLICY ALIGNMENT

PROGRESSION AND EMPLOYABILITY

National Improvement Framework
Particularly the priorities to raise attainment, close the attainment gap and improve employability skills and sustained positive destinations.

Developing the Young Workforce
Rec 1 "Pathways should start in the senior phase which lead to the delivery of industry recognised qualifications alongside academic qualifications."
KPI 3 "Increase the percentage of school leavers attaining vocational qualifications at SCQF 5 and above by 2021".

The 15-24 Learner Journey Review
Rec 10 "We will support and enable Foundation Apprenticeships and other vocational qualifications to be embedded, providing a range of options for all learners in the senior phase by 2021".

HGIOS? 4
QIs relating to curriculum (2.2), transition (2.6), partnerships (2.7), achievement and attainment (3.2) and employability (3.3).

FAs provide industry recognised qualifications in key sectors where there is demand for skilled employees.

Delivered in partnership with employers, they provide meaningful experience of the world of work and the chance to develop skills important to employers such as resilience, problem solving, communication and team working.

FAs enhance Scotland's work-based learning system and countries with well-developed vocational learning systems have the lowest levels of youth unemployment.

There are a range of possible next steps with an FA:

- Earning: direct to employment with the skills employers are looking for
- Earning and learning: Modern and Graduate Apprenticeships – FAs can be a fast-track to achieving a related MA
- Learning: all Scottish colleges and universities recognise FAs as a Higher equivalent entry qualification.

How are Foundation Apprenticeships being delivered in Scotland?

When first introduced, the standard delivery model for Foundation Apprenticeships (FA) was:

- College-led co-ordination and delivery
- Employer placement
- Over two years starting in S5

Now an increasing number of partnership and delivery models are being developed to meet local needs. For the academic year ahead, these include:

- FAs delivered over one academic year. This is available in many local authorities depending on the specific frameworks involved. This will usually see pupils selecting a FA as two subjects over an academic year.
- Knowledge component are being delivered in school either through college, teaching or other learning provider , including direct involvement of school teachers in the delivery of parts of a FAs (e.g. specific unit).
- Individual schools taking a lead role for coordinating delivery of a FA within a local cohort approach. This could involve timetabling, recruitment and delivery at a localised level.
- Independent learning providers and local authorities taking a lead role in coordinating the delivery of Foundation Apprenticeships.
- Local Authorities and employers directly linking participation in FAs to their own recruitment plans in key sectors.

For details on the local delivery plans please contact your local learning providers or get in touch with Skills Development Scotland by registering an interest through www.apprenticeships.scot/Foundation and searching by your school. You can also email them directly at newapprenticeships@sds.co.uk and they will connect you to your local learning providers.



2 - Have you seen the TV advert?

Case study - St Peter and Apostel High school



Find out how St Peter and Apostel High School deliver Foundation Apprenticeships, the benefits they offer pupils, how they've overcome challenges and advice for other schools.

What can you do?

- Include Foundation Apprenticeships as an option within the wider senior phase offer of work-based learning pathways. Watch the case study video above for ideas on how other schools have implemented FAs, the benefits on their learners and how they overcame challenges.
- Encourage young people to consider choosing a Foundation Apprenticeship as part of their senior phase option choices.
- Make sure you are aware of the facts, benefits and challenges of FAs (eg. credit ratings, implementation models, the particular model used in your school/local authority).
- Help ensure parents and young people know about [apprenticeship.scot](https://www.apprenticeship.scot) by including links on your school website, in your social media posts and in your school newsletters and other communications
- [Get involved in Scottish Apprenticeship Week](#)



Helpful resources

The National Improvement Hub has many resources to support practitioners. Here are some quick links to useful guidance:

- [DYW senior phase developments: Foundation Apprenticeships](#)
- [Career Education Standard \(3-18\)](#)

- [Work Placements Standard](#)

For further key information, resources and exemplifications on Developing the Young Workforce, please [visit the National Improvement Hub today](#).

Visit the Apprenticeships website today



The Skills Development Scotland dedicated website [apprenticeships.scot](https://www.apprenticeships.scot) has lots of information on Foundation Apprenticeships, including:

- Case Studies
- Details of frameworks
- What Foundation Apprenticeships are available in your school
- An expression of interest form