



Apprenticeships

Introduction

Apprenticeships provide a real opportunity to build upon the work we do with young people by offering meaningful employment opportunities. As an employer of choice we are in a position to engage young people in a core area of our business to positively impact on the community.

Merseyside Fire and Rescue Service employ 26 Advocates making a significant difference in the Community through involvement in a range of activities such as safety in the home, in the community and on the road.

Recognising the significance and contribution that Advocates make CFOA- National Occupational Group commissioned a working group to develop a qualification framework that provide underpinning knowledge of the role as well as a competence qualification to test workplace performance. This could be utilised for existing staff as well as provided a framework to recruit and train apprentices. MFRS were actively involved in building the framework and explored the development of apprenticeships.

There are a number of vacancies in Prevention which will fund 6 apprenticeship posts giving the organisation an opportunity to determine the suitability of applicants for the long term.

This is an exciting departure which combines our experience of working with young people and an opportunity to shape our recruitment strategy and talent management process. A Project Board has been established to provide governance consisting key members of POD and Prevention.

An apprenticeship is a job with an accompanying skills development programme designed by employers in the sector .It allows the apprentice to gain knowledge and real practical experience along with personal skills required for their immediate job and future career.

Business Case for Apprenticeships.

There are a wide range of views of the benefits of apprenticeships to employers.

- Because apprenticeships are based in the workplace employers get the skills they really need. They are vital to the future success, not only of business across the country but also for a vibrant economy. **British Chamber of Commerce**

- Expand and improve the quality of the apprenticeships programme which would build an international complete skills base and promote more opportunities for individuals to realise their potential. **Department of Business and Innovation**
- Apprenticeships deliver work for young people and adults, enabling them to earn while they learn in a real job gaining a real qualification and a real future. They help businesses grow their own talent. **Skills Minister**

The Learning and Skills Council surveyed businesses on the benefits of hiring an apprentice. This highlighted a number of benefits:

-Better motivated staff and increased job satisfaction

-Apprentices tend to be more loyal, remaining at their company longer than non-apprentices.

Recruitment and Selection

The process will involve the following steps;

Advert – National Apprenticeship Service website



Shortlisting/ Diagnostic assessments (provider led)



Selection (MFRS)



12 months Training programme

Costs of an apprenticeship

The National Apprenticeships Service (NAS) will fund;

16-18 year olds 100% of the training costs (anyone taken before their 19th birthday will be eligible to receive this training)

19-24 years olds will receive 60% of their training cost from NAS; the remaining 40% is to be covered by the employer.

The partner Wirral Metropolitan College will deduct approximately 20% which covers administration costs, quality assurance and OFSTED inspections.

The apprentices will be paid a wage which is £140 per week.

Training and Support

Training will take place by the following means;

On the job: This will happen in the workplace. Apprentices will be managed by a District Prevention Manager and mentored by an experienced advocate. They will work towards a level 2 competence qualification in Community Safety assessed through an e-portfolio.

Off the job: This will take place at the Training and Development Academy and will be on average one day a week (Wednesday). The modules will be delivered by subject experts and follow the syllabus of the Community Safety knowledge qualification.

In addition to this apprentices will acquire key transferable skills such as problem solving, communication skills, decision making, customer care and team building.

There will also be a residential in the Lake District.

If apprentices do not possess Level 1 qualification in English and Maths they will be required to undertake functional skills which will be delivered by the provider.

The qualification obtained at the end of the programme is Level 2 in Community Safety.

Opportunities

