

TRAINEESHIPS SOLUTION TO RISING SCHOOL REFUSER NUMBERS IN THE REGION



EMMETT CAIN, IP PRESENTS

Emmett Cain, a 17-year-old business administrator at IP Presents, is a shining example of the success of the traineeship programme in Liverpool City Region.

IMPACT OF LOCKDOWN

Emmett has a diagnosis of autism, and like many others with the condition, school was not a place that enabled him to flourish. He was one of an increasing number of young people described as 'school refusers' for whom anxiety, the impact of lockdown and other issues means going to school is an extreme challenge. Despite attaining nine GCSEs, Emmett did not reach his full potential, as his absence from school severely impacted his grades.

Emmett began a traineeship with **tpm**, a learning provider which is now part of **Realise**, in the summer of 2021 and speaks about his experience;

"I was really nervous on my first day because of my bad experiences at secondary school, but as soon as I stepped foot in the door of tpm, I was made to feel welcome.

"The 16 weeks of my traineeship just flew by. I learned skills that allowed me to work and move onto an apprenticeship, which was my ultimate goal."

Emmett's traineeship programme included work experience with **IP Presents**, a company that provides innovative, kinaesthetic experiences to enhance retention and movement for children and adults alike. Director Helen Webster was keen to become involved with traineeships, wanting to offer opportunities to young people in the local area.

RECRUITMENT TOOL

Helen sees the benefits of using traineeships as a recruitment tool, giving the company and potential employees a chance to see if they are a good fit before employment. Helen explains how Emmett's traineeship helped him prepare for work:

"Emmett was very shy and lacked confidence when he started his traineeship with us, but the programme built his self-esteem and prepared him for the daily routine of going to work. He went from being someone who avoided school at all costs to never missing a single day of his training and work placement."

Many employers use traineeships to see if a person is suitable for a permanent position with the organisation.

ADDRESS ATTENDANCE ANXIETY

Emmett's traineeship allowed him to develop skills to address his anxiety around attendance. Once he built his confidence through attending work daily, he began to flourish, quickly making valuable contributions in several areas, including helping document systems and procedures at IP Presents. Helen says;

We were so impressed that we offered him an apprenticeship. He's now ahead of target on his level 3 apprenticeship in business administration and has become an integral part of the team, handling marketing and administration tasks within the organisation."

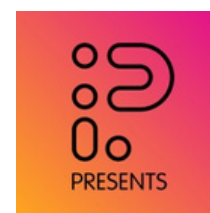
ASSET TO EMPLOYERS

Emmett's confidence continues to grow, and he even accompanies the directors to exhibitions and conferences. Through his diagnosis and personal experience, Emmett has a great insight into the neurodiverse market and is an asset to his employers.

The traineeship opened the door for Emmett to become ready to commit to the world of work and successfully secure an exciting professional future. Traineeships have done this for countless others who, for various reasons, do not leave school with the necessary skills to enter the workplace.



IP PRESENTS IN ACTION IN A SCHOOL



Trainee: EMMETT CAIN
Employer: IP PRESENTS
Provider: TPM/REALISE

TRAINEESHIP ROUTE INTO HAIRDRESSING FOR SCHOOL-LEAVER WITH DYSLEXIA



SAVANNAH BENTLEY AND TATUM ALLMARK OF MATRIX

17-year-old Savannah Bentley opted for a traineeship after a business course at sixth form didn't work out. She had always loved fashion, hair and make-up, so the idea of a hairdressing apprenticeship appealed to her. However, her self-esteem had taken a knock after her experience of sixth form. As a result, she wanted to build her confidence before committing to the responsibility of an employed apprenticeship position. In addition, she was looking for support with her dyslexia.

ONE-TO-ONE SUPPORT

Savannah heard about [Mode's](#) success in helping school leavers carve out hairdressing careers. She approached them, and they soon booked her in for an interview with the recruitment team. Mode assessed her training and personal development needs and recommended she start on a traineeship. Savannah and her mum agreed this would provide her with the perfect introduction to

hairdressing. Not only would she develop starter skills like shampooing, braiding and blow drying, but she could also work on her confidence whilst on placement in a local salon. Importantly, Mode could provide her with tailored one-to-one support with her dyslexia.

PERFECT MATCH

Matrix in West Derby was the perfect salon for Savannah's placement as it's close to where she lives. Its owner, Tatum Allmark, a former Mode apprentice, also has dyslexia, so she knew how to support Savannah correctly. The traineeship model lets the learning provider play a lead role in matching learners to sympathetic workplaces. Savannah soon settled in at Matrix, attending three days a week along with one day a week at Mode, where she finely tuned her practical skills and received specialist support for her dyslexia. In the meantime, Mode tutor Jennifer Fee helped Savannah with her confidence and communication skills. Jennifer says:

"I watched Savannah's confidence grow week by week on her traineeship. She became more comfortable taking part in training sessions. Savannah has a natural ability to observe a demonstration and carry out instructions."

PROGRESSION

Savannah grew in confidence and technical ability throughout her traineeship. So much so she has now progressed onto an apprenticeship at Matrix. She is developing the skills she learned whilst on her traineeship, including booking appointments, applying root tints, and even starting foils. Tatum says:

"Savannah is a joy to have in the salon, always willing to learn new skills and with a fantastic positive attitude. I am thrilled to be able to employ her following the success of her traineeship, which gave her the skills she needed to start work in the salon."

Savannah adds:

"My confidence has grown since being at Mode and Matrix. My dyslexia is no longer a barrier because I receive the right support from my trainers and my employer. One day I would love to own a salon. I am determined to complete all my hairdressing qualifications, and my dream will come true one day."



Trainee: SAVANNAH

Employer: MATRIX

Provider: MODE TRAINING

TRAINEESHIPS SUIT YOUNG PEOPLE DAUNTED BY LARGE LEARNING INSTITUTIONS



Veronica Loftus, manager/owner of the **Old School House Nursery** in Liverpool, uses traineeships as an integral part of her recruitment strategy. The well-established 90-place nursery collaborates with **Realise** to offer approximately six traineeship opportunities a year, with 90% of learners progressing to early years apprenticeships at levels 2 and 3.

PRE-EMPLOYMENT FAMILIARISATION

Veronica herself started as a childcare apprentice and worked her way up to management. So she recognises the benefits of the work-based route from both the learner's and the employer's perspective. For her, traineeships offer the chance to see if a potential recruit is a good fit for the nursery. In addition, it provides learners with a period of pre-employment familiarisation in the workplace. During this time, they can overcome any issues with confidence or anxiety and demonstrate their strengths and potential.

LIFE-CHANGING

Charley, a trainee currently on placement with the Old School House, is a perfect example of the life-changing difference traineeships can make. Veronica explains:

At first, Charley didn't come across as an ideal apprenticeship candidate for our nursery – not everyone has the confidence to work with children. For example, it

"takes a lot of courage the first time you pick up a storybook and read it aloud to a room full of toddlers.

"Despite being unsure whether Charley would suit an apprenticeship position in our nursery, we decided to go ahead and offer her a traineeship opportunity. Whilst she was on placement with us, we happened to have an inspection of our nursery by Ofsted.

"During the inspection, we saw Charley come into her own. She truly shone, stepping up to assist where possible and finding real motivation in being part of a team. She made such an impression on us that we have now offered her an apprenticeship.

TRAINEESHIPS REMOVE RISK

"Our nursery is a large setting with five big rooms. It can initially be a daunting environment for a young person, especially one who lacks confidence. As an employer, we can easily get the wrong impression of school leavers at interview. Lack of confidence often masks their potential. Indeed, this was the case with Charley. We would probably not have employed her without having the benefit of seeing her grow on her traineeship. And we would have missed out on having a wonderful nursery assistant on the team!

"For the Old School House Nursery, traineeships remove the risk of overlooking applicants with lots of potential who, for whatever reason, don't shine at interview."

INVALUABLE SCHOOL-TO-WORK TRANSITION SPACE

Childcare settings like the Old School House Nursery see traineeships as a valuable way of inducting school leavers into working life. They provide an invaluable transition space for young people to find their feet and

adapt from the school environment to a 9-to-5 role. They also enable learners to address their specific barriers to employment.

Neil Pritchard of Realise helps Liverpool City Region childcare settings like the Old School House Nursery source young people for traineeship positions. He says:

"Traineeships provide nurseries and other employers with a no-risk tool for trialling school leavers for potential apprenticeship positions. And for individuals like Charley, they offer a settling-in period to gain confidence and show employers their worth. Removing traineeships from the equation will have an adverse effect on the number of young people going into apprenticeships."

NICHE TRAINING MODEL

Traineeships' flexible, tailored approach is critical in the current climate where the impact of the Covid lockdown and an alarming increase in mental health issues amongst school pupils mean many suffer debilitating anxiety about employment. Traineeships offer a niche training model which suits young people daunted by large learning institutions. They are a mechanism by which independent learning providers and employers can work together responsively to facilitate school leavers' entry into the workplace.



Trainee: CHARLEY
Employer: OLD SCHOOL HOUSE NURSERY
Provider: REALISE

"MY TUTOR USED TO RING ME TO GET TO COME IN"

I started this course with no clue that I would get anything at the end. I wouldn't get up or turn up or be late. My tutor Jo used to ring me to get me to come in - I hated it, but now I can see why she did it. They could see I would go far even when I didn't believe in myself. It's nice to know they did!

"The Learning Foundry helped me so much with my confidence, my self-esteem, and my timekeeping. They helped me get my life back on track and make something for myself and my daughter. I always thought I'd just be a care kid and wouldn't go far in life. I honestly don't know where I'd be today without this course and my amazing tutors and classmates.

"My mental health was so bad at one point, but they all got me through it, and I went for an interview for a kickstart placement for one of my dream jobs. I rang my tutor before saying I wasn't going as I was so anxious but guess what? I went, and I got the job, and I honestly wouldn't be able to do it without the help and support of my course.

"It's such a fantastic thing for young people to get involved with if they aren't doing anything, as I can tell you, it will change your life."

Trainee: LUCY
Provider: THE LEARNING
FOUNDRY

"I DIDN'T FIT IN AT COLLEGE AND I FELT LOST"

"I didn't have any qualifications, I didn't fit in at college, and I had no work. I felt lost. Then my friend told me to get in touch with the Learning Foundry. Since then, my confidence has grown, and I'm just so happy!

I completed a training course, which included an opportunity to speak in front of 200 people at the Good Business Festival. Now I work for Regenda Homes doing a job that I love. My dreams have become a reality, thanks to The Learning Foundry."

VIDEO

Trainee: JAMIE
Provider: THE LEARNING
FOUNDRY

"I HAD NO FRIENDS WHEN I ARRIVED IN THE UK"

"I had a lot of fun on this course as we have been on many trips and I have met many people. We have learnt about business from people who own local, good businesses as well as English and Maths.

I have met kind people on this journey and it has improved my English as it is not my first language. I loved how good the tutors are and the way they teach you about everything. It changed my life because I didn't have any friends after I arrived in the UK and after three weeks they told me that we are a family."

Trainee: ZAINAB
Provider: THE LEARNING
FOUNDRY

"I DROPPED OUT OF COLLEGE TO FOCUS ON MY MENTAL HEALTH"

"I dropped out of college to focus on my mental health and just had many other things going on. The environment of college just didn't feel right for me. Life before my course was quite difficult, actually. I stayed in most of the time, didn't socialise, and noticed I was deteriorating. So I went to counselling and tried to get some help. Then the pandemic came along, and it was back to square one. Just as I was getting my life back on track, it was quite frustrating.

After coming to The Learning Foundry, I've got my confidence back; I'm meeting new people, trying new things and doing things I wouldn't have thought I'd be doing. Through [The Learning Foundry](#), I got a traineeship placement with the Combined Authority in Steve Rotherham's office, the Metro Mayor of Liverpool. I don't think I would've got that opportunity anywhere else, somewhere that special. Without The Learning Foundry, it would never have been possible.

"It's a great opportunity, and I'm making the most of it. I was quite anxious when I first came, but I gave it a chance, and as time progressed, I've enjoyed meeting people and socialising after so long."

Trainee: RORY
Provider: THE LEARNING
FOUNDRY



IN HER OWN WORDS: MILLIE CAMPBELL

"I came to Asset after finishing sixth form, looking for some on-the-job experience with an element of learning involved. Initially, I had applied for an apprenticeship, but at my interview with Asset, we agreed that a traineeship would be a great starting point for me. I needed a way of bridging the gap between full-time education and employment.

CONFIDENCE

"I developed employability skills during my traineeship and participated in peer-to-peer mock interviews. Throughout the twelve-week programme, I noticed a positive change in my confidence, which others also noticed. If I hadn't done the traineeship with Asset, I would still be questioning what career I wanted.

"Once I finished my traineeship, I was offered a JCP apprenticeship, working at Asset. I wouldn't have been ready to start an

apprenticeship without the traineeship. But it felt exciting rather than daunting as I already had experience and confidence from doing my traineeship.

REWARDING

"My apprenticeship was also very rewarding. I learned how to balance full-time work with completing assignments, a new but welcome challenge. I had the full support of Asset during my apprenticeship, something for which I was very grateful.

"Throughout my apprenticeship, I was office-based which meant I saw many different aspects of the company. I gained insight into how the different jobs all linked together. As I progressed through my course, I took on some administrative duties. For me, making and answering phone calls was the most significant indicator of my personal development. A few months prior, I

would have hated answering the phone. Now I'm always ready to jump on a phone call that needs answering.

"In December 2022, with the support of my learning facilitator and the Asset team, I achieved a distinction in my apprenticeship EPA. I am about to enrol on a business administration apprenticeship now. I'm looking forward to starting and continuing my learning journey.

"My traineeship helped me start out on my journey. For some individuals, traineeships are a necessary step in helping them achieve success.



Trainee: MILLIE

Employer: ASSET TRAINING

Provider: ASSET TRAINING

A BRIDGE FROM EDUCATION TO EMPLOYMENT

"I completed a traineeship with [FTW Training](#) in 2022. I believe it has had a positive impact on me and my career.

"I wouldn't have known what opportunities were available without the traineeship, due to completing the last 18 months of education from home. I was connected to an amazing employer who offered me the chance to progress onto an apprenticeship after the traineeship.

"The traineeship acted as a bridge from education to employment at a pace guided by [Asset](#) and me. I worked three days a week with one day at the training office to better myself in areas such as British values, which I had missed due to COVID."

Jake Bennett
Traineeship completer

"As a company, traineeships have strengthened our organisation and have provided young people with opportunities to join our company.

"Traineeships have enabled us to interview potential candidates and then see how they perform within the business with a view to moving them onto an apprenticeship and then into the company as a full time employee.

"Our workforce and turnover has grown significantly over recent years which we attribute to having traineeships within the business rather than opting for the traditional route of advertising vacancies and employing staff."

Jamie Rice
FTW Training

