

## APPENDIX 2

### FOUNDATION APPRENTICE SURVEY – APRIL 2016

#### SUMMARY OF KEY DETAILS

During April 2016 19 Foundation Apprentices completed a brief survey, noting their experiences and observations on the Foundation Apprentice Scheme. They were asked to rank four statements by selecting either 'strongly agree', 'agree', 'disagree', or 'strongly disagree'; the details of which are recorded below:

**Statement 1: The Foundation Apprenticeship Scheme is extremely rewarding.**

12 out of 19 (63.2%) strongly agreed with this statement.

7 out of 19 (36.8%) agreed with this statement.

**Statement 2: During my Apprenticeship, I received the necessary support from the Council to undertake the role.**

13 out of 19 (68.4%) strongly agreed with this statement.

6 out of 19 (31.6%) agreed with this statement.

**Statement 3 – Undertaking an Apprenticeship has helped me decide that my preferred career is to work within the Council?**

4 out of 19 (21.1%) strongly agreed with this statement.

15 out of 19 (78.9%) agreed with this statement.

**Statement 4 – I would recommend the Foundation Apprentice Scheme to friends and family.**

15 out of 19 (78.9%) strongly agreed with this statement.

4 out of 19 (21.1%) agreed with this statement.

As part of the same survey, Foundation Apprentices were asked to comment on potential changes to the Foundation Apprenticeship Scheme. A selection of these comments are detailed below:

- *“The only improvement I could suggest would be to allow Apprentices to work/sit in with a variety of different teams to gain even more experience rather than just in the team they are based”*
- *“An increase with Apprenticeship pay may make the scheme seem more appealing but I understand with current budget cuts this may not be possible.”*
- *“I have found the Foundation Apprenticeship Scheme wonderful. I cannot really think of anything specifically, possibly a higher pay raise as I know that apprentices work the same hours as normal staff members”*

Finally, Foundation Apprentices were asked to comment on any positive aspects of the Foundation Apprenticeship Scheme:

- *“I feel that the Foundation Apprenticeship scheme allows you to experience a working environment, engage with new people and gives you the opportunity to progress within the Council. The most rewarding, personally, would be the opportunities to progress your career, also to see first-hand the work and support Children’s Services provide to children and young people”.*
- *“The Foundation Apprenticeship Scheme has given me the substance to building a future within the council due to providing structure, punctuality and discipline”.*
- *“I feel it gives you a chance to build relations with people within the Council to help you gain the experience and have a great chance of employment within the Council that you wouldn’t have normally if you came from outside the Council”.*
- *“I feel that the Foundation Apprenticeship scheme definitely helped me find my feet and helped me discover that I would much rather be working than in college/education. I found it*

*very motivating to be within a working environment with many professionals, enjoying the tasks I was completing, whilst working towards a qualification. My foundation apprenticeship rewarded me with a temporary BSO position within the council; if I didn't gain an apprenticeship first then I would not have had this opportunity."*

- *"I think that the apprentice scheme is a truly marvellous thing that allows young people to gain great experience. I am still working my way through my apprenticeship as I have even managed to get a temporary job as a Business Support Officer which is wonderful. I like the fact I had an opportunity to progress if I wanted to. It has sent me in a good direction; I work in nice conditions and don't have any problem with my work loads. For myself, I have found that there are many positive outcomes that can come out of being a foundation apprentice."*