

FOUNDATION  
APPRENTICESHIP

**INFORMATION**

**FOR TEACHERS**

Read on to find out how your  
pupils can get a head start in  
their career while still  
at school



# WHAT IS A FOUNDATION APPRENTICESHIP?

Foundation Apprenticeships are a work-based learning opportunity for S5 school pupils. The course enables them to get a feel for a career, gain a vocational qualification, and gain work experience, while remaining in school. The course takes place over two years, S5 to S6, and is completed alongside Higher and National 5 subjects.



# WHY HAVE FOUNDATION APPRENTICESHIPS BEEN INTRODUCED?

Foundation Apprenticeships have been introduced by the Scottish Government and Skills Development Scotland to help tackle Scotland's problem of youth unemployment.

Their aim is to foster stronger links between employers and education, helping to ensure that local employers have the opportunity to play a more active role in developing the young workforce and shaping the next generation of talent. Foundation Apprenticeships equip young people with the knowledge, skills, and experience to prepare them for the world of work.

# WHAT IS THE DIFFERENCE BETWEEN A MODERN APPRENTICESHIP (MA) AND A FOUNDATION APPRENTICESHIP (FA)?

Foundation Apprenticeships and Modern Apprenticeships are two different types of courses. Unlike a Foundation Apprenticeship, a Modern Apprenticeship is a job with structured training where the apprentice works towards a qualification, and can continue to degree level qualifications throughout their employment. Generally, the apprentice attends college for part of the week and spends the remainder in their place of work. Modern Apprentices are paid by an employer and can't remain at school whilst completing their training. A Modern Apprenticeship is a progression route for a pupil who has completed a Foundation Apprenticeship.



## HOW DOES A FOUNDATION APPRENTICESHIP WORK?

Foundation Apprenticeships are part of S4 pupils' options for their S5 school timetable. Pupils attend college on Tuesday and Thursday afternoons (times and attendance varies by course) in Year 1.

Depending on the Foundation Apprenticeship, generally the second year of the course is a work placement within a company. Delivery and assessment of the relevant NPA/NC/PEO will be in Year 1 whilst the work-based competence units will be delivered and assessed in the workplace in Year 2.

# WHAT OPPORTUNITIES ARE AVAILABLE IN AYRSHIRE?

At Ayrshire College we are offering pupils an exciting opportunity to achieve industry qualifications and work experience in the following industries:

Engineering

Software Design

Social Services (Children and Young People)

Pupils can apply for any of the Foundation Apprenticeship courses across the three local authorities. Transport to and from college/employer is paid for by the College.

## WHAT ARE THE ENTRY REQUIREMENTS FOR EACH FOUNDATION APPRENTICESHIP?

### SOFTWARE DESIGN

Pupils should have or be working towards National 5 qualifications during S5, including either National 5 Maths or Computing. Guidance teachers should be confident that the pupil is capable of working at SCQF Level 6, the same level as a Higher qualification.

### ENGINEERING

Pupils should have or be working towards National 5 qualifications in Mathematics during S5. Guidance teachers should be confident that the pupil is capable of working at SCQF Level 6, the same level as a Higher qualification.

### SOCIAL SERVICES CHILDREN AND YOUNG PEOPLE

Pupils should have or be working towards four National 5 qualifications, including English during S5. Guidance teachers should be confident that the pupil is capable of working at SCQF Level 6, the same level as a higher qualification.

## WHO WOULD A FOUNDATION APPRENTICESHIP BE SUITABLE FOR?

S4 pupils can apply for a Foundation Apprenticeship in January, to begin the course when they start S5. Pupils identified for the course should be those that wish to continue until the end of S6, as a Foundation Apprenticeship is a two year course. The qualification is set at SCQF Level 6, the same as a Higher. Although pupils should be capable of working at this level it is worth considering the assessment methods that are used. Assessments are ongoing throughout the year and there is no end of year exam. A large proportion of the assessments are practical-based and are observed in the workplace by an assessor/lecturer.

## WHAT ARE THE BENEFITS TO A PUPIL STUDYING A FOUNDATION APPRENTICESHIP

Pupils have the opportunity to gain an industry recognised qualification that includes substantial work experience.

Benefits:

- Exposure to employers
- Increased opportunities for employment
- Fast track entry into a Modern Apprenticeship
- Progression to further college study or university
- Development of new skills and confidence
- Transferable skills

## HOW IS THE WORK PLACEMENT ORGANISED?

Work-related experience will vary depending on the course with the main focus on work experience taking place in the second year of the Foundation Apprenticeship.

It is the responsibility of the College to organise work placements. The College will try hard to get local employers but some travel may be required. Travel expenses to college and the workplace are paid for by the College. All employers are vetted to ensure they are suitable and meet learner requirements. Placements are monitored to provide support and guidance throughout.

## WHAT BENEFITS DO THE COLLEGE LECTURING TEAM SEE?

Sarah Taylor, Engineering Lecturer, commented that:

“ The Foundation Apprenticeship allows school pupils to undergo elements of Modern Apprenticeship training in Engineering whilst maintaining the benefits of completing National 5’s and Highers at school. This adds to the employability of the pupils and gives them additional skills and knowledge most school leavers would not have. Hopefully, the course will encourage them to pursue a career in an engineering discipline. ”

Nicola Crangle, Engineering Lecturer stated that:

“ This is an exciting and valuable opportunity for our young people to kick-start their career! Completing a Foundation Apprenticeship will open up so many opportunities and possibilities for them. I think the concept of completing this qualification, gaining work experience, and still being able to get additional school qualifications will ensure they are able to broaden their options. I hope that as many young people as possible are able to take advantage of this brilliant opportunity. ”



# WHAT DO EMPLOYERS SAY ABOUT FOUNDATION APPRENTICESHIPS?

“ Microtech Digital are delighted to be working in partnership with Ayrshire College and the Foundation Apprenticeships programme. As a local company, it is important that we are committed to ensuring our young people have the opportunity to gain essential work experience that will help them kick-start their career. This is an exciting and valuable opportunity for young people in our communities. ”

- Martin Duffy, Head of Microtech Digital,

“ I hope that in the future, some of the brightest and best social service workers will be able to say they started their career with a Foundation Apprenticeship. ”

- Anna Fowlie, CEO, Scottish Social Services Council

“ It is important to demonstrate to students what engineering actually looks like in the work environment and hopefully inspire engineers of the future. ”

- Simon Foster, Engineering Director at Spirit AeroSystems

# HOW DO FOUNDATION APPRENTICESHIPS MEASURE AGAINST HIGHERS?

Skills Development Scotland (SDS) has worked with the Scottish Government to agree on Insight Tariff scores for each of the Foundation Apprenticeship frameworks. Typically, these will be between 340 – 680 tariff points dependent on the volume of learning and units within each individual framework.

# ARE UNIVERSITIES RECOGNISING FOUNDATION APPRENTICESHIPS?

SDS is currently working with University admissions departments to get recognition for pupils who have completed a Foundation Apprenticeship. To date, the University of Glasgow, Heriot-Watt University, Abertay University and the University of Aberdeen have responded favourably to the development of Foundation Apprenticeships, and each University has agreed to accept Foundation Apprenticeships for entry to Undergraduate courses.

Framework	SCQF Credits: Knowledge Component	SCQF Credits: Skills/ Competence Component	Total SCQF Credits	Tariff Points	Higher Equivalence Scores
Engineering	<i>To be confirmed: Work still to be completed to determine the tariff as this framework includes a combination of level 5 and level 6 units.</i>				
Social Services Children and Young People	24	37	61	407	2xA
ICT Software	21	38	59	393	1xA, 1xB

University of Glasgow said:

“ The University of Glasgow warmly endorses the introduction of Foundation Apprenticeships and I can confirm that they will be incorporated into our Admissions Policy as an accepted qualification with immediate effect for entry to degree programmes in Arts, Social Sciences, Science, Engineering and Accountancy. Where specified subjects are required for entry to a degree programme (for example Maths and Physics for entry to Engineering), a Foundation Apprenticeship in Engineering will not replace that requirement but will count as one of the additional subjects making up the total complement of qualifications (and in the case quoted for Engineering, an Engineering Foundation Apprenticeship would positively enhance that application. ”

# WHAT ARE THE PROGRESSION PATHWAYS AFTER A FOUNDATION APPRENTICESHIP?

## SOFTWARE DEVELOPMENT

- Employment
- Modern Apprenticeship in IT and Telecommunications
- College HNC route

## SOCIAL SERVICES (CHILDREN AND YOUNG PEOPLE)

- Employment
- Modern Apprenticeship in Social Services Children and Young People (SVQ L3)
- HNC in Childhood Practice

## ENGINEERING

- Employment
- Modern Apprenticeship in Engineering
- College HNC route

## Contact Ayrshire College

Ayrshire College can provide support and information to pupils, parents and school staff.

Please contact:

Telephone: **01294 559000 ext.5387**

Email: **[dyw@ayrshire.ac.uk](mailto:dyw@ayrshire.ac.uk)**

## Further information about Foundation Apprenticeships can be found:

- Course information booklet
- Contact Ayrshire College: [dyw@ayrshire.ac.uk](mailto:dyw@ayrshire.ac.uk)
- [www1.ayrshire.ac.uk/schools/foundation-apprenticeships](http://www1.ayrshire.ac.uk/schools/foundation-apprenticeships)
- Skills Development Scotland
- [www.apprenticeship.scot/foundation](http://www.apprenticeship.scot/foundation)
- Scottish Qualification Authority (SQA)  
- [www.sqa.org.uk](http://www.sqa.org.uk)
- Scottish Credit and Qualifications Framework (SCQF)  
- [www.scqf.org.uk](http://www.scqf.org.uk)
- Education Scotland  
- [www.educationscotland.gov.uk](http://www.educationscotland.gov.uk)

# PUPIL SPOTLIGHT

**Fraser Wallace, an S5 pupil at Greenwood Academy, tells us about his experience in the course so far. He has been studying the Foundation Apprenticeship in Engineering since August 2016.**

## **Why did you decide to study a Foundation Apprenticeship?**

Doing the course works well with me being at school. I don't have to keep my options to just my Highers, I can do a college course at the same time.

It also means I can reduce the amount of time it will take me to get the job I want.

## **Why did you choose the Foundation Apprenticeship in engineering?**

Engineering is a massive sector and has something for everyone. There will always be a need and demand for engineers, which is appealing. I prefer to learn by being in the workshop and practising what we are learning. I am very excited to get to work with a company, it's a brilliant idea. They will get to meet me and know my name before I have even applied for a job.

## **Did you have any experience in engineering before you started the course?**

I did my work experience at General Electric, which was brilliant. I also help my dad fixing things around the house. He works offshore in engineering. I knew I wanted to do engineering before I started the course, but I thought it would be good to try it out before I commit.

## **What do you do in the course?**

I spend two afternoons a week at college. On Tuesday it's a practical class with my engineering lecturer, Sarah. At the moment we are wiring electric boards. On Thursday is more theory based covering topics like safety, engineering processes and things like the reactions of metal when we are working with it. Next semester we are starting Computer Aided Design (CAD) work.

## **What do you like best about the course?**

Doing the practical work and especially getting to try it yourself. It's a great feeling knowing that you are trusted to practise a task independently. I really like the course content as well, it's very interesting.

## **What has been the most challenging aspect of the course so far?**

I haven't found anything in the course too difficult at the moment.

## **How does it work with your school studies?**

I picked up a bus pass from my school reception which gets me to the Irvine campus for the course and then back to the school. The bus gets me to the campus in plenty of time. I am taking 3 Highers along with the Foundation Apprenticeship. I was going to take a fourth Higher, but when I saw the option to take Engineering I thought it wasn't an opportunity I was going to get again at school. I needed to take it this year.

My parents at first were hesitant but they know this is what I want to do. They support me 100%.

## **How does it differ from being at school?**

It's a different style of teaching at college, you are treated more like an adult. It's nice to have a feeling of independence.

## **How did you hear about Foundation Apprenticeships?**

Through my guidance teacher, he knew I wanted to do engineering so gave me information about the course. I researched what the course was and then went to the Foundation Apprenticeship information session at Ayrshire College in April. This helped answer any questions that my parents and I had.

## **What was the process of applying?**

I completed an application form and then went for an interview. I took the aptitude test and passed, it was quite basic maths.

## **What do you want to do when you finish school?**

I would like to be an Aeronautical Engineer. Most of these companies recruit through college and apprenticeship programs. I knew someone that was an apprentice at General Electric and they put him through university.

## **Why would you like to be an engineer?**

There are always problems in the world to solve. I won't be working on the same problem everyday either. There will always be new challenges.

**Fraser will continue the Foundation Apprenticeship in engineering through his 5th and 6th year of school. Completing the course will give him a head start when applying for a job, Modern Apprenticeship, or a full-time college or university course.**

# Ayrshire College



For more information contact:  
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