



**NORTH EAST**

Developing the  
Young Workforce

# Foundation Apprenticeships Help shape the next generation of talent

## Give a young person a chance and join thousands of employers across Scotland

Foundation Apprenticeships provide work-based learning opportunities for secondary school pupils. They are a real chance for young people, with real business benefits – and at no direct cost to you as an employer.

By getting involved with Foundation Apprenticeships, you get early access to future talent, by providing school pupils with real experience of the world of work. This helps them to achieve an industry-recognised qualification and helps you to develop your talent pipeline

Young people spend time gaining work experience in your business as part of their studies in S5 and S6. A learning provider will also support you by training the apprentice towards their qualification and help them to undertake real projects for your business.

### Benefits

In a recent survey carried out by Skills Development Scotland, 96% of Foundation Apprentice employers said they were a good way to develop the young workforce.

Almost all employers who had taken on a Foundation Apprentice (97%) were planning to continue with the programme, and they reported wider benefits than just getting early access to future talent.

For 80% of the employers, it improved the sector's image with young people. And for 78% it allowed the business to upskill staff and for 74% it brought new knowledge and skills into the organisation.

The benefits that the existing workforce gains through the experience are also important, not least what they learn in terms of coaching and mentoring the young people.

Foundation Apprenticeships allow employers to spot and



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IN THE FUTURE**



inspire talented, motivated pupils who could become your future employees and help reduce recruitment costs. And there is no direct cost to you as an employer.

### Regional context

By giving S5 and S6 pupils practical industry skills and experience, you could shape their career and the future of your company.

Every secondary school in Aberdeen and Aberdeenshire offers Foundation Apprenticeships, with nearly 60 employers already offering associated placements in the school year 2020-21 in subjects from accountancy to digital media, IT to social services.

Vincent Docherty, Head of Education at Aberdeenshire Council, said: "Foundation Apprenticeships are fostering stronger links between business and education, helping to ensure that local employers can play a more active role in developing the young workforce."

"Across Aberdeenshire, businesses of all sectors and sizes support Foundation Apprenticeships, including food manufacturers Mackie's of Scotland and construction firm Robertson Group.

"They have seen the benefits first-hand and tell us that Foundation Apprenticeships give them the opportunity to inspire the next generation, securing the skills they need for the future."

So, what are the chances an apprentice could strengthen your business? Every chance.

And remember, the most valuable thing you can give a young person is a chance. Find out more about Foundation Apprenticeships here.

Or get in touch with [info@dyw.org.uk](mailto:info@dyw.org.uk) to find out more.