

APPRENTICESHIP AT CROWNFIELD INFANTS SCHOOL

APPRENTICE QUESTIONS

Tell us a little about you and your current role.

Kelly: I have recently been employed by my placement on a permanent basis. I work in a class 3 year.

Louis: I'm currently a TA at Crownfield Nursery. I support the Teacher and other TA's (practitioners) at class. I also support and supervise pupils in the class.

How have you found the experience of balancing work, study and life?

Louis: The job does require to stay after hours very often and having a family to support at home makes it at times difficult to do assignments.

Kelly: I have found that working in a role that I was studying increased my knowledge and the speed I would have learnt. At times I found balancing my work, studies and my children a lot but it was achievable.

What kind of support do you receive as an apprentice and how has this been beneficial to you?

Kelly: I received support from school and the college. At school I was allowed to follow and learn from other staff. At college the staff were all available to help and offer advice.

Louis: My line manager/teacher and class team have been supportive. Having immediate feedback from my colleagues on what went well or advise on certain things has been very useful.

At college they support me with my dyslexia, and they have given me tips and tricks to deal with my issue.

Where do you see your career going in the future? Where would you like it to go?

Kelly: At the moment I am enjoying my role as LSA but will look to go on to further studying once my children are older.

Louis: I would like to go further with my TA qualification to level 3 and eventually do a PGCE.



LOUIS

APPRENTICE



KELLY

APPRENTICE

APPRENTICESHIP AT CROWNFIELD INFANTS SCHOOL

EMPLOYER QUESTIONS

What roles have you been able to recruit an apprentice in?

Learning Support Assistant: 5 positions over the years

Caretaking Apprentice: 1 post



What benefits have you seen from taking on an apprentice?

Two of our Apprentices have achieved the 'Apprentice of the Year' accolade. One apprentice has since gone on to train as a teacher, one is currently studying for his foundation degree and we have employed two as Learning Support Assistants within the school. It has been a privilege to feel part of the educational journey in encouraging, mentoring and supporting our apprentices in their future careers.

What are your responsibilities as an employer?

Our responsibilities have included training and mentoring of apprentices. Providing timetabled opportunities for apprentices to learn from other experienced staff in school. Also building a trusted partnership with Havering College has been vital, as communication is crucial in ensuring both the school and college is best placed to support, guide and develop the apprentice.

How have you been able to support the 20% off the job training?

From the beginning of the programme, this time has been planned into the apprenticeship programme

and school timetable. This ensures that sufficient college and study time is allowed in order to support individual apprentices. The school has also ensured that we are flexible in order to meet demands as the programme has progressed throughout the year. I see it very much as a partnership between the school, apprentice and college.

What has been the financial benefits for the school in recruiting an apprentice?

I have felt that participating in the apprenticeship programme has been very beneficial for the school. We have enjoyed encouraging individuals to meet their potential and develop themselves educationally. It has also been very cost effective for the school. The quality of apprentices we have employed have been excellent. Part of this has been a very careful selection process.

Have you used the apprenticeship levy to up skill existing staff members and if yes in what roles and how is this working out?

We have not used the apprenticeship levy to up skill existing staff members, but have made them aware of the opportunities that exist. The vast majority of our Learning Support Assistants already have a minimum of L3 qualification, with many having a foundation degree.

Comments

I would thoroughly recommend the Apprenticeship programme to schools.