INSPIRING THE WORKFORCE OF TOMORROW

Pre-Apprenticeship Programmes:
Practical skills and qualifications for 14-16 year olds
WHY

There is a national shortage of apprentice level skills, within the engineering sector and beyond.
Companies struggle to recruit those with the right practical skills, and this will only increase if business doesn’t respond.

Young people are unaware of the options that exist for a hands-on career and lack role models and information to help them aspire to this or make an informed choice.

VISION

To inspire and equip thousands of young men and women into the workplace through pre-apprenticeship schemes.

WHAT

A pre-apprenticeship scheme delivered in partnership by businesses of all sectors and schools.

IMPACT

To raise the aspirations of thousands of young people by offering an alternative training route.

To equip thousands of young people with the practical skills that businesses need, reducing the skills shortage for hundreds of businesses.
PROGRAME BENEFITS
FOR BUSINESSES

WHAT CAN A PRE-APPRENTICESHIP PROGRAMME BRING TO MY BUSINESS?

A more engaged and enthused workforce

Drives a passion and pride to work for your Company

Delivers a positive impact in your local community

Creates a positive image of your Company for clients, new recruits and supply chain

Generates the skills you need for the future with apprentices who know your business

Reduces future recruitment costs, by creating a steady and reliable pipeline of recruits

Helps to fill your skills-related vacancies
Programme Overview

What is a Pre-apprentice Programme?
A Pre-apprenticeship Programme is a work-based learning partnership between local schools and businesses, offering students aged 14-16 the chance to learn core work on skills in a normal working environment. As a result, students gain the unique opportunity to develop skills in demand by employers, thus paving the way for future opportunities, learning and progression.

Level of Study:
There are two levels of pre-apprenticeship qualifications available such as:

- **Level One**
  - Equivalent to GCSE Grades D-G
- **Level Two**
  - Equivalent to GCSE Grades A*-C

Programme Duration:
Pre-apprenticeships normally last two years and form part of the school curriculum alongside regular GCSEs. Students attend the workplace for one afternoon per week over the two year period developing skills against an approved qualification.
In-House staff act as mentors delivering the programme and using their industry knowledge to support students.

Future Progression:
Through a Pre-apprenticeship qualification students can then progress onto fully-fledged Apprenticeship schemes and beyond with a solid foundation of skills developed in their chosen industry or sector.
MAKING TOMORROW’S ENGINEERS

The Challenge

UK engineering companies are expected to generate up to 2.5 million job openings between now and 2022, meaning that organisations will need to recruit around 56,000 engineering technicians per annum. Whilst Apprenticeships are helping the sector meet this demand, the industry still suffers a shortfall of over 30,000 engineers each year.

As a growing engineering business, adi Group anticipates that from 2017-2020 it needs to find an additional 500 mechanical and electrical engineers to sustain its growth. Its underlying aim is to have 25% of this number recruited from its education programme.

The Solution: A pioneering Engineering Pre-Apprenticeship Programme

adi Group created a two year pre-apprenticeship programme aimed at 14 to 16 year olds, designed to support progression onto full apprenticeships.

As part of the process, all applicants participate in a formalised application process from CV submission to formal interviews to gain vital skills and experience in the job application process.

Making up 10% of the school curriculum, successful applicants go on to spend one day a week during term time over two years working at adi’s custom build training facilities in Kings Norton. Here they learn all about the practical and theoretical skills needed to make a career in mechanical and electrical engineering.

Students are taught by the Group’s highly qualified engineers, who can call upon a wealth of relevant industry experience to support pre-apprentices as they progress through the course.

Upon completion of the course, students receive an EAL accredited qualification providing a gateway onto a fully-fledged apprenticeship scheme.

Subjects covered in adi’s engineering orientated Pre-Apprenticeship programme include the following:

- Making components using hand tools.
- How to use and communicate technical information.
- Cutting, bending, forming and welding various metals.
- Assembling electrical circuits and wiring control panels.

Students are taught and mentored by adi Group’s highly skilled engineers, who can call upon a wealth of relevant industry experience. Upon successful completion of the course, students receive an EAL accredited qualification which can be used as a gateway into a full Apprenticeship.

Measuring Success & Impact

The Group will measure success of its programme on the number of students that progress onto full apprenticeship programmes either within adi or at other engineering/manufacturing companies.
DAY IN THE LIFE OF AN adi GROUP APPRENTICE

13:00HRS
Pre-Apprentices clock in at the workshop and get changed into their overalls whilst making sure they have all of their personal protective equipment on and it’s in good condition.

13.15HRS
Time for the team meeting where the pupils are reminded of health and safety procedures, and the dangers of working in a very busy, live workshop. Then the teachers, qualified engineers with over 30 years of experience, explain which tasks need to be completed that day. These can include welding, basic wiring, filing and reading technical drawings.

13.30HRS
The apprentices get to work. Whether it be using a hack saw or a drill, these are all highly useful skills that engineers across the industry use on a daily basis. If any students encounter a problem, now is the time to ask their mentor for help. If a section of the project has errors, then those errors are carried throughout the task, so it’s vital for them to be corrected early on.

14.30HRS
One hour later and the first task of the day is complete. Apprentices must now clean down any equipment or machinery they have used and re-set it for the next task.

15.00HRS
It’s time to break, which gives the apprentices a chance to discuss what they have been learning that day. It also allows for the mechanical engineering students to interact with those on the electrical engineering segment of the pre-apprenticeship. Halfway through the course, these two groups will switch places.

15.30HRS
After break it’s back to work. With any problems now highlighted and subsequently corrected by the students, they can now continue with tasks whilst their mentors watch and advise on the correct methods. Simultaneously, the mentors assess the students’ individual tasks and mark them on their accuracy, quality of work and their overall attitude toward the lesson.

16.00HRS
The task is complete. Before the apprentices can finish, they need to clean down the tools and machinery they’ve been using before switching everything off and returning all tools and equipment ready for the morning.
PROGRAMME TESTIMONIALS

ALAN LUSTY (CHIEF EXECUTIVE OFFICER - adi GROUP)

“The job market for engineers has received a lot of attention lately, whether it be the shortage of STEM graduates or questions about the future of the profession, but the truth is engineering continues to be a viable and in-demand profession.

So, with such vital skills in short supply, adi took the initiative and launched the UK’s first pre-apprenticeship scheme for 14-16 year olds. More businesses need to follow our example, and we believe our pre-apprenticeship scheme will create a comprehensive model which other schools and employers are able to replicate.”

RICHARD BURDEN MP (BIRMINGHAM NORTHFIELD)

“I am really, really pleased to be able to launch this programme by adi.”

DAVID HADLEY-PRYCE (FORMER HEADTEACHER OF NORTH BROMSGROVE HIGH SCHOOL)

“The chance for the students to work with adi gives them a superb introduction to the workplace.”

GARRY HOWELL (adi GROUP - PRE-APPRENTICE MENTOR)

“I feel very privileged to be able to pass the knowledge I’ve gained over the last 30 years on to the next generation, and offer these children the opportunity to get a head start in a highly lucrative career.”

BARRY WHITEHOUSE (adi GROUP - PRE-APPRENTICE MENTOR)

“Engineering provides opportunities for those of all academic levels and backgrounds, and the beauty of the scheme is that these students get to experience a taste of it.”

ALFIE WILEY (CURRENT ADI GROUP PRE-APPRENTICE)

“I’ve always wanted to do this to see what skills I can learn. I like learning about mechanics and how things work and when I heard about the scheme I knew it was something that I wanted to do as a career. As you get to do all of the tasks yourself, you learn proper skills that benefit you in the future.”

ALICIA SOUTHERTON (CURRENT ADI GROUP PRE-APPRENTICE)

“My Dad works for Jaguar Land Rover in Solihull which sparked an interest in my mind about engineering. I think it's quite an inspirational and motivational thing and if girls ever get the opportunity they should go for it because it’s not just a boy thing to do – there are girl engineers.”
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