
Supporting people with English as a second language into apprenticeships

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In this session we will explore...

- Early findings from scoping activities
- L&W's programme of work to identify and address barriers faced by people with ESOL needs when trying to access and succeed in apprenticeships
- Your experiences of the barriers faced and how providers (ESOL and apprenticeship) and employers can address these

**What does the existing
evidence say?**

Why is this important?

- Since the introduction of the Levy (and reduction of in-work ESOL funding) apprenticeships are being seen by employers as a key strategy for developing their existing staff and new recruits.
 - Important that people do not 'miss out' due to language barriers
 - Public sector target
- Widening access is crucial – Government have key targets for apprenticeships to ensure benefits are realised.
 - Increase the proportion of apprentice starts by people from BAME backgrounds by 20%
 - Ambition to look more closely at routes for female apprentices

What are the challenges?

- Some potential apprentices' occupational skills meet the standard required, BUT language learning needs present a barrier to achieving the Functional Skills English.
- Skills for Life ESOL qualifications not currently recognised as an alternative to Functional Skills English within apprenticeships.
- Are ESOL course and apprenticeship providers working together?
- English and maths NOT included as part of 20% off-the-job training for apprentices.

What works?

- Comprehensive initial learner assessments
- Flexible curriculum
- Step-by-step or modular course structures
- Inter-departmental working and integration within colleges
- Workplace-based ESOL provision
- Communication and engagement with employers (clear communication of benefits of apprenticeships for people with ESOL needs)

What's next?

In 2017/18 L&W will be...

- Launching a call for evidence to hear from providers and employers about their experiences. **Now live!**
Please send us your views by 24th November!
- Speaking in-depth with ESOL and apprenticeship providers, employers, and learners.
- Producing and sharing an effective practice guide for those wanting to support people with ESOL needs to enter apprenticeships.

For discussion

In groups consider and discuss...

- What demand is there for those with ESOL needs to enter apprenticeships and what are the benefits for different types of learners and employers?
- What barriers do people with ESOL needs face to progressing into apprenticeships?
- How have you (or employers you work with) practically supported people with ESOL needs to enter apprenticeships? What can be addressed by the different parties involved (providers, employers, policy-makers) – and what gaps does that leave?

**THANK YOU
QUESTIONS**