Apprenticeship Levy – Case Study

Malin Bridge Primary School have two Level 2 qualified Teaching Assistants starting with them this academic year following the progression of two young people they recruited as Apprentices at the beginning of the 2017/18 academic year. Holly and Megan were both recruited as Teaching Assistant Apprentices on a Level 2 ‘Supporting Teaching and Learning’ Diploma in September 2017. Following their excellent performance over the last 12 months both have now secured themselves progression within the School and are set to enrol on a Level 3 qualification, funded through the Sheffield City Council Apprenticeship Levy.

“I have really enjoyed the last 12 months with Malin Bridge, they have been so great in allowing me the opportunity to work with different age groups and have provided a lot of practical experience for myself and Megan to get a better understanding of Primary Education. They have continued to push me outside of my comfort zone and helped me grow, not just as a TA, but as a person. I am really grateful for the opportunities they provided and continued encouragement to perhaps move into teacher training one day”.

- Holly, Malin Bridge Primary School.

Malin Bridge recruited their first four Teaching Assistant Apprentices through Sheffield City Council over three years ago and all went on to gain Teaching Assistant positions within other schools once they had completed their apprenticeships. Following this, their first Administrative Apprentice really helped ease the burden on the Schools office function and performed so well that she went on to gain a full time position after their apprenticeship was complete.

Apprenticeships are a great way for the employees to kick off their young careers in a field that they are interested in. It enables them to start work and earn a decent wage whilst learning on the job. For Malin Bridge the benefits have been:

1) Receiving something back from contributing to the Apprenticeship Levy which has now come into force.
2) The apprentices are good role models for the older pupils.
3) The pupils relate well to the apprentices with them being so young.
4) Extra pair of hands.

It is important that schools invest in apprenticeships to develop the skills sets of tomorrow. Apprenticeships involve either time out for training away from school or completing course work. At the start of each apprenticeship we talk to each learner regarding their offsite training and liaise with their tutor over timetabling. Since our apprentices are an extra pair of hands for us, rather than the main Teaching Assistant or Administrative Officer, it is not an issue for them to be off site taking part in training or completing a piece of course work in School. The Programme has worked well for us and in Holly and Megan we have found some great new staff”

- Jane Hague, Malin Bridge Primary School