

This document was archived in December 2016 because it is no longer current.

Effective work experience on Foundation Learning: Community Training Services Limited

URN: 51259

Area: Sheffield

Date published: 30 May 2013

Reference: 130158

Brief description

This example shows how Community Training Services Limited (CTS) works effectively in partnership with Keir Sheffield LLP, Sheffield Homes and Sheffield City Council on the [City Stewardship Programme](#). The programme targets young people who are the furthest removed from the job market and aims to provide skills, motivation and the work ethic they need to find employment. Of particular interest is the opportunity it provides for learners to experience real work in horticulture and construction.



Overview – the provider's message

'CTS has been involved in this initiative since its inception in 1999. The programme brought together the three main partners - CTS, Kier Sheffield LLP (formerly the Works Department of the Local Authority) and Sheffield Homes (formerly the Housing Directorate of the Local Authority).

Sheffield Homes was experiencing issues with young people aged 16 to 18 years who were not in education, employment or training and were showing anti-social behaviour on estates around the city. They felt there was a lack of available learning provision for these young people. The partnership formed and developed the City Stewardship Programme originally providing places for up to 80 of these young people. It was initially funded through [European Social Fund](#) and [Single Regeneration Budget](#). The programme

grew and was mapped to mainstream funding to provide longevity and currently has a capacity of 120 learners funded through the Foundation Learning programme. The key to the success of the programme has been the positive outcomes for the young people and the strong partnership with each partner working at what it does best.'

Steve Holmes, Chief Executive Officer

The good practice in detail

Introduction

Work experience and the development of employability skills are often seen as a weaker area for learners on Foundation Learning programmes. Many providers have difficulties finding effective work experience opportunities for their learners, especially in the horticulture and construction areas. CTS, through its very effective partnership working, is able to provide a variety of real work-experience opportunities to develop vocational, social and personal development skills as well as changing negative behaviour and developing successful career opportunities. The partnership has been in existence since 1999 with 35 teams and approximately 120 learners engaged at any one time.

Joint working is the key to the success of the programme

The programme is a partnership between CTS, Sheffield Homes, Kier, Sheffield City Council, Careers, Youth Service, South Yorkshire Police and Probation Service, and the Youth Offending Team.

CTS identifies learners and manages their classroom-based training throughout their time on the programme. It supports learners in progressing into positive destinations from the programme, such as further education, employment or work-based learning including apprenticeships. CTS also delivers a range of qualifications in addition to supporting learners with their social needs thus breaking down barriers to employment and progression.



Kier Sheffield provides the work-experience opportunities for the learners. It manages and supervises the learners throughout their work experience with 35 skilled supervisors/mentors responsible for up to four learners each. Kier also offers learners the opportunity of part-time work to provide an income to incentivise learners to attend, and to provide valuable work experience for their CVs. This is funded by the key partners and involves additional hours on the aforementioned work.

Sheffield Homes funds the programme via the Neighbourhoods Directorate of Sheffield City Council. They identify the volume and scope of work and thereby the number of supervisors and teams required. The budget contribution is part of the delegated budget arrangements.

Sheffield City Council – Neighbourhoods and Community Care provides additional finance in support of Sheffield Homes' contribution to the programme.

Sheffield Futures promotes and 'advertises' the programme. They refer potential learners to CTS.

Probation Service and Youth Offending Team refer potential learners to the programme.

An annual Service Level Agreement outlines key roles and responsibilities for the delivery of the programme. .

The Learners

Learners carry out a variety of work including painting and decorating of vacant properties, painting of communal areas, working on vacant gardens, basic horticultural work to communal green areas and various environmental projects across the City. They also meet local residents.



The work experience (four days per week) is attractive to the young people, many of whom did not achieve well at school and did not respond to classroom-based provision on other programmes or in further education. The qualifications and the practical skills learnt give

them the employability skills and work ethic to progress and are the key contributors to the success of the programme

Currently, there are 11 teams working on the City Council's garden pledge scheme for elderly and disabled residents. There are 12 teams painting and decorating communal areas in flats, maisonettes and some vacant properties, and the same number undertaking environmental work.

Outcomes

The programme has been instrumental in the delivery of good progression and achievement for the learners. In 2012/13, from August to March, progression was 72% and achievement was 86%.

The supervisory staff employed by Kier coach and mentor the learners on a daily basis while actively assisting with job search and seeking progression opportunities. This is more formally backed up by CTS during the off-the-job training one day a week. Supervisors provide ongoing evidence towards the relevant qualifications delivered on site and off-the-job ensuring high completion and success rates.

“ It was fun, I learnt a lot and I got a job out of it ”

Awards

The programme has been recognised for the work and opportunities it has given to young disaffected people through a large number of awards including:

- Yorkshire Training Partnership – Work Based Learning Provider Award 2011 as Employer of the Year

- Kier City Stewardship Supervisors won 'Sheffield Mentors of the Year' at the 2011 Celebration of Success awards ceremony.

Provider background

[Community Training Services Limited](#) is based in Sheffield with training centres in Sheffield, Rotherham, Barnsley and Doncaster. It delivers the Foundation Learning programme throughout South Yorkshire and in partnership with other local providers. It also delivers apprenticeships to all age groups across Yorkshire and Humberside and, more recently, nationally.



Related good practice case studies

[Economic Solutions Limited \(Skills Solutions\)](#)
[Roots and Shoots Limited](#)
[The Bassetlaw Training Agency](#)

Are you thinking of putting these ideas into practice; or already doing something similar that could help other providers; or just interested? We'd welcome your views and ideas. Get in touch [here](#).

To view other good practice examples, go to:
www.ofsted.gov.uk/resources/goodpractice