Affordable to sub-contractors - this also encourages them to take the apprentices to other projects they are working on or indeed employ them directly. All employers working on contracts in the area should be encouraged to sign up as part of the deal.

Carol Appleton - Client Recruitment & Trainee Development Manager. Thomas Vale Construction
Achievements to date:

Coventry City Council are the accountable body for the Scheme and provides programme and financial management. Their commitment is underpinned by the ambitious three year Jobs Strategy for the city which was approved by Cabinet in the spring of 2011. A key aspect of that is their commitment to Young people and the Council have signed up for an Apprenticeship strategy which the Shared Apprentice Scheme links into.

BAM provide the Scheme Manager who has the responsibility of securing new placement providers and ensuring that the Apprentices are linked up to appropriate initial/carousel placements. The Scheme Manager, with BAM HR, carry out interviewing of prospective apprentices and makes the final offers for a place on the Scheme. They then deliver pre start and day one on-site induction. Together BAM’s Workforce Manager and Scheme Manager deal with any issues Apprentices have on site regarding appropriateness of work available and when a `carousel' would be advantageous to the Apprentice and benefit the Employers.

City College provide the academic training needed for the young people to achieve their Apprenticeship Framework, co-ordinate site visits for NVQ Assessors and monitor the progress towards framework completion.

BAM, as Host Employers to the Apprentices, carry out the full Human Resource (HR) function. Their Workforce Manager has responsibility for ensuring that they are supported through their Apprenticeship and has regular one to one sessions with each of them to ascertain progress. He works very closely with the Scheme Manager and the College to ensure that attendance and attitude is good and supports wherever necessary. BAM also provide further additional training on Safety, Environment etc.

A steering group consisting of representatives from BAM, City College, and Coventry City Council meet regularly to discuss progress of the Scheme. This steering group feeds back into the Employer Engagement Forum which links back to the Employers who were the original driver for the Shared Apprentice Scheme.

The Scheme won the Apprenticeship Scheme of the Year at the National Federation of Builders Awards

The Scheme was also nominated and became a shortlisted finalist in the National Local Government Chronicle Awards for Public/Private Partnerships, although not the winner it was highly commended.

For More Information
Contact:
Pete Brady or Phil Manning