



PEPASS

together inspiring success

PEPASS Modern Apprentices 2021-2023

Interim Report August 2022

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Introduction and Background

The first phase of the PEPASS Modern Apprentice programme ran with considerable success from September 2019 to September 2021. The programme had a clear vision to upskill the young people involved, increase their employability and prepare them for future positive destinations. It succeeded in this with five moving on to college, one starting an education apprenticeship, two going into trade apprenticeships and two gaining employment. The Modern Apprentices succeeded in enhancing their own professional development but also added to the PEPASS agenda and were a valuable asset to the team.

Based on this success, a second cohort was recruited and on 13th September 2021, a new group of ten young people from across Glasgow began their journey with PEPASS. They were based at the Ladywell Hub in Whiteinch for an initial induction process then deployed across the city with their Active Schools mentors to learn on the job and help contribute to the team's key priorities.

Enhanced courses have supported their core learning and development and as well as working towards gaining a '**Level 2 SVQ through Modern Apprenticeship in Active Leisure, Learning and Wellbeing**', the Apprentices also complete the following additional training:



Child Wellbeing and Protection Module 1 & 2



Disability Inclusion Training SCQF Level 6



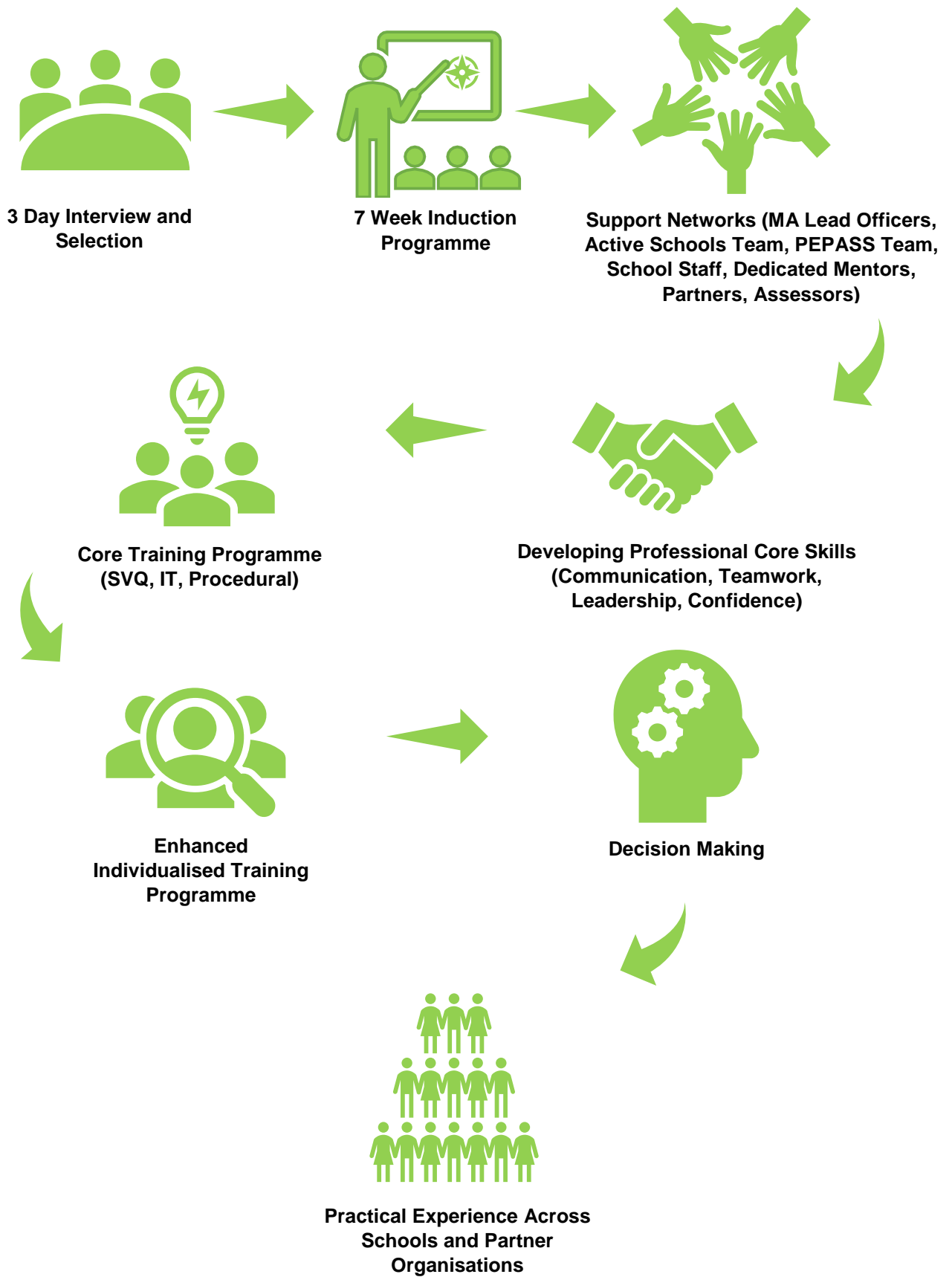
ICT Skills SCQF Level 4



Sports First Aid

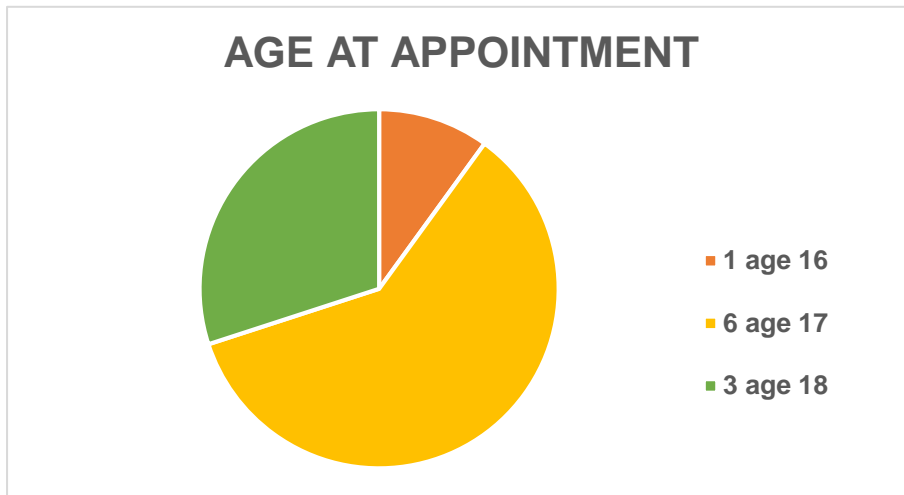
On the job training and support helps develop the Apprentices' skills for life, learning and work and provides opportunities for them to improve their core professional skills which include communication, working with others, problem solving and numeracy.

The Apprenticeship Journey

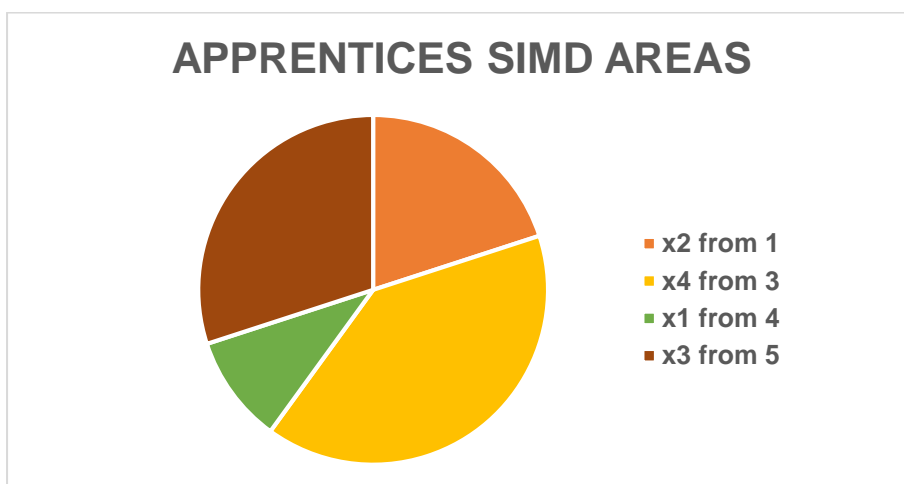


Candidate Demographics

The Apprenticeship programme was advertised across Glasgow through Glasgow Guarantee. The demographic information relates to PEPASS selected candidates.



**FEMALE TO MALE
BREAKDOWN**



Apprentice Role

Modern Apprentices deliver and support activity sessions during the school day and at extra-curricular lunchtime and after school clubs. They are supported by their allocated Active Schools Coordinator (in some cases, several) who acts as mentor in their designated areas across the city. In addition, they work alongside the rest of the team to help deliver the PEPASS events programme in Glasgow including, City of Dance, Gymfest, Glasgow Floor and Vault Championships, Athletics Super 7s and Secondary Giant Heptathlon and the Glasgow Great Scottish Schools Run. They play a vital role in supporting the events run locally by Active Schools in their communities. The Apprenticeship adds value to the core principle of the Active Schools Programme, to help make 'more pupils, more active, more often'.



Connor, Luke and Jason leading their block of sessions with P1 pupils at Blairdardie Primary. 8 weeks of football, playground games and athletics.

Euan and Matthew coaching their after school tennis club at Garrowhill Primary.





Heather with her dance troupe from St. Roch's Secondary at Glasgow City of Dance Finals. She choreographed their qualifying routine.

Josh C coaching his after school basketball club at Barmulloch Primary.



Tyler assisting at Darnley Primary's event which celebrated inclusion and disability sport.

Partnerships

Our key partners who support and enhance our programme are:



SportScotland provides funding for the Modern Apprentice Lead Officer role. The Lead Officer coordinates the programme and supports the group throughout their Apprenticeship.



Glasgow Sport have a long-established Apprenticeship programme and have been instrumental in supporting PEPASS through this process. Qualified SVQ Trainers, Assessors and Verifiers are contracted to assist PEPASS with the following:

- Support the registration and administration paperwork for the programme.
- Provide guidance and support to Apprentices through a designated team of assessors.
- Provide an additional ten days of training and support as required.
- Review and assess the SVQ module submissions and process the necessary paperwork.

Other partners who support the programme through delivering essential training are:



Providing a high quality service for our schools and pupils is at the heart of the PEPASS agenda but we also work with many organisations out with Education to increase and promote opportunities for children and young people to be active and develop their skills.

Our Modern Apprentices have benefited from working with these partners through delivery alongside them, holiday camp provision and inspirational experiences. These include Local Authority and Third Sector organisations such as, Glasgow Life Football, Partick Thistle Charitable Trust, Easthall Residents Association, Royston Youth Action, UTD Sports and Broomhill Sports Club. We welcome the feedback partners give us on the Apprentices' contributions to their programmes.


'Our Glenburn Summer Holiday Programme has been extremely busy with over 100 children attending each day, this has pushed our staff and young volunteers to their limits to ensure a full programme of activity that keeps the children entertained for the full day. This has been made possible thanks to the support and amazing contribution from PEPASS Glasgow Modern Apprentices. The MAs have been a godsend and have seamlessly fitted in as part of our team, leading and engaging in sessions for the children in multi sports activities and working alongside our team, further developing our own young volunteers.

The MAs are credit to PEPASS and themselves, always full of energy and willing to get stuck in and get the job done. The individuals are always enthusiastic and make all their sessions so much fun, making sure each and every child has the best time possible. Genuinely, we cannot thank Julie McAdam and Kenny McAdam enough for seeking out and providing our organisation with the support from the MAs and in turn we are delighted and proud of being able to provide an opportunity and to be part of these individuals' development.'

Andy Gilbert
Project Coordinator
Easthall Residents Association

 **Glasgow Life - Football**  @FootballGlasgow · Jul 29
 **Coach Development**

Another example of our great partnership with @PEPASSGlasgow and the current intake of Modern Apprentices.

 Here we have Josh talking to the players at about the importance of getting numbers to support in attack.

#GlasgowLife | #PDC2022

[Show this thread](#)



Working with external partners gives the Apprentices an invaluable experience. They are able to build relationships, gain knowledge and understanding of different working environments and help create and develop their own potential pathways to employment. This plays a vital part in helping them shape their own futures and some have already started working and volunteering with partner organisations in an additional weekend or sessional capacity.

Programme Impact

The Programme impacts on several levels:

- The impact the Modern Apprentices have on the PEPASS team and its programmes.
- The impact the Apprenticeship has on the young people involved on a professional and personal level (experience and sports coaching, knowledge and understanding, social development, resilience, confidence and self esteem).

Impact the Apprenticeship has on PEPASS Programmes

Time is set aside for mandatory and enhanced training but for the vast majority of their Apprenticeship, Modern Apprentices will be out in their areas, working with schools and being supported by their Active Schools mentors.

3,060

Days that schools are supported by the Apprentices

15,300

Hours that those schools are supported by Apprentices

Impact of the PEPASS Programme on Modern Apprentices

PEPASS aims to give Apprentices a great variety of opportunities to help broaden their horizons and develop multiple skills on the job and through our training programme.

340

Total Training Course Attendances

PEPASS Apprenticeship Training

Since the programme commenced, the Modern Apprentices have completed the following training courses:

Provider	Course Title	Mandatory or Enhanced
GCC	Council Induction	M
GCC	Child Wellbeing and Protection	M
GCC	Health and Safety Training	M
Cordia	Sports First Aid	M
GOLD	Data Protection	M
GOLD	Information Security	M
PEPASS	Competition Organiser Training	E
PEPASS	Introduction to Physical Literacy	E
PEPASS	Movement Motivators	E
PEPASS	Glow Training 1	E
PEPASS	Glow Training 2	E
PEPASS	PCS	E
PEPASS	Playmakers Tutor Award	E
PEPASS	Junior Jog Scotland	E
PEPASS	SSF Working with Young People	E
PEPASS	Event Recording	E
PEPASS	Social Media and GDPR Training	E
PEPASS	Colours of Scarves	E
PEPASS	MS Teams	E
PEPASS	MyPortal Induction	E
PEPASS	Database Training	E
PEPASS	Playground Games	E
PEPASS	PEPASS Blog Training	E
PEPASS	Covid E-Learning Sportscotland	E
PEPASS	Bikeability	E
PEPASS	Blairvadach Orienteering	E
Glasgow Libraries	ICT Skills SCQF Level 4	M
Golfin	Introduction to EduGolf	E
Glasgow Life	Disability Awareness	E
Scottish Disability Sports	Disability Inclusion Training	M
Glasgow Life Football	SFA Early Touches 1.1	E
Scottish Gymnastics	Gymnastics Level 1	E
Nil By Mouth	Pause B4 UPost	E
Glasgow Life	Tennis Leaders Training	E

Impact Evaluation of Modern Apprentice Course

We value the views of our Apprentices and encourage them to play an active role in the Apprentice programme, having a say in the delivery and design of it. Their voice is important in helping shape our wider PEPASS remit across school programmes and developing resources. To evaluate the impact of the programme so far, they were asked a number of questions and the results are highlighted below.

Questions – Number of Responders 10 out of 10	Strongly Disagree	Disagree	Agree	Strongly Agree
I enjoy the actual day to day work of the Apprenticeship	0%	0%	50%	50%
I am involved in decisions that affect my work e.g. planning lessons and organising my delivery within schools	0%	10%	30%	60%
The whole team works together to achieve shared objectives	0%	20%	40%	40%
I have a good working relationship with my colleagues across the team	0%	0%	20%	80%
I feel supported by my PEPASS colleagues and mentors	0%	0%	30%	70%
I have received adequate training to perform my job effectively	0%	0%	40%	60%
I am able to find solutions to challenges I may face	0%	0%	70%	30%
Working in this Apprenticeship has helped me develop my confidence	0%	0%	40%	60%
Working in this Apprenticeship has helped me improve my skillset	0%	0%	30%	70%
The work I do helps make pupils more active	0%	0%	10%	90%

Note: Question 2 – the MA who disagreed with this statement felt that he was actively involved in planning lessons but had less of a say in what schools he was delivering in.

Question 3 – the MAs who disagreed with this statement felt at the time that they needed more knowledge of the team to make a fully informed decision on how well colleagues work together.

Cassie



Cassie came from Holyrood Secondary School and is supported by several Active Schools mentors in the South of the city.

She enjoys delivering netball, dance and gymnastics clubs in her primaries and was actively involved in the dance programme at Govan High and P7 transition club at Hillpark Secondary. She has also assisted in the delivery of the Playmakers Peer Leadership Award in her primaries, led activities at events in her local ASN establishments and excelled at leading dance sessions at the Kingspark Active Schools Summer Camp.

Of her own journey, Cassie says 'I am getting better at delivery, co-coaching and letting other people take charge. I am also confident that I am transferring all the skills I am learning at training into my sessions.'



Connor

Connor came from Bannerman High School and is supported by several Active Schools mentors in the North West of the city.

He has enjoyed delivering multiple sports across his primaries, particularly his tennis, athletics and football clubs and has recently been supporting pupils at the new North Kelvin Primary School through regular play sessions. He is a referee at the Drumchapel Schools' Football festivals and referees out with his PEPASS role. This passion was further developed when he had the opportunity to go to Rome in May as part of Partick Thistle Charitable Trust's Erasmus trip, coaching young Italian pupils. He is a keen lawn bowler and is currently looking to develop sessions for ASN schools in the city.

Connor says 'I am confident that I am developing my core skills, especially after spending two weeks coaching in Rome. There, I improved my communication, problem solving and management skills and worked with others when planning my delivery to the Italian football clubs.'

PEPASS Apprentice Voice

The final word goes to our young people. The following pages provide an insight into what the Modern Apprentices think about their PEPASS journey so far.

'Working in and around different schools and coaching many different kids throughout the week.'

'I am really enjoying the holiday camps and going to different places.'

'I have enjoyed being able to be independent when it comes to planning and delivering my sessions.'

'Getting chances to work at events and try new things that I wouldn't have been able to. Also, meeting new people.'

What have you enjoyed most about the apprenticeship so far?

'The most enjoyable part about my apprenticeship is coaching in different schools each day, meaning I face new challenges each day, work with new pupils and different staff.'

'Getting to be active and seeing pupils develop their skills.'

'I have enjoyed bringing a team to the City of Dance Finals as I got to see how my hard work and the pupils' hard work paid off and how much they had really improved from when we began working on their routine. I was really proud to be a coach at the competition as I had competed at it throughout my school career.'

'Coaching in different environments.'

'I've really enjoyed coaching in my schools so far!'

'Meeting lots of new people.'

'Go for it!'

'Good experience!'

'Take any opportunities given, even if you don't think you'll enjoy them because you can't have too much experience.'

'Make sure to apply for your free bus travel as it can help a lot when travelling across the city to fulfil your role as an

What advice would you give to future applicants of the programme?

'My advice would be to ask for help when you need it and they will support you and give you the best advice.'

'It's a good job, just make sure you know what you're getting into.'

'Be organised!'

'Be prepared to put yourself in uncomfortable positions.'

'Be confident when you're coaching and make it fun.'

'Try your best to get to know staff and pupils and build relationships with them. Have fun while delivering!'

'Throughout my apprenticeship I have grown in confidence and tried things I would never have usually done. It has made me more mature and independent. Overall, I have grown as a person and learned lots of new skills.'

'I have improved in my confidence.'

'It's been good. I have a good relationship with my colleagues. I didn't start off my apprenticeship the best and the people I work with most helped me a lot to realise how I could work more professionally. I now feel like I'm more mature around the work place and hope this continues.'

What would you like to say about your own personal journey?

'It's been great fun so far but it's been challenging!'

'It has been a good journey so far. I have learned a lot and am continuing to develop well as a coach.'

'Since starting, I have become more confident.'

'I feel that the quality of my sessions has improved massively since the start of my apprenticeship.'

'I have gained confidence in my journey so far.'

'I feel that this job is a stepping stone for me to understand more about myself and more about what I want to do next. I now have a new experience of working in schools and have managed to break away from the pupil mindset and can now make the best out of the working environment.'

'Since starting my apprenticeship, I have grown in confidence, gained many valuable skills that I can use regularly in the future and am certain on what my future plans are.'