



PEPASS

together inspiring success

PEPASS Modern Apprenticeship 2023-2025

Interim Report October 2024

Produced by Louise Keating - Modern Apprentice Lead Officer



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Contents	Page
Introduction: Past, Present, Future	2
The Apprenticeship Journey	3
Candidate Demographics	4
Apprentice Role	5
Partnerships	7
Programme Impact	10
PEPASS Apprenticeship Training	12
Case Studies	13
Impact Evaluation of Modern Apprenticeship	15
PEPASS Apprentice Voice	16

Introduction: Past, Present, Future

The PEPASS Modern Apprentice Programme has been running successfully since 2019. Its vision remains unchanged, to upskill the young people involved, increase their employability and prepare them for future positive destinations. Modern Apprentices stay with the team for almost two years. After an initial induction process, they are deployed across the city with an Active Schools mentor to learn on the job and help contribute to the team's key priorities.

Modern Apprentices will gain a **Level 2 SVQ (SCQF Level 6) through Modern Apprenticeship in Active Leisure, Learning and Wellbeing**. They also complete mandatory enhancements (below) to support their core learning and development and we offer a great variety of opportunities to help broaden Apprentices' horizons and develop multiple skills both on the job and through our additional training programme.



**Child Wellbeing and
Protection Module 1 & 2**



**Disability Inclusion
Training SCQF Level 6**



**ICT Skills SCQF
Level 4**

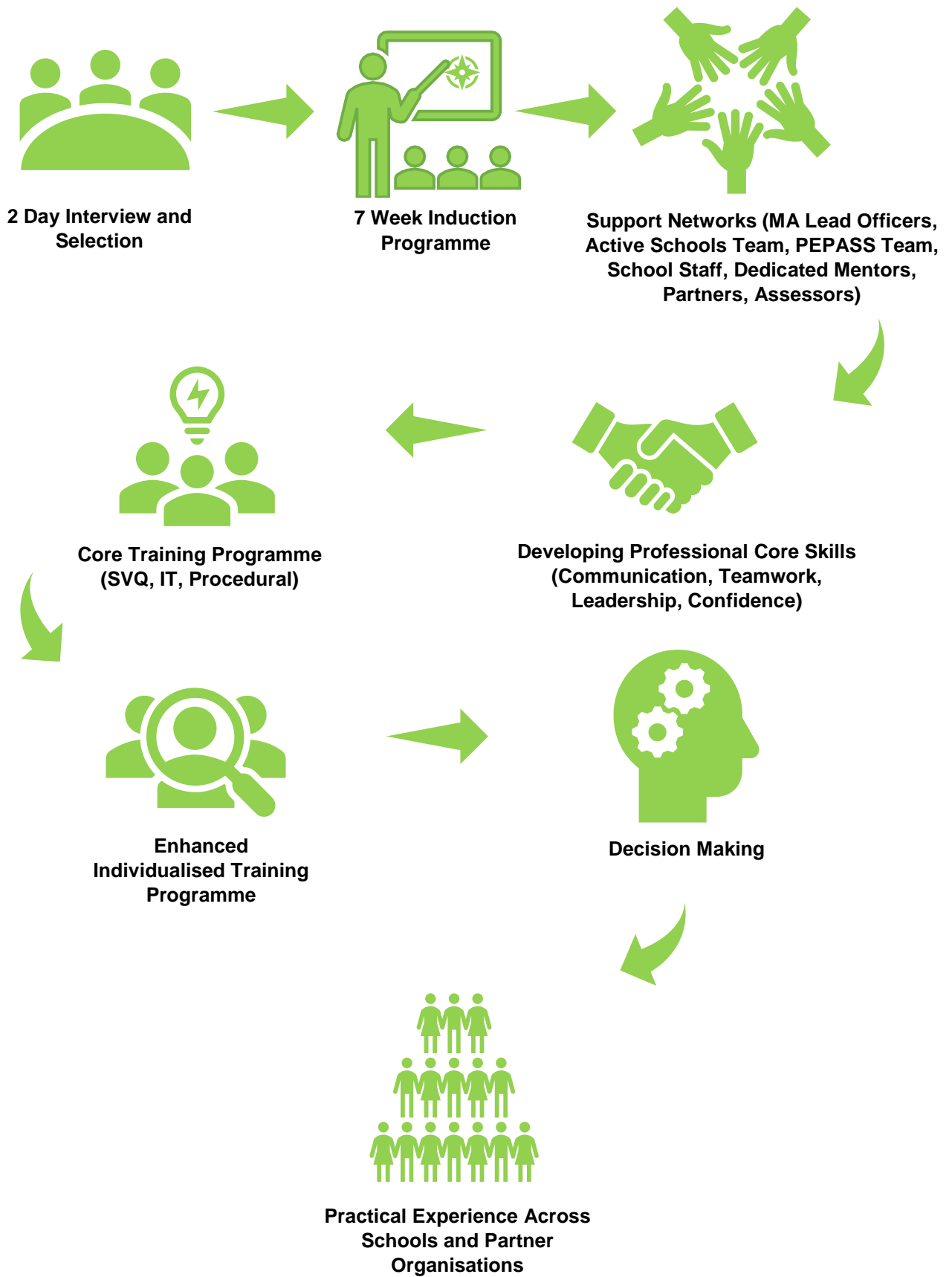


Sports First Aid

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.

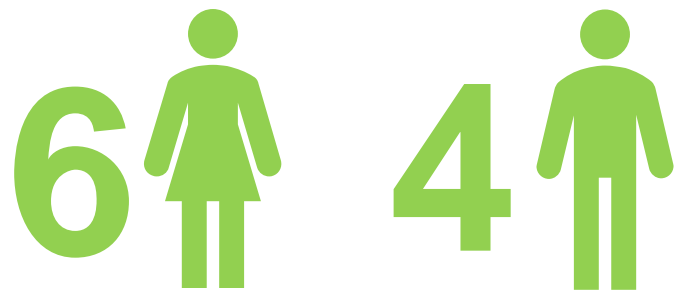
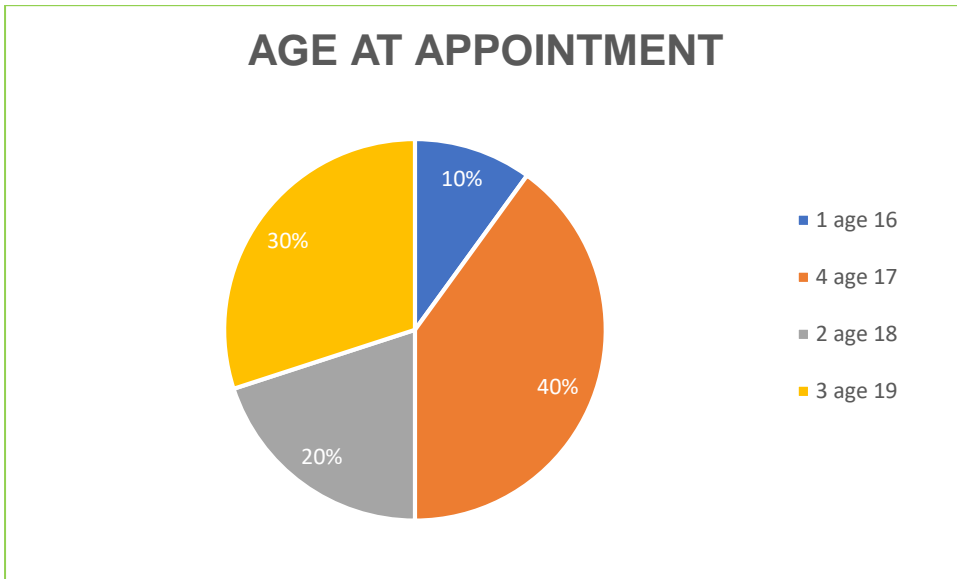
We fully support our young people to move on to positive destinations, offering the practical help and advice needed to navigate their next steps. Many of our MAs go on to work with the team in other capacities for example, as co-workers in partner organisations or Education staff across the city. For others, the Apprenticeship is a bridge to further education and we have a number of our MAs successfully continuing on their journey at college or university. The remainder of our graduates have gone on to find full time employment and the common factor in all of their stories is that the PEPASS Modern Apprenticeship has been instrumental in helping them achieve their goals. Our current group are on track to complete their Apprenticeship in July 2025.

The Apprenticeship Journey

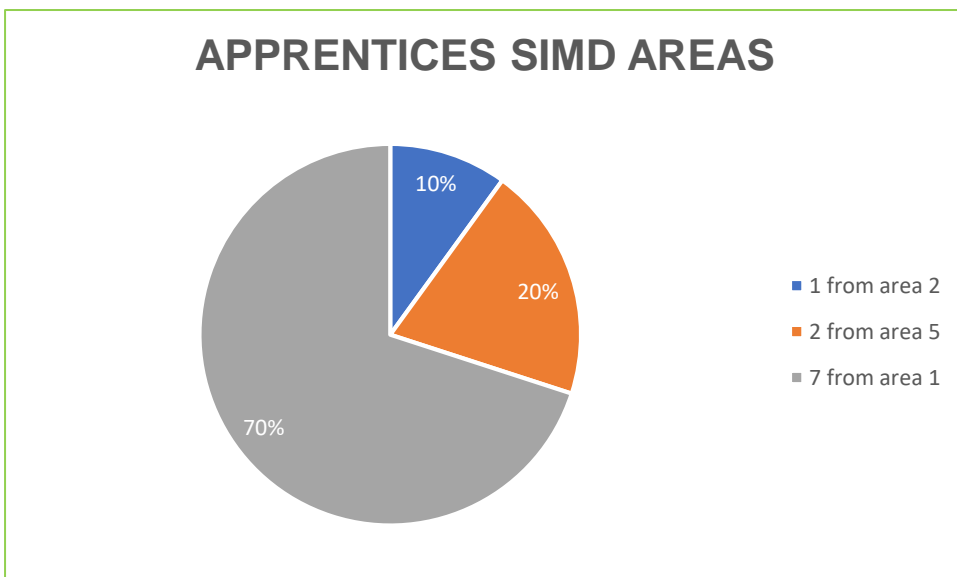


Candidate Demographics

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 PEPASS flagship events/programmes and 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'.



Kyla and Mirren delivering the warm up at a fun run in Victoria Park for P5 pupils.

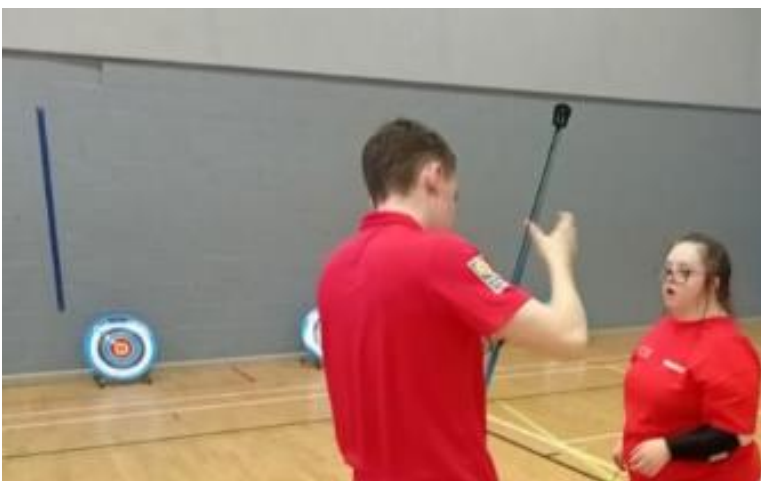
Iain coaching P1s for playground games at St. Patrick's Primary.





Charlotte with her dance troupe from St. Roch's Secondary who performed at the Glasgow City of Dance Finals. She helped choreograph their qualifying routine.

Elise delivering an infant dance club at St. Rose of Lima Primary.



Tommy assisting at one of our Inclusive Holiday Camps where MAs work with children and young people of all abilities.

Partnerships

Our key partners who support and enhance our programme are:



Sportscotland provides funding for the Modern Apprentice Lead Officer role, who coordinates the programme and supports the group and the mentor team throughout their Apprenticeship.



Glasgow Sport have a long-established Apprenticeship programme and support PEPASS through the processes involved in running our own. Their qualified SVQ Trainers, Assessors and Verifiers are contracted to assist 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 some of these partners through regular delivery alongside them, holiday camp provision and inspirational experiences. These include Local Authority and Third Sector organisations such as Glasgow Life Football, Easthall Residents Association and Royston Youth Action. As always, we welcome the feedback partners give us on the Apprentices' contributions to their programmes.

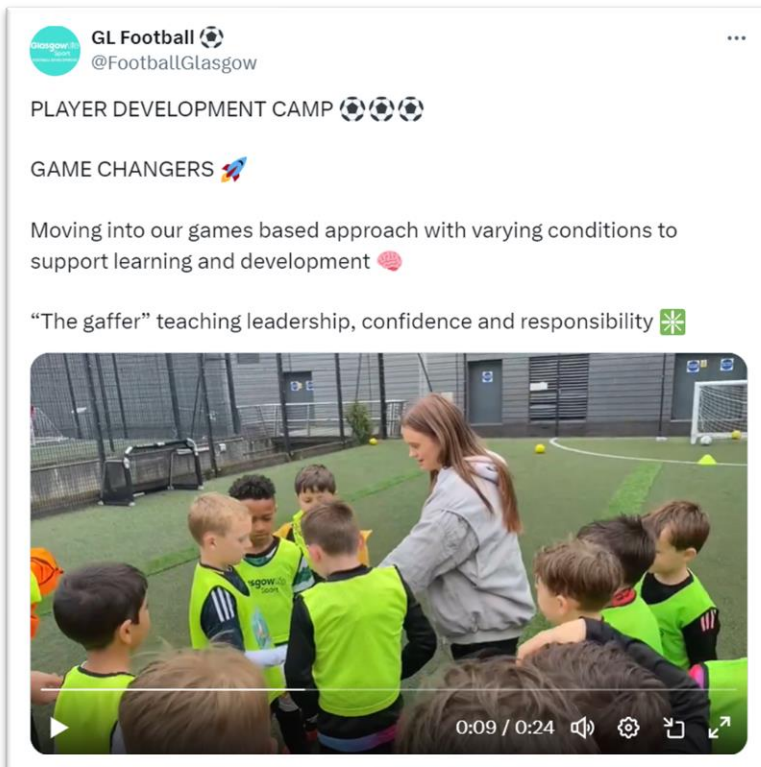
'We here at Easthall Residents Association have been privileged to work alongside PEPASS and in particular with their Modern Apprentices. The MA programme aligns well with our organisation's ethos of supporting and developing young people to become the best versions of themselves through volunteering, training and personal development. We have been fortunate to have worked with 6 or more of the MAs over the past 2-3 years and throughout this time, it has been incredible to watch them build resilience, grow in confidence, showcase their learning and deliver high quality sport and physical activity sessions for children, young people and our additional support needs adults.

The training and development programme, alongside perhaps the most important part of being mentored by Active Schools Coordinators with a nurturing mindset, is second to none and this is displayed in the competencies and abilities each MA has displayed whilst being at The Glenburn Centre. One further important and at times often overlooked quality within the MAs is their ability to build a trusting relationship whilst creating a fun, safe environment with the children, young people and our additional support needs adults. A particular highlight of the programme and a reflection of the hard work and dedication of the MAs is our organisation having offered two past MAs the opportunity of employment and one current MA recently being offered employment at weekends.

The professionalism of the MAs shines through in their work. The MA programme doesn't just have an impact with the young people's lives it transforms, it also supports organisations like ours, a small third sector organisation, to grow, develop and enrich the lives of our beneficiaries.'

Andy Gilbert
Project Coordinator
Easthall Residents Association
The Glenburn Centre

Working with external partners not only provides programmes across Glasgow with additional support but also gives our Apprentices an invaluable experience. They are able to build relationships with staff in these agencies, gain knowledge and understanding of different working environments and help develop their own pathways to employment. It plays a vital part in empowering them to shape their own futures.



Mirren assisting at a Summer Football Camp organised through Glasgow Life Football Development. They regularly ask PEPASS MAs to help support and staff their holiday camps and value the input they have in their programmes. Several of our previous groups have gone on to join their team after completing the MA.

Wheelchair Rugby at our Summer Inclusion Camp. MAs staff the camps and are essential to their success.



‘The MAs are absolutely fantastic! They gel so well as a team and do amazing work with the children at the Disability Multi Sport Camp every school holiday. They are very encouraging and engage every child, adapting to the needs of the individual. Nothing is too much trouble for them and the children look forward to seeing them.

As a result of their work, my autistic daughter’s confidence has grown, so much so that when her mainstream school ran after school football staffed by the MAs, she jumped at the chance to go. This is not something she would have been keen on had she not known the coaches but she is comfortable with the MAs and knows that they will explain things and encourage her without pushing her too far out of her comfort zone. The MA programme is fantastic, both for the young people who take part and for the children who benefit from their input. I hope it continues for many years to come.’

F McCall, Parent

Programme Impact

The Programme impacts on multiple levels –

The impact the Modern Apprentices have on the PEPASS team and its 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.



Robyn speaking to young Leaders at Kings Park Secondary about the opportunities the Apprenticeship can bring.

'Robyn is always on time, is prepared and ready to coach pupils. She controls pupils' movement very well in the gym hall when they are taking part in sporting activities and she has worked alongside staff, helping to support their classes and lessons. She is keen to learn, can work independently and can be left to work responsibly and professionally with classes and pupils.'

**Mr McKean
Depute Headteacher, Kings Park Primary School**

3,300

Days that schools are supported by the Apprentices

*Approximation based on MA duration and academic year

16,500

Hours that those schools are supported by Apprentices

*Approximation based on new 6 hour working day model

Impact of the PEPASS Programme on Modern Apprentices

The Apprenticeship impacts the young people involved on a professional and personal level e.g. experience and sports coaching, knowledge and understanding, social development, resilience, confidence, self esteem and preparation for the workforce. Every individual who takes part has their own experience but consistently, all of them leave as confident, young professionals, ready to take the next steps on their journey.

‘The Apprenticeship became a turning point in my life... I grew as a coach, a leader and, most importantly, a person. Thanks to the skills and confidence I developed during my Apprenticeship, I was able to apply to universities with an application stronger than I could have imagined... I’m now entering my second year (of PE teaching) and loving every moment of it.’

Luke, 2023 MA Graduate



2023 MA Graduates Heather and Luke with Charlotte and Tommy at our annual Young Ambassadors in Sport Conference, where they shared their inspirational journeys with young people across the city.

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.

350

**Total Training Course
Attendances**

PEPASS Apprenticeship Training

Apprentices have completed the following additional training throughout their Apprenticeship:

Council Induction Child Wellbeing and Protection

Duke of Edinburgh

Health and Safety Training

Sports First Aid Data Protection Information Security

Introduction to Physical Literacy Movement Motivators

Positive Coaching Scotland Playmakers Tutor Award

Junior Jog Scotland Bikeability

SSF Working with Young People

Event Recording Data Systems Training

ICT Skills SCQF Level 4 Microsoft Teams

Social Media and GDPR Training

Colours of Scarves Playground Games Blairvadach Orienteering

Disability Awareness

Disability Inclusion Training

Introduction to EduGolf SFA Early Touches 1.1

Gymnastics Level 1 John Muir Award

Pause B4 UPost Tennis Leaders Training

Play on Pedals Rugby Activators Goalball

The Promise Training

Triathlon Scotland Training

Case Studies

The culture within the MA is one of nurture and mutual support for achievement. We look to play to people's strengths and develop them in areas where they feel challenged.



At Basketball training (centre) with Ryan and Jason from MA Cohorts 1 and 2

Marcus made links with his Active Schools Coordinator at St. Paul's in the South Side of the city as a Rugby Young Leader. Ultimately, he found that the school environment and college was not for him but he has flourished within the Apprenticeship. After a recent autism diagnosis, the Apprenticeship has allowed him the opportunity to grow and challenge himself as a person within our supportive team environment. He now enjoys delivering a variety of sports to children and young people back in the St. Paul's cluster and believes that the programme, 'has bettered me

significantly because it has taken me out of my shell'. He is an inspiration to the pupils he works with, particularly those in his autism focussed groups and he has contributed to resources and training to educate staff in the city on how they can best support our children and young people with autism.



Leading at the SECC All Learners All Achieving Day with Sophie and Charlotte

Jack enjoyed coaching at school but left in 5th year to pursue an apprenticeship in joinery. He found the trade environment unrewarding and decided to go back to what he had a passion for. Known for his sociable personality, he loves working at big team events and enjoys being part of the PEPASS family where he feels supported both as a care experienced young person and as a young carer. He has made a huge impact working with

individual school refusers in his community and with his local ASL schools. Of his own journey, he says that, 'it's the only thing I've ever done where I get paid to jump out of bed in the morning and do something I love. It's class!'. Long term, Jack would like to focus on a career working with children who have additional support needs.



With Marcus and Tommy at the YA Conference

Based in the King's Park cluster, Robyn is the youngest member of our team, starting the Apprenticeship at 16. She enjoyed school up until 5th year but felt a change, ultimately deciding that it wasn't for her. As a keen Irish dancer with an interest in sport and physical activity, she was naturally attracted to the programme. She has grown into a confident and independent young professional who, most recently, spoke to peers about her journey at the City's Young Ambassadors in Sport Conference.

The Apprenticeship has supported her to undertake her Higher English at King's Park Secondary with a view to getting the qualifications she needs to progress on to PE teaching at university. Of her journey, she says, 'I'm so much more confident than I was even a year ago. I couldn't have imagined how good this experience would be for me'.



Keeping score at a local Primary Basketball Festival

Elise has been involved with the Active Schools Programme since she was at Primary school. She became a Playground Activator in P6, working with her Active Schools Coordinator Julie, and was also part of her school's Gymfest and City of Dance crews. Her passion for dance continued at St. Andrew's Secondary School in the East of the city, where Elise volunteered with Julie again, helping at events. Now mentored by Julie, who describes Elise as her 'right hand', she feels the Apprenticeship is a once in a lifetime experience which has helped her make the transition into the world of work. One of the things she enjoys most about her work is delivering gymnastics, dance and play to infant groups in her schools.

Impact Evaluation of Modern Apprenticeship

We value the views of our Apprentices and encourage them to play an active role in the Apprenticeship 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 (Responses 100%)	Strongly Disagree	Disagree	Agree	Strongly Agree
I enjoy the actual day to day work of the Apprenticeship	0%	0%	33%	67%
I am involved in decisions that affect my work e.g. planning lessons and organising my delivery within schools	0%	0%	22%	78%
The whole team works together to achieve shared objectives	0%	11%	33%	56%
I have a good working relationship with my colleagues across the team	0%	0%	33%	67%
I feel supported by my PEPASS colleagues and mentors	0%	0%	11%	89%
I have received adequate training to perform my job effectively	0%	0%	22%	78%
I am able to find solutions to challenges I may face	0%	0%	33%	67%
Working in this Apprenticeship has helped me develop my confidence	0%	0%	0%	100%
Working in this Apprenticeship has helped me improve my skillset	0%	0%	22%	78%
The work I do helps make pupils more active	0%	0%	33%	67%

Note: Question 3 – the MA 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.

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.

The idea of being able to help inspire kids to be active and to take part in clubs or big events like Super 7s.

I've enjoyed going into my schools to deliver sessions that the children enjoy.

I've just enjoyed all the different experiences and training we have got to participate in!

I have enjoyed getting to meet new people and being able to work with them along with gaining my confidence.

What have you enjoyed most about the apprenticeship so far?

I've enjoyed being able to develop my dance skills in ways I didn't think I could.

I have enjoyed having different opportunities and meeting new people. I have been pushed outside my comfort zone and been able to challenge myself to try new things and learn new skills.

I have enjoyed working towards helping children be better to one another. I have enjoyed creating good environments for children to play and be more fit and active. I have also particularly enjoyed the disability inclusion camps, working with a large variety of young people.

The events are my favourite thing.

I love the big team 'Red' events like Super 7s!

Be yourself, be confident and be prepared, especially for the travelling. Stay on the ball and you will be grand.

Knuckle down and enjoy!

Don't be nervous and be prepared to be pushed out your comfort zone. Always try your best, it's worth it in the end!

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

Advice I would give for future applicants is to just be their best self and communicate with others when they need to.

Be as confident as you can and don't be scared or nervous.

Be confident!

Come into the job with a professional attitude in all situations and it will do you very well. Every class, every interaction and conversation, no matter how casual things seem. Being professional at all times will do you extremely well. Things like time keeping, routine and planning are crucial.

Even if you feel out of your comfort zone with something, just go for it!

Make sure you take every opportunity you're given.

I would like to say that this job has made me more mature and developed me as a young man in many ways. It has really helped with my social skills, time managing, confidence and generally adjusting to life as an adult transitioning from a teenager.

It's been class!

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

It's been a once in a lifetime experience as I have grown as a person and learned a lot of stuff about myself and the world of work.

My confidence has grown so much over the past year, I don't think I am as shy as I was at the beginning. I think I have matured a lot and learned how to handle certain situations.

It has been a really bright journey, full of inspiration!

My journey so far in my Apprenticeship has been extremely fun and rewarding. I especially enjoy working with the ASN kids and being able to bring a smile to their faces also brings a smile to mine.

I would say that my own journey has gotten better as this Apprenticeship has allowed me to further develop skills that I will need for life and my future. As a person, it has bettered me significantly because it has taken me out of my shell.

I have enjoyed the job so far, getting opportunities to do events and work with people that anyone outside of the job wouldn't get to do. I have also gained a lot of confidence and it has brought me out of my shell.

I have enjoyed my Apprenticeship!