

# Pathways Project

Getting more people from disadvantaged communities working in the sport and physical activity sector



**Active Oxfordshire are trialling pathways into employment and Oxford Brookes University are evaluating these pathways. We are looking for partners to be involved.**

## Pathway 1: Apprenticeship with one employer.

We are looking to sign up employers who **already** run apprenticeships around physical activity, leisure and sport **OR** those keen to offer an apprenticeship for the first time, for example leisure providers, local councils, schools, larger sports clubs and community groups.

### Criteria for employers:

- Looking at advertising an apprenticeship starting between June and December 2019
- Willing to participate in a short evaluation process
- Willing to open out recruitment to include a focus on local areas of inequality (Banbury, Oxford, Abingdon)

### Benefits of taking part:

- Extra resource and local contacts to boost recruitment process
- Evaluation of your apprenticeship pathway
- Support with setting up an apprenticeship for the first time
- Build local contacts and partnerships
- Grow your own workforce- shape your own training

## Pathway 2: Apprenticeship with a consortium of employers/hosts

We are looking to sign up community groups, sports clubs, youth clubs and schools who are interested in apprenticeships but don't feel they can host the apprentice full-time. We will then support the formation of local consortia who can come together to feel the benefits of hosting an apprentice without the sole responsibility.

### Criteria for potential consortia partner:

- Able to start co-hosting an apprentice between June and December 2019
- Willing to participate in a short evaluation process
- Willing to open out recruitment to include a focus on local areas of inequality (Banbury, Oxford, Abingdon)

### Benefits of taking part:

- Cost effective staffing solution
- Potential to share costs for apprenticeship
- Option of using an ATA (Apprenticeship Training Agency) to deal with pay-roll, HR etc.
- Opportunity to build local networks
- Recruitment of local people into your organisation
- Low cost way of learning about whether apprenticeships work for you

### Pathway 3: Pathway from leadership training into local volunteering

We are working with two Oxford schools to provide leadership training to their sixth form students, through "Active Leaders". We will then signpost those trained leaders (Cimspa accredited equivalent of level 2) to local physical activity and sport volunteering options (ideally with future opportunities for paid work).

#### Criteria for potential volunteer host:

- Be accessible for volunteers living in East Oxford
- Have opportunities involving physical activity, leisure, games or sport
- Be confident in managing and supporting volunteers
- Have a volunteering policy or be able to put one in place
- Be able to offer further training or mentoring

#### Benefits of being a volunteer host:

- Recruitment of a well-trained local leader- ready to hit the ground running
- Potential to support this young person into part of your paid team in time
- Increased interaction and partnership with your local school and community.

To register your interest and learn more contact [hazelwalsh@activeoxfordshire.org](mailto:hazelwalsh@activeoxfordshire.org)

#### More information about apprenticeships:

##### An apprenticeship is a genuine job with an accompanying skills development programme.

- Apprentices must be employed for 30 hours a week (paid for by employer/consortium)
- Minimum pay of £3.90 per hour (currently) but rate is flexible above that
- Minimum of 12 months employment but employment must cover the full length of the apprenticeship
- 20% off-the-job training included in 30 hours (£5500 average cost)
- **If the apprentice is aged 16-18** (or 19-24 in some situations);
  - 1) If you are a "levy" employer 100% of the training may be paid using your levy funding
  - 2) If you employ fewer than 50 staff 100% of the training is paid through government funding
  - 3) If you are a "non-levy" organization with over 50 staff 95% of the training costs are covered by the government.
- There is some additional funding to support some apprentices (live in a deprived community/require Maths or English training/have additional learning needs)
- There are options to use an ATA (Apprenticeship Training Agency) to employ an apprentice on behalf of your organization if payroll/HR is not in place.

#### Apprenticeships are varied:

##### Here are a few examples;

- Activity Leadership
- Instructing exercise and fitness
- Sports development
- Supporting teaching and learning in PE and school sport
- Play Work
- Community Activator Coach
- Digital Marketer



We will be matching employers up with respected local ATAs and RoATPs (recognised training providers) to help find the best bespoke solution for individual situations.

For more information;

<https://www.gov.uk/take-on-an-apprentice>

<https://www.ignitesportuk.com/apprenticeships-and-scholarships>

<https://www.apprenticeshiptrainingcompany.org.uk/employers>

<https://www.sportstructures.com/apprenticeships-pre-apprenticeships/apprenticeship-information/>

# Apprenticeship Funding and How it Works

