



Govan High School



Pre-Apprenticeship Programme

Introduction

The Pre-Apprentice Programme came about largely as the result of the persistence of a former pupil Peter Crawford. Peter initially had been in contact with the school during the celebrations for the school centenary in 2010. Since that contact Peter had been of the view that he wanted to do something for his old school and the young people of Govan. Being a retired business owner who had both the professional skills as a qualified painter and decorator and had a tremendous experience of the construction industry, not to mention a network of contacts Peter felt that he could really assist the school in responding to the Developing Scotland's Young Workforce (DSYW) report.

Working voluntarily in the school Peter has been a major contributor to the bespoke programme that we have developed here in Govan High School in response to the DSYW report. As well as taking on the role as project director Peter also delivers all of the units related to painting and decorating. Something that he gets an immense satisfaction from personally. He is able to relate well to our young people and is an excellent role model. Also the fact that the programme runs using "site" rules Peter is perfectly placed to relate our activities to those in industry.

From the outset the programme has and is about better preparing young people for the world of work enhancing their formal school qualifications with a blend of vocational qualifications, experience (helping to guide them on a future career) and confidence in their own ability.

Central to the programme, and an integral part, is working in partnership with industry and in particular local business.

Timeline

- | | |
|-----------------------|---|
| August 2013 | Initial meeting to discuss the idea of a project. |
| Aug – Oct 2013 | Numerous meetings to investigate the Developing Scotland's Young Workforce. |
| Oct 2013 – April 2014 | Visits to Schools and Colleges to seek information as to what was already in place re DSYW. |

Visited: Peebles High School and St Kentigern's Academy. Looked at how both schools were delivering vocational education within present structure. Both schools were delivering through Intermediate 1 and 2 Construction. In the case of St Kentigern's Academy they were well resourced and using the assistance of external instructors from small local roofing company and West Lothian direct labour. In Peebles High School

we saw a superb facility which was a purpose built bungalow which was designed in such a way as to provide an excellent teaching/training space.



Picture 1
*Structures for roof tiling.
Peebles High school.*



Picture 2
*Plumbing arrangements.
Peebles High school.*

This visit was extremely useful and provided the opportunity to gather ideas that we later developed to suit Govan High's approach. Visited: Clydebank College and Telford College. These visits allowed us to have a close look at what was going on in the colleges relating to the first year of an apprenticeship and gave us knowledge of and guidance on what courses/units the school could provide. It was abundantly clear that the first year of an apprenticeship could not be delivered in a school for several reasons the main ones being: Government funding; time required to complete the course (i.e. full time); the requirement to be employed; long spells of on-site experience; facilities required and qualified staff.

April 2014 – Sept 2014 Started engaging with potential business partners. This involved discussing the benefits to both parties. It was clear that there were benefits to working in partnership and these included: Bespoke Pre-Apprentice programme to produce more suitably qualified and experienced young people better fitted to enter an apprenticeship and much more likely to complete their apprenticeship; better prepared young people with a clearer idea of what they were entering; savings for companies due to drop out costs.



Invited the CEO of Morris & Spottiswood into the school to discuss our vision both long and short term. As Morris & Spottiswood are a company who take their social responsibility seriously and were impressed by what we were advocating they were delighted to work in partnership with the school. They very kindly agreed to provide the labour and materials to

convert a redundant art room with purpose built pods to provide the facility for painting and decorating SQA units that we would pilot.



Picture 3
The entrance to the converted room



Picture 4
3 of 5 custom built areas for painting and decorating.

The company also kindly provided support from their Human Resources and Health & Safety departments. All young people would be interviewed by their staff prior to starting the course and prepared for job applications and interview techniques. In addition the young people would be put through rigorous Health & Safety training similar to that for their apprentices. All PPE equipment was provided by Morris & Spottiswood.

The commitment and genuine interest shown by Morris and Spottiswood demonstrated their belief that successful businesses had a social responsibility and in particular to the local community in which they are based. This company have shown exactly what can be achieved when a genuine partnership is operating.



Picture 5
Putting their skills to use on door finishes.



Picture 6
Quality work areas provides the conditions to produce quality work.



Picture 7

Proud young people kitted out in their PPI supplied by Morris & Spottiswood.

Discussion also took place in and around the SQA qualifications that the young people would gain as a result of the programme and in addition to their traditional academic qualifications.

Developing SQA NPA units in Painting & Decorating and teaching materials. This involved using the SQA website to download: National Unit Specifications; Unit Assessments. Our teaching materials were developed from the Scottish Further Education Unit materials produced for Intermediate 1 & 2 construction units.

Dec 2014

SQA accreditation of four units from the NPA G8H4 45. This consisted of the employability unit and three painting and decorating units. These units were chosen as pilot units and would give Peter Crawford (Project Director) experience of SQA policies, unit assessment and verification. During the visit for accreditation SQA advised that they were pleased to authorise the school to deliver the units and that the facilities were excellent and as good as many colleges.

Jan 2015

First pupil group. Pilot with 4 units

Following the success of the first group of young people Morris & Spottiswood were happy to convert a second room to facilitate the delivery of plumbing units.

Feb 2015

Formal Management group set up. 6 weekly meeting to discuss the way forward with the programme. Group consists of:

- 2 HR representatives from Morris & Spottiswood
- 1 Apprentice from Morris & Spottiswood
- 1 Parent (also member of School's Parent Council)
- Andy Masterson DHT GHS
- Peter Crawford Project Director (Former pupil and retired businessman)
- Intention to bring on a pupil representative in the future

Feb – June 2015

Developed further partnerships with industry:

Luddon construction – Agreed to provide SQA and industry certified Health & Safety training to young people. As we were developing a partnership with Drumchapel High school at this time we were able to bring them in on this training.

June 2015

All 7 pupils from the original pilot now in positive destination. These were:

- 2 Apprentice painter & decorators
- 1 Apprentice Landscaping
- 1 Apprentice joiner
- 2 Project Management training (HND)
- FE College construction

June 2015

New academic year starts with two groups:

1. S4 7 pupils – National 4 Construction course
2. S5/6 7 pupils – G8H4 45 Painting & Decorating

June 2015

Second room converted to allow the delivery of plumbing unit for Nat 4 and Nat 5 Construction Crafts course. Again, Morris & Spottiswood were happy to provide the materials and labour working with the school on design and layout of the room.



Picture 8
Initial installation by pupils.



Picture 9
Pupils at work.

Aug 2015

2 pupils left to take up apprenticeships:

- Civil Engineering (sponsored degree course)
- Apprentice Land Engineering

Sept 2015

Visit from 20 educationalists from Denmark who were keen to learn what our approach to vocational education was and how we served an area of multiple deprivation. Their view was that they could learn a lot from what we are doing here in Govan High School and were extremely grateful to us for hosting the visit.

Oct 2015

Peter Crawford (Project Director) starts a college course working towards his Assessors NQ.

Capita conference on Developing Scotland's Young Workforce. Govan High School was invited to showcase its bespoke programme. Presentation from

Peter Crawford, Alan Boyd director of Morris & Spottiswood and Lauren McCormick a former pupil and apprentice with Morris & Spottiswood. Presentation very well received by the large audience.

Jan 2016

Specific page dedicated to the Pre-Apprenticeship Programme set up within the school web site to highlight the work going on in the project.

<http://www.govanhigh.glasgow.sch.uk/PlainText/PlainText.aspx?SectionId=b9a90f2b-2bb8-412b-b593-ec3e3e1bbdb5>

March 2016

Twitter account set up specifically to highlight the Pre-Apprenticeship Programme.

<https://twitter.com/PAPGHS>

April 2016

Initial talks with Aberlour Trust working in conjunction with Elderpark Housing Association to consider joint working with a group of young people identified as being problematic in their community by both the EHA and Police Scotland. Interestingly this contact came through our partnership with Govan Housing Association.

A pilot project aimed at identified young people in S3 is designed to improve the community, foster good habits and a feeling of belonging to their own community and possibly lead these young people towards the Pre-Apprenticeship Programme when they enter S4. Working in the African Arts Centre in Govan the group will renovate the kitchen area. The bulk of the work will be tiling where valuable skills for life and work will be developed.



Picture 9

S3 pupils starting the preparation work with John Henry of the Aberlour Trust.

May 2016

Peter Crawford invited to sit on the Govan Housing Association interview panel to appoint contracts on behalf of the association. Peter will explore with the various companies their corporate social responsibility and will encourage each of them to consider Govan High pupils for interviews and possible apprenticeships that may become available.

It has been agreed that as GHA are setting up a Skills Academy to train their apprentices that they will work in further partnership with GHS on this and that our construction pupils will join with them when appropriate and that training will take place using both their facilities and those we have in GHS.

Business Partnerships



[Morris & Spottiswood:](#) Were our initial partners and we are indebted to them for their support. Through their generosity we have converted 2 redundant rooms. One room has had the shell of a house built inside it, 6 rooms where our young people are able to learn the skill associated with painting and decorating. The second room has been converted to facilitate the teaching of skills related to plumbing. The full costs of the conversions were met by the company. In addition they have provided the school with the services of their HR department to give our young people practice in interview skills and have given us access to work experience placements.



[Luddon Construction:](#) Through our partnership here we have been given free training at their training site which will give our young people industry standard Health and Safety training qualifications. This has been at considerable cost to the company. The attached letter from the company details the attendance and pass rate for the pupils combined from Govan High and Drumchapel High. The pass rate for Govan's young people was 100%.

In addition the partnership was enhanced when Luddon Construction decided that they would like to help the school and its young people further and assist in cutting travelling costs. To this end they are very happy to service and maintain our school mini-bus free of charge through the company garage facility. This for us was a clear indicator that the company were very happy with the progress of the partnership and showed their commitment to corporate social responsibility.



AMEY:

This is the company who have a 30 year contract with Glasgow City Council to provide a high quality learning environment for Glasgow's secondary age young people. With their kind permission we have been given special permission to convert 2 classrooms and other areas of the school for bricklaying and roof tiling activities. In addition we have granted permission for our young people to decorate areas of the school but only to the high standards agreed with AMEY management and so far that has been highly successful.



Johnstone's Paints:

Have been kind enough to supply us with all paint required for our painting and decorating units free of charge.



Govan Housing Association: We are currently developing a major partnership with the GHA that will allow our young people to put their learned skills to use in their own community.



Doig & Smith:

This is a fairly recent partnership and they will supply the school with the building materials required to offer the Half Brick wall unit in bricklaying. They will also provide a qualified bricklayer to deliver the unit.



[Aberlour Trust](#)

It is important to highlight that this partnership came through our partnership with Govan Housing Association who introduced us to John Henry of the Aberlour Trust who proposed a further partnership. The Aberlour Trust was also working in partnership with Elderpark Housing Association.



[Elderpark Housing Association](#)

Through the EHA partnership with the Aberlour Trust and following on from the S3 project in the African Arts centre it has been agreed to extend this work with the EHA providing flats that John will work on outwith school hours with identified young people. The school will work with John on this. This diversionary project will benefit the young people, their community, whilst developing skills for life, work and learning in them.

Education Partnerships



Glasgow City Council

[Employability and Skills Partnership Team:](#)

The programme here in Govan High School has been supported and has had additional funding from the ESP team for the city. This funding has allowed us to tool up for the delivery of units with more funding promised.

Access LLP

Education Business Manager

The assistance and support the programme has received from both our Access LLP department and our area Business Manager has to be recognised as both have helped us navigate through regulations when setting up something of this magnitude.

School Partnerships



[St Kentigern's Academy](#) (Blackburn): From the outset and indeed from its earliest planning stages there has been close collaboration and collegiate working between the staff in both schools.



[Drumchapel High](#) (Glasgow); This session Govan High School was approached by Drumchapel High School for advice on how to set up their own programme. It was clear from the outset that there was much to be gained for both schools to work in partnership for the benefit of the young people in both schools. In particular using our Link with Luddon construction it was agreed that both sets of pupils would attend the Health & Safety training together as one unit. This simple arrangement made it more financially viable for the company to deliver the training. In addition to assist staff at Drumchapel High School it has been agreed that the units on brickwork will be delivered here in Govan High School.

Qualifications

S5/6 Pupils - NPA G8H4 45 and Health & Safety

UNIT NAME	UNIT NUMBER
Construction Occupation Practices: An introduction	F1JN 10
Efficient Construction Practices: An Introduction	F1JR 10
Preparing and Painting Surfaces	F1K7 10
Paperhanging: Foundation and Plain Paper	F1KE 11
Construction: Decorative Painting – I2	F1K9 11
Construction: Decorative Treatment - I2	F1KA 11
Construction Safety Practices: An introduction - SCQF Level 4	F1JP 10

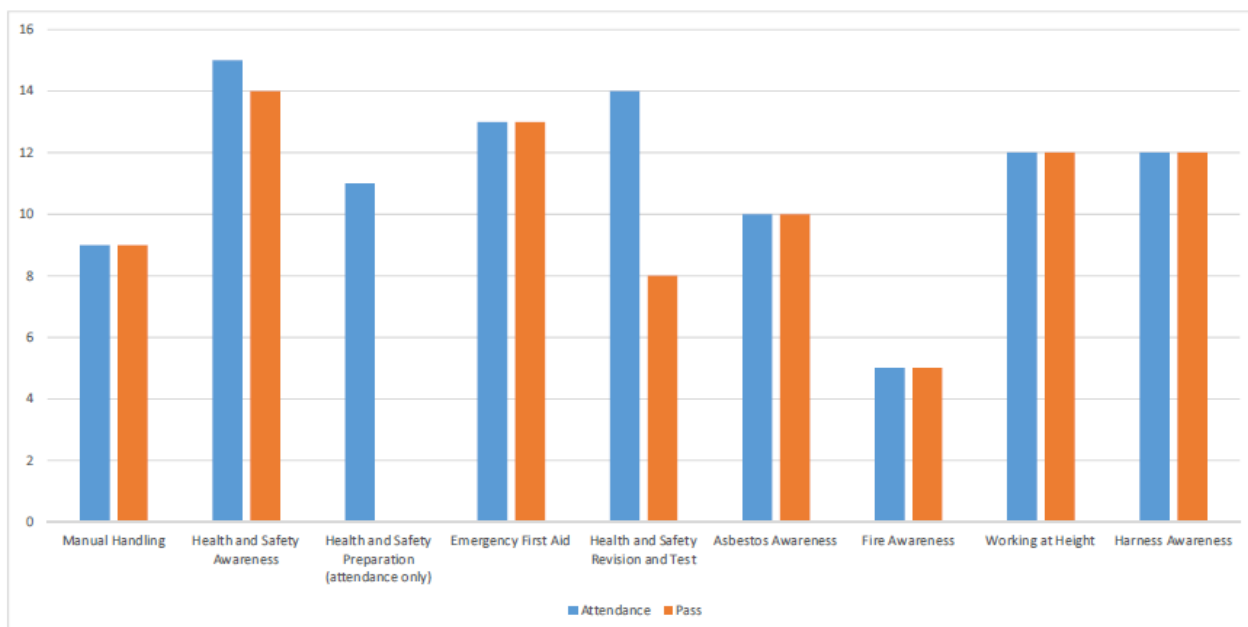
Health & Safety training delivered by Luddon Construction training Centre

UNIT NAME	
Manual Handling	1/2 Day
Health & Safety Awareness	1 ½ Days
Emergency First Aid	1 Day
Asbestos	1/2 Day
Fire Awareness	1 Day
Working at Height	1/2 Day
Harness Awareness	1 Day
CSCS card	

Outcomes and Attendance at Luddon Construction Health & Safety Training Centre



Luddon Construction Ltd - Skills for Life Training Initiative



It should be noted that the figures shown above represent the two schools together. Govan High School's pass rate was 100%.

UNIT NAME	UNIT NUMBER
Construction Crafts: Employability Skills	DM7C 10
Construction Crafts: Half Brick Walling	DM7G 10
Construction Crafts: Site Carpentry and Bench Joinery	DM7J 10
Construction Crafts: Plumbing	DM7E 10
Construction Crafts: Decorative Painting	DM 7K 10
Construction Crafts: Decorative finishes using water-borne paints	DM7Y 10
Construction Crafts: Roof Tiling	DM7N 10
Construction Crafts: Carpentry and Joinery techniques	DM82 10

Pictures of various projects completed out by Govan's young people.

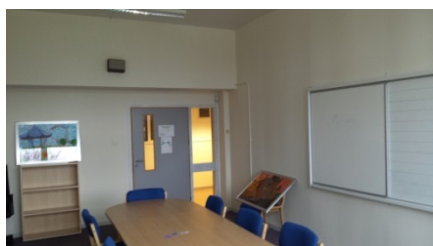
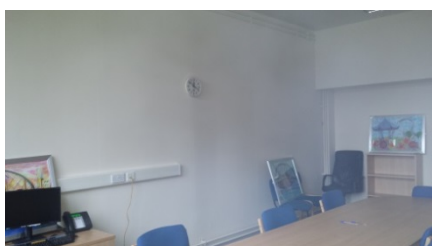
Construction corridor



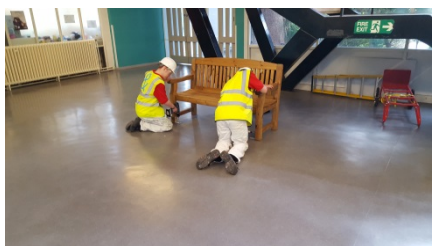
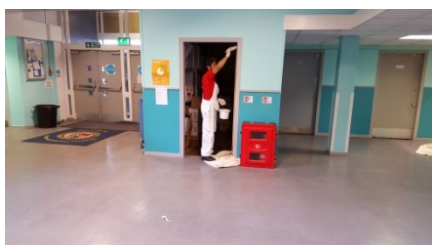
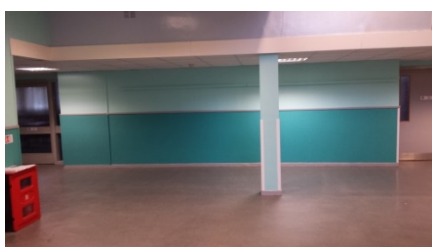
DHT's office



New conference room in GHS



Pupil relaxation area in GHS



24 March 2016

Govan High School
12 Ardnish Street
Glasgow
G51 4ND

For the attention of Peter Crawford

Dear Sirs

**GOVAN HIGH SCHOOL
CONSTRUCTION INITIATIVE – YOUTH DEVELOPMENT**

We write to confirm our full support for the construction teaching programme, which has been established at Govan High by Peter Crawford and Andy Masterton. The programme provides an introduction to and overview of the Construction Industry and the various skilled trades available. More importantly, it helps to prepare pupils who may not receive the opportunity for future employment, by teaching them the skills necessary for a number of trades. To date, Govan High have two construction rooms available, and have tailored classes that act as 'pre-apprenticeships' for plumbing, joinery and painting/decoration. With continued support, there are plans for an outdoor bricklaying area in attempt to expand the number of trades they can teach. Further to this, pupils enrolled in the course also work towards qualifications necessary for working on site, such as CSCS cards, Health and Safety training and Asbestos Awareness.


This programme offers continued benefit to the Construction Industry by providing a young, pre-trained work force readily available for employment by local employers. It also gives pupils an idea of the large variety of disciplines offered by the industry, including consultants like ourselves. If pursued further, this can in turn benefit construction consultancies and professional firms by encouraging the more capable individuals to pursue construction careers outwith being a site operative.

The initiative is funded by Peter Crawford, with external support and donations being made by notable firms such as Morris & Spottiswood and Luddon Construction. This continually growing support network serves only to reinforce the potential of this teaching programme.

The development of this initiative could have an increasingly positive impact on the Construction Industry going forward, with the idea of providing and maintaining a steady, reliable and partially trained workforce straight from school.

In conclusion, the construction initiative offered by Govan High School is an outstanding example of youth development and investment in young people. Pupils in the area are being presented with an opportunity to better their skills and develop a future career, to the mutual benefit of both the individual and the local community. As a result, Doig & Smith are fully behind this programme.

Yours sincerely,



Gordon McLintock
Director
for and on behalf of
DOIG+SMITH

Luddon Construction have partnered with Govan and Drumchapel High Schools to provide students with industry-recognised training to help prepare them for work in the construction industry.

In August 2015, Govan High School formally launched one of the first private sector backed construction industry Pre-Apprenticeship programmes in Scotland.

The accredited training is being delivered through the Luddon Training Centre and includes qualifications such as CITB¹ Health & Safety Awareness, manual handling, asbestos awareness and CSCS². The training has been chosen to supplement the vocational qualifications which the pupils are undertaking at school as part of the pre-apprenticeship programme.

The partnership has been generated as an outcome of the Wood Commission report, 'Education Working for All!' The report makes recommendations in relation to *'producing better qualified, work ready and motivated young people with skills relevant to modern employment opportunities, both as employees and entrepreneurs of the future.'*³

The report also makes recommendations on how businesses and industry might provide pupils with more awareness of the wide range of careers available to them and encourages employers to consider the benefits of employing young people directly from high school education.

Now in its second academic year, the pre-apprenticeship programme which originated at Govan High has been extended to Drumchapel High with 17 pupils attending the Luddon Training Centre regularly and appreciate the opportunity to achieve valuable industry-recognised qualifications away from the school environment.

Feedback to date has been extremely positive from pupils, teachers and parents who have all seen an improvement in both attendance and attainment at school.

Luddon Director, Allan Randall, said, *'This initiative will lead to closed relationships between companies, schools and colleges. In turn this will generate better training and employment opportunities for Scotland's young workforce who have an interest in joining the construction industry. In addition the initiative will provide the construction industry with a much needed boost to the number of skilled workers. We are very proud to be involved with such an important programme.'*



Conclusion

From the point of view of the school we regard the Pre-Apprenticeship Programme to be a great success. It is an excellent example of the blend of vocational education and academic. When Skills for Life, Work and Learning are taken into account we feel that young people are much more prepared for life beyond school. To date we have a 100% success rate for our young people leaving school and going on to a positive destination. The school has developed some excellent partnerships but there should be no doubt that a tremendous amount of time and commitment has gone into these and these partnerships need constant review.

Andy Masterson DHT

Through the vocation approach to education we have shown that young people learn and develop in different ways. Although skills based young people have achieved success and qualifications that have made them better prepared for the world of work. Working in partnership with other agencies and local employers has provided many opportunities that schools cannot provide on their own. This programme has catered for the many levels of job opportunities in the area of the construction industry.

Peter Crawford Project Director

Both Peter and I on behalf of Govan High School and its young people would like to publicly thank our partners for their commitment and continuous support with the Pre-Apprenticeship Programme. Without them quite frankly it would have been impossible to provide the level of facilities, resources and experiences.