



NCC Apprenticeships Newsletter: Norfolk Schools - Autumn 2022

Welcome to our first Norfolk Schools Newsletter!

The NCC Apprenticeships Team manages the apprenticeship levy received from all Norfolk local authority schools and are here to help and guide you through the opportunities available for both existing staff and new recruits within your school.

What's new?

The Early Years Lead Practitioner Level 5 apprenticeship is aimed at professionals who work directly with children and are skilfully leading day to day practice. This apprenticeship standard would ideally suit a HLTA within your school. Access the [link](#) to find out more or contact the NCC Apprenticeships Team for more information.

Apprentice Updates

A warm welcome to our 15 new Teacher L6 apprentices who have started their apprenticeship journey this September!
And a huge well done to our apprenticeship achievers that have completed the Teacher L6, Teaching Assistant L3, and School Business Professional L4 apprenticeships in the last academic year!

Meet the NCC Apprenticeships Team

We are currently supporting 32 schools within Norfolk and offer over 14 apprenticeship standards to 56 members of staff.



Lauren Reader
Apprenticeships and
Talent Development
Partner



Emma Murgatroyd
Apprenticeship
Advisor



Jo Kirkby
Apprenticeship
Advisor



Lisa Peter
Apprenticeships
Project Coordinator

Myth Buster: Apprenticeships are only for low academic achievers?

It is important to keep in mind that even the lowest level of apprenticeship leads to a Level 2 qualification and is equivalent with Grade 4 or above at GCSE.

Apprenticeships are available all the way up to a Level 7 which is equivalent to a Masters Degree.



NCC Apprenticeships Case Study: PE Apprentices at the Nebula Federation

The Nebula Federation has found that hiring apprentices is an effective way to grow talent and develop a motivated, skilled and qualified workforce. They have helped to reinvigorate the team, added enthusiasm and energy, and of course have been a cost-effective way of scaling up our workforce.

Employing young, talented apprentices has added a whole new dimension to the schools, bringing a fresh perspective and some new ideas. This in turn has also motivated existing employees, so we have both expanded and upskilled our workforce.

Taking on apprentices has also helped us to improve the range of skills and opportunities we have for children in our schools. The apprenticeships can be tailored to specific job roles, and this makes them flexible to the needs of our schools. For example, one of the main benefits for us has been hiring PE apprentices, which then work in our schools towards becoming both a sports coach and having experience as teaching assistant. Our PE apprentices therefore work in our classrooms, alongside our teachers on a one-to-one or small group basis, helping to monitor behaviour or improve children's knowledge and attitudes towards learning. But, they also offer support

in PE and games lessons - planning sessions, creating games, engaging children in sports, leading classes and helping staff enhance the national curriculum.

The apprentices also carry out physical and sporting activities during breaktime, lunchtimes and after school. They help run sensory circuits before school and during the day as required. This helps our schools to provide increased opportunities for organised physical activity and to meet the needs of most vulnerable pupils. Not only does this keep children active, it also gives the apprentices the opportunity to get to know the children, build relationships and inspire children to engage and to be active. So, we effectively train a new employee to think and act in the interests of our children.

Employing apprentices has also encouraged us to look at the way we do things because as our staff are passing on their knowledge and expertise to people who are keen to learn, this not only enhances their own skill development but by simply taking a closer look at what they do and why, has led to them making further improvements.

Ashley Best-White, Headteacher at Nebula Federation

Get in touch!

We love to hear from you — be it to find out more about apprenticeships, to share your apprenticeship success story with us, or simply to say hello.

You can reach the NCC Apprenticeships Team via email on nccapprenticeships@norfolk.gov.uk and we will be happy to support you.

For further information on Apprenticeships for Norfolk Schools, please visit our [Norfolk Schools Apprenticeships page](#).