



# Endless Possibilities

Walsall Council's  
Apprenticeship Programme

## ANNUAL REPORT

YEAR 3

2020



Walsall Council



Apprenticeships



Walsall Workforce 2020  
Growing Together

## Background to our Apprenticeship Programme

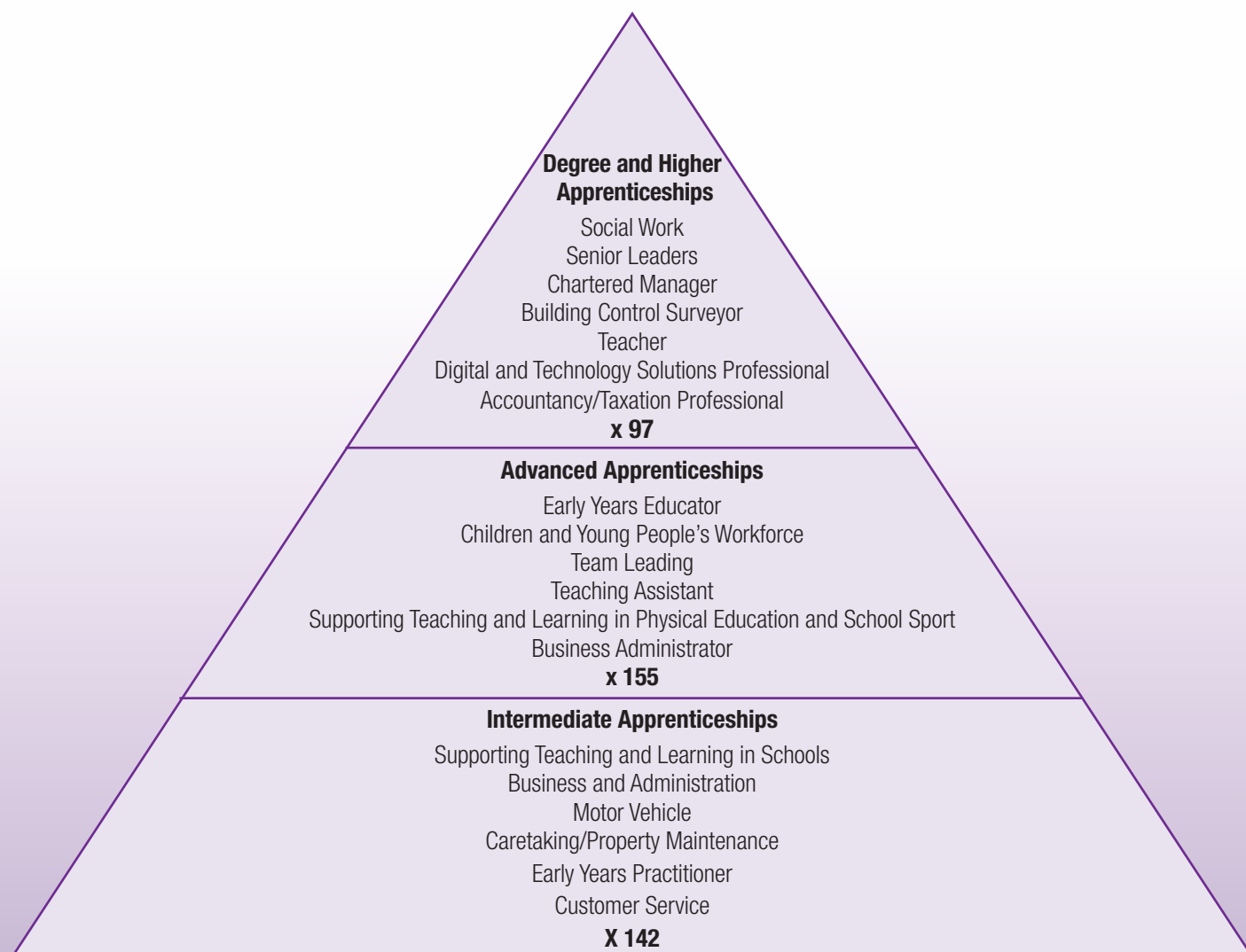
In May 2017 we launched our new Corporate Apprenticeship programme – *Endless Possibilities*. Our decision to invest in Apprenticeships was largely based on the changes introduced under the Apprenticeship Levy and the Enterprise Act 2016, however, rather than just seeing the Levy ‘pot’ as something to be spent we felt our use of the funding should be aligned to our corporate workforce strategy and other key drivers such as the PROUD Transformation programme.

This report details our **performance in Year 3** and is aligned to the Public Sector target which is reported to the ESFA (Education Skills Funding Agency) every September and details our progress towards meeting the target. The Public Sector Apprenticeship target was introduced in 2017. Public sector bodies with 250 or more staff in England have a target to employ at least 2.3% of their workforce as new Apprentice starts annually over the period 1 April 2017 to 31 March 2021.

Back in 2017 we produced a ‘pyramid’ projecting what Apprenticeships would make up our target figure and at what levels based on the business needs and affordability. Our Pyramid has developed even further over the last year.

Our original target of **164** Apprentices was surpassed and in the first year we achieved **175** Apprentices, this then grew in Year 2 with **302** Apprentices. Our achievements year to date have exceeded all expectations and our Endless Possibilities programme continues to develop and grow as below.

## At the end of our 3rd year we have 394 Apprentices



2019/2020 – Apprenticeship Pyramid showing actual numbers

In our Annual Report for Year 2 we highlighted areas for development in Year 3, here is an update on those activities:

Activity	Progress
Continue to grow numbers whilst maintaining quality provision	In March 2020 our Apprentice numbers are 394 in total across the organisation including schools. We were the only council within the West Midlands to meet the Public Sector target for 2 years consecutively and within the Top 10 councils nationally. In our 3rd year we are now seeing our Apprentices complete their programmes with a high number receiving distinctions.
Monitor National Developments on the levy post 2020 – we will adapt to any changes that are released	Post 2020 levy plans have currently been put on hold due to COVID19.
Work more closely with the neighbouring councils and the West Midlands Combined Authority to share best practice especially around provider intelligence	We continue to work with our neighbouring authorities meeting bi monthly. We are currently working on a project sharing best practice around Care Leaver programmes. We are also working with the Local Government Association developing case studies on the work that we are undertaking with our schools and the successes including the high number of new Apprentice recruits within our local schools during lockdown.
Continue to promote the benefits of 'Apprenticeships' to line managers and schools	We continue to grow our programme and in Year 4 we will be looking to develop new Apprenticeship delivery in Occupational Therapy, Counter Fraud, Insurance, Learning Mentor and Psychological Wellbeing Practitioner and a 3rd cohort of Social Work Apprenticeships.
Develop a Graduation ceremony to celebrate Apprenticeship achievements	Unfortunately these plans have been put on hold due to COVID19.
Work with Schools to identify how the Teaching Degree Apprenticeship can support Teacher Recruitment	Schools continue to grow their programme and this year we have a number of the Leadership teams undertaking Chartered Management and Senior Leaders Apprenticeships – these programmes have been tailor made with an Education focus.
Launch the Black Country Apprenticeship Ambassador Network in September 2019, building a local network of like-minded employers to promote Apprenticeships to the wider community	Our Apprenticeship Programme Lead is chair of the Black Country Apprenticeship Ambassador Network and has grown membership by 533% over the last 6 months. The group includes local employers and national companies who have their head office within the borough. We will be working as a group of like-minded employers to promote Apprenticeships especially to Secondary schools and developing a virtual offer in 2021/2022 to replace careers events.

We continuously work with our partners across the community and when we don't have vacancies available we signpost to other employers

Here is just one quote from a happy partner:

*'Helena, I wanted to give you the good news regarding Lauren and the Black Country Womens Aid Apprenticeship opportunity, she had her 2nd stage interview on Friday and was called yesterday to advise she has been successful, pending her DBS. I wanted to thank you for the support and advice given to Lauren, who came to me fresh from school and A Levels this year and was ultimately being guided towards University. It has been a fantastic piece of collaborative working between us that has led to this young person into, what is the perfect starting ground for her pursuance of a career as a Social Worker, paid, gaining relevant qualifications and valuable work experience! You can tell how much I love the Apprenticeship pathway!'*

## Highlights from Year 3



3 Apprentices in the finals of the Black, Asian and Minority Ethnic (BAME) National Apprenticeship Awards and one overall Winner in the 2020 awards.



We took part in our first ever 'Learn Live' broadcast where 10,500 young people heard us talk about the range of job opportunities at Walsall Council



In partnership with Black Country LEP/Skills Factory and the Careers and Enterprise Companies Career Hubs we held our first ever virtual 'Meet the Apprentice' event.



Becoming a Cornerstone Employer with the Careers and Enterprise Company and helping to develop impartial Careers, Advice and Guidance to our Secondary Schools across the borough and beyond.



West Midlands Apprenticeship Ambassador Network, chairing the Black Country sub group of the West Midlands Apprenticeship Ambassador Network and increasing the group membership by 533% with local employers like Assoy Abbloy and Mid Counties Co Op becoming members.



High completion and retention rate with a great number of our Apprentices achieving Distinctions



The Social Work Degree Apprenticeship Cohort 2 launched with virtual briefing sessions being delivered via MS Teams

## Corporate Apprenticeship Working Group

The Group continue to be active members and 'steer' the direction of travel. We are the only council within the West Midlands to have created a cross directorate group so we continue to 'lead the way'.

We have reviewed the membership to ensure we have a 'true' representation of council teams and schools. The Group as always will continue to be at the forefront of promoting the Apprenticeship programme across the organisation and linking Apprenticeships into the workforce needs of their respective service areas.

Our current membership includes:

Directorate	Service Area	Representative Name
Children's Services	Money, Home, Job	Patrick Morrison
Representing Walsall Primary Schools	Headteacher Blackwood School	Tracey Coles
Children's Services	Post 16 Strategic Team	TBC
Resources and Transformation	ICT	David McNicholls
Resources and Transformation	Community, Equality and Cohesion	Haroon Ravat
Economy Environment and Communities	Employment & Skills	Jane Kaur Gill
Representing Walsall Council Apprentices	Degree Apprentice Civil Engineer, Major Projects Minor Improvements & Structures	Eden Turley
Adult Social Care	Principal Social Worker	Seanna Lassetter
Economy Environment and Communities	Clean and Green	Phillip Dutton

## The Brand!

The Brand continues to grow especially within Secondary Schools across the borough. A big thanks to our colleagues in Print and Design who continue to support us with developing a range of marketing materials that help us promote the Apprenticeship programme at school careers events, jobs fairs and Apprenticeship promotional events throughout Walsall and beyond. It was always important to us that we had a strong identity for our programme, one that was easily recognisable and able to be translated into traditional promotional activity as well as social media platforms.

We have released our 5th newsletter during lockdown and have plans to develop our brand further through 'virtual' events over the next 12 months.

We work closely with all partners including the Local Enterprise Partnership, Black Country Skills Factory, DWP, Chamber of Commerce, Careers and Enterprise Company including the Career Hubs.

## Social Media Presence

We always knew it would be vital to have an online presence and that this would help us spread the word about our Endless Possibilities programme. We currently have:

**Twitter followers:** 951    **Facebook Page followers:** 157

We use Social Media to 'boost' our vacancies and encourage people to 'share' within the wider community. We have run a couple of Social Media Campaigns linking into National Apprenticeship Week and a campaign called 'Here come the Girls' showing how our female Apprentices who are working in male dominated job roles are leading the way. We continue to work with partners including our 6 training providers, the Walsall Works team and Black Country Impact to help us promote vacancies and share Apprentice success stories. All of our communication is supported by our internal Communications team and they have helped us produce a range of video case studies, with the aim of stimulating interest and recruiting the very best talent for Walsall. Our webpage details Case Studies and video links of Apprentice success stories.

## Support for Line Managers

We have a full library of Fact Sheets to support line managers and inform employees of the opportunities available. We have also produced a Recruitment Guide for line managers who would like to Recruit an Apprentice.

In Year 4 we will be promoting Apprenticeship Recruitment further to line managers with the introduction of an Apprenticeship Incentive to support wage costs.

Stuart Webb from Walsall Leisure has been a huge supporter of the Apprenticeship programme from Day 1. He says:

*'We are totally driven by budget as a service, with income growth targets and tight constraints with expenditure. One of our constraints was that we would not be able to afford to develop our teams so when the opportunity arose to access funds from the Apprenticeship Levy we jumped at the chance!*

*The Apprenticeship programme has been a great way for to 'upskill' our existing team at Walsall Leisure. We have focused on developing our Duty Supervisors and Line Managers and we have seen a return on investment with the ability to delegate more and also growing our service area! We have also recruited a young Care Leaver - aligned to our Directorate Pledge to support young people that may be vulnerable and as Corporate Parent we wanted to give the opportunity to someone who just needed a helping hand up onto their first step of the career ladder - Luke is now a qualified Personal Trainer! We can highly recommend the Endless Possibilities Apprenticeship Programme to all other service areas across the organisation'*

## Schools

The Apprenticeship programme has been very well received by schools and they continue to lead the way regionally and nationally. We now have **168 Apprentices within schools** across the borough this consists of:

- Existing Staff = 49
- New Recruits = 119

We have ensured that all schools have been regularly contacted regarding their levy allocation. Certain schools have confirmed they will not be spending their levy so with their permission we have now released extra funds for other schools to bid for by an Expression of Interest process.

All Schools receive a yearly Statement of Finance detailing what they have paid into the levy, year to date, and what they have spent on Apprenticeship Training.

New Apprenticeship Standards are frequently being released, so we are now looking at additional Apprenticeships to enhance the offer to schools:

- Teaching Degree Apprenticeships (Level 6) – our first cohort completed in January 2020.
- Senior Leaders and Chartered Management Degree Apprenticeships (CMDA) – we are piloting a specialist Educational Leadership offer which aligns to traditional qualifications such as NPQSL and NPQH.
- School Business Professional level 4 Higher Apprenticeship and level 6 Degree Apprenticeship through the CMDA route
- Playwork for Lunchtime Supervisors, Breakfast Club and After School staff
- Caretaking/Facilities Management
- SEND Support – Teaching Assistant Apprenticeships but specialising in SEND
- IT/Digital – to support overall school but also classroom delivery.
- Learning Mentor

We continue to have a schools representative on our Apprenticeship Working Group and they have been instrumental in ensuring all schools are aware of the levy and the relevant processes to be followed – it is testament to her that now only a handful of schools across the Borough are not accessing the levy and the reasons are mainly around restricted budgets either salary or costs to cover the 'off job training'. We have presented to various Headteacher school forums to ensure everyone is aware of the programme and the procedure for accessing the levy pot and we will continue to use this forum to keep everyone updated. We are one of a handful of authorities in England to have engaged our schools successfully with the Apprenticeship Levy.

## The Public Sector Target

Alongside the introduction of the Apprenticeship Levy in 2017 the Government introduced new Apprenticeship targets for public bodies with 250 or more staff in England, as part of its wider reforms to Apprenticeships. These targets require bodies in scope to aim to employ at least 2.3% of their headcount as new Apprentices over the period from 1st April 2017 to 31st March 2021. This aggregated target includes existing staff working towards Apprenticeship training. Walsall Council met this target in less than 12 months.

Our current Headcount including eligible schools is 7392 so the target was 170 Apprentices in Year 3 however we actually have 394 Apprenticeships on programme as of March 2020 which is 5.3% of our headcount which means we have over achieved on the target set yet again, so 3 years consecutively.

**Corporate Headcount 3,380 – 2.3% target = 78 Apprentices**  
**Actual = 226**

**Schools Headcount 4,012 – 2.3% target = 92 Apprentices**  
**Actual = 168**



We have taken the overall Headcount rather than splitting the target at this stage. It should be noted that as this target is based on headcount it will fluctuate over time and the more new Apprentices we recruit our headcount will potentially increase as will our target. Conversely a reduction in headcount will reduce our target.

## Commissioning the right Providers

In March 2018 we launched our Framework of Providers – Performance Through People, Juniper Training, Acacia Training, MBKB Training, Nova Training and Walsall College. They are able to meet the majority of our Apprenticeship requirements. However, there is a need to carry out 'spot purchasing' as and when required for niche/specialist provision such as the Degree Apprenticeships. We are in the extension period and our providers continue to deliver high quality training. They are monitored on a quarterly basis and provide monthly reports on Apprentices to ensure any issues or concerns can be rectified and our employees receive an excellent service. As new standards are released we have worked with our framework of providers to develop delivery, an example of this is the level 7 Degree Apprenticeship in Finance and the Payroll standard. In the Autumn of 2020 we opened up a new procurement process, we now have 3 years of historic data to help us shape the provision for the next 3 years and beyond.

## Widening Participation

One of our targets for the Endless Possibilities programme is to ensure we are 'truly inclusive'. Our Care Leaver Pre Apprenticeship programme was launched in July 2017. Our HR Business Partners worked with all Directorates to gain a commitment, through a pledge that service areas would ring fence Apprenticeship vacancies for Care Leavers. As part of our Corporate Parenting responsibilities we want to ensure that our Care Leavers are given the best chance to develop within the world of work and maximise their potential and independence. The programme has been challenging but we continue to work with Children's Services Directorate to develop it. We have 2 Care Leavers that have now progressed to the next level Apprenticeship and one has been awarded a further Distinction for her studies. Our first Care Leaver Higher Apprenticeship at level 4 was recruited in September 2019 within Money, Home, Job and we are engaging with a training provider who can support us with 1 to 1 job coaching for Care Leavers to minimise the impact on line managers. We will also be looking at how we can develop links with the new Kickstart programme and Traineeships in Autumn 2021.

Overall we have created 23 opportunities for our Care leavers since July 2017 which has led to a wider range of opportunities available across the Borough. The Care Leaver incentive is a great way for Personal Advisers to promote Apprenticeships with other employers across Walsall too.

Our schools have also supported young people with Disabilities and Additional Learning Needs and 3 schools are piloting a 'Caretaking/Facilities Management' programme. One of these Apprentices won the 'Apprentice of the Year' award at the Staff Recognition Awards.

The Levy is supporting the Council to work towards a representative workforce, one which reflects the community we serve.

## Retention and Completion

In our 3rd year of the Apprenticeship programme we are now seeing achievements and year to date we have had 138 completers. A high percentage of our Apprentices progress to the next level programme so for example in Finance we recruit at level 3, Apprentices then move onto their level 4 and we have one Apprentice who has started her level 7. By retaining our apprentices we are seeing a return on our investment.

## Why we believe our Apprenticeship Programme is Exceptional?

We have always viewed the Apprenticeship Levy as an opportunity and remained positive throughout its development. We had high aspirations for our Programme from the outset – our aim was to develop a ‘best in class’ programme delivering high quality Apprenticeships to existing employees and new recruits.

We are seen as a key player within the West Midlands region and continue to support and share best practice with the West Midlands Council Levy Group which has representation from 11 Councils. The West Midlands Combined Authority has become more involved with this group more recently and we are working collaboratively to promote Apprenticeships to the wider community.

In September 2019 our Apprenticeship Lead became chair of the new Black Country sub group of the Apprenticeship Ambassador Network. The Apprenticeship Ambassadors are employers who are passionate about Apprenticeships and want to promote to the wider community. The sub group links into the regional group chaired by KMF Engineering and then the national network chaired by Jason Holt of Holts Academy. The Ambassador group feeds into Ministers to ensure the voices of local employers are heard. We have developed stronger links with other employers across the Black Country including the NHS and we are looking at how we can work better together to promote Careers within the Public Sector.

We are a Cornerstone employer with the Careers and Enterprise Company – this is an employer group that is invested in the successful and sustainable delivery of careers education for young people, supporting schools, colleges and training providers within the local area to ensure that young people are prepared for the World of Work.

We have piloted a virtual event during lockdown for parents, young people and careers advisers in Schools. Our ‘Meet the Apprentice’ event was very well received and we also took part in a Learn Live event attracting 10,500 young people who watched a selection of our video case studies.

The growth in our Apprenticeship programme has been phenomenal and that is down to the team at Walsall Council embracing this new way of working.

## The Data!

We currently have 394 Apprentices across the organisation ranging from Business Support/ Teaching/Social Work/ Senior Leaders/Team Leading/Data Analyst/HR/Chartered Management/Building Control/Civil Engineering/Digital. Our Apprentices are helping us to modernise what we do, address imbalances in the workforce both age, gender and ethnicity, protect our information systems and bring new energy and ideas into the Council including fresh perspectives.

## The Levy!

Our Apprenticeship Levy is £804,000 per annum. This is calculated on 0.5% of our payroll so this does fluctuate every month. It must also be noted that the cost of the Apprenticeship standards are based on a monthly instalment, so for example a Chartered Management Degree Apprenticeship costing £27,000 would be paid for on a monthly basis over the duration of the training programme, in this case 3 years. The monthly cost being £750. This provides a financial safety net should the Apprentice leave the authority.

Year to date we have secured £2.4 million of levy commitments. Payments from our account to the training provider always use the oldest funds first. For example, funds entering our account in September 2017 will expire in September 2019.



## Levy Transfer

From April 2019, levy-paying employers could transfer a maximum amount of 25% of their annual funds. They were able to make transfers from their Apprenticeship account to as many employers as they choose.

For example, we could:

- work with existing partners
- work with specific sectors to grow capacity ie Care sector
- work with regional partners

In terms of Levy transfer, here at Walsall we have been very proactive in aligning our Levy (circa £800k per annum) to strategic workforce priorities - these being: increasing leadership capability, training social workers (plugging skills gaps/shortages), enhancing/modernising business support/customer service capability/skills (increasing customer satisfaction/encouraging modern ways of contacting us), developing/enhancing ICT (skills for the future including cyber security), project management skills (always in demand), enhancing leisure opportunities (commercialism and reducing obesity) not to mention supporting our schools to upskill teaching assistants to become qualified teachers.

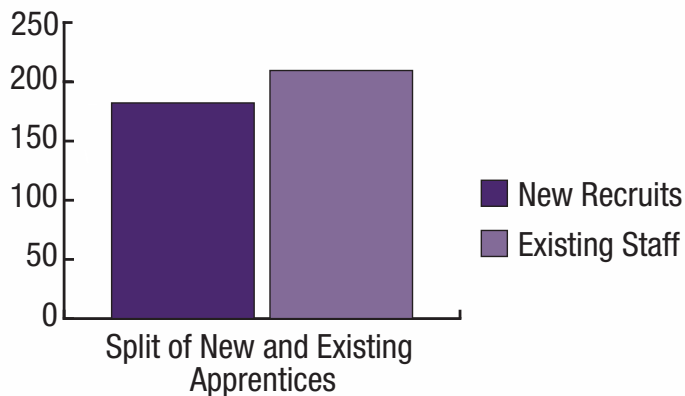
Transfers have been useful to those employers struggling to spend their levy before they expire at end of 2 years.

We monitor 'expiry of funds' very carefully and if we were to notice a projected significant underspend we would make CMT aware with a proposal to transfer funds probably through the West Midlands Combined Authority or to a particular sector i.e. Social Care where it is in our best interests and contributes to our Strategic priorities.

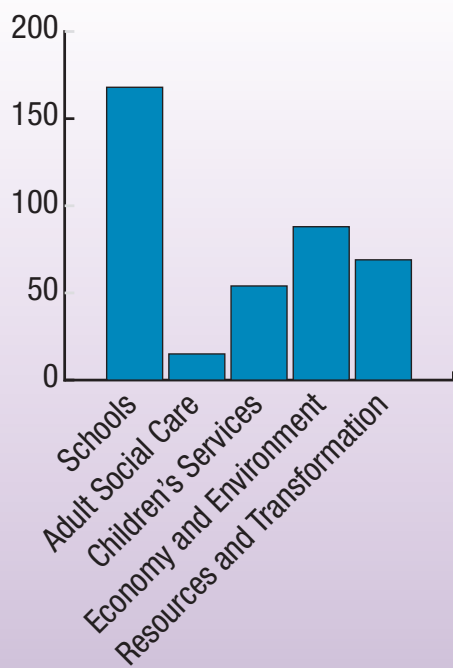
We are the only West Midlands Council to hit the Enterprise Act target each year since inception of the Levy so we are in a really good place. Spending wisely on the right things of the right quality which will further our workforce strategy.

## The Data

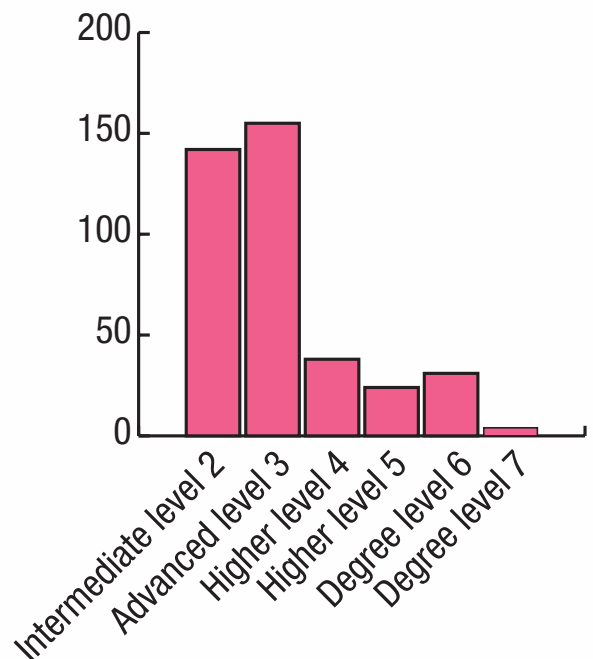
Split of New and Existing Apprentices		
New Recruits	191	49%
Existing Staff	203	51%
Total	394	100%



By Directorate		
Economy and Environment	88	22%
Adult Social Care	15	4%
Children's Services	54	14%
Resources and Transformation	69	17%
Schools	168	43%
Total	394	100%



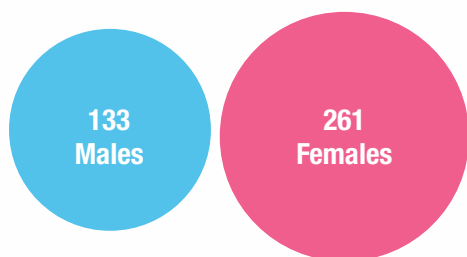
By Level		
Intermediate Level 2	142	36%
Advanced Level 3	155	39%
Higher Level 4	38	10%
Higher Level 5	24	6%
Degree Level 6	31	8%
Degree Level 7	4	1%
Total	394	100%



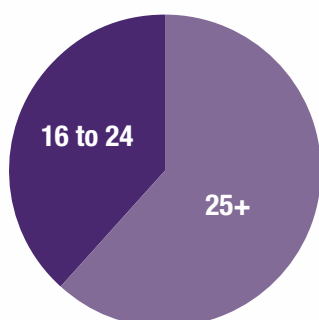
By Qualification		
Business Administration, HR Learning and Development, Leadership and Management, Team Leading, ICT/Digital, Project Management, Procurement, Finance	184	47%
Children and Young Peoples Workforce and Health & Social Care	62	16%
Sports/Leisure, Customer Service	34	9%
Engineering, Construction, Vehicle Maintenance, Waste Operative, Caretaking	14	3%
Teaching, Supporting Teaching and Learning in Schools	100	25%
Total	394	100%

## How do we compare?

By Gender			Council Employees **
Female	261	66%	69%
Male	133	34%	31%
Total	394	100%	100%

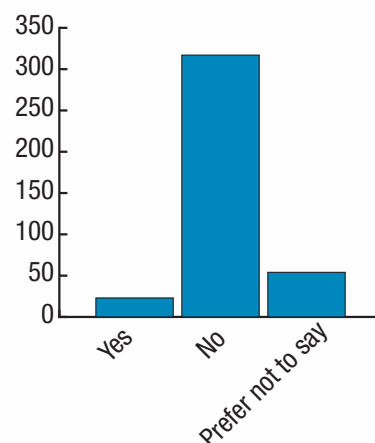


By Age Band		National		Council Employees **
16 to 24	151	38%	55%	3%
25+	243	62%	45%	97%
Total	394	100%	100%	100%



By Ethnicity			Council Employees **
Bangladeshi	1	0.2%	1%
Black African	1	0.2%	1%
Black Caribbean	9	2.2%	5%
Indian	28	7.1%	8%
Other Asian	1	0.2%	1%
Other Black	1	0.2%	1%
Other White	4	1%	1%
Pakistani	20	5%	2%
White and Asian	3	1%	0.5%
White British	314	79.7%	73%
White and Black Caribbean	5	1.2%	1%
Other Mixed	0	0%	0.5%
White – Other European	3	0.8%	1%
Not stated	4	1%	4%
Total	394	100%	100%
	Including Schools		Not including Schools
National Statistic - BAME Apprentices		12.5%	20%

By Disability			Council Employees **
Yes	23	6%	4%
No	317	80%	96%
Prefer not to say	54	14%	Not applicable
Total	394	100%	100%



By Standards and Frameworks		
Apprenticeship Standards (New)	220	56%
Frameworks (Old)	174	44%
Total	394	100%



Please note that Frameworks ended in July 2020 so moving forward all new Apprentices will study towards the new standards

\*\* Council Data supplied through Employment Monitoring Report and does not include schools

## Next Steps

Apprenticeships are the golden thread in the governments new 'Plan for Jobs' - 3 programmes will feed into the Apprenticeship programme – Kickstart, T levels and Traineeships. We will focus on developing our programme further in Year 4 but with considerations around restrictions in relation to COVID.





**CONGRATULATIONS TO ALL OF OUR APPRENTICES WHO HAVE COMPLETED THEIR PROGRAMME IN 2019/2020  
HERE ARE JUST SOME OF THEM AND WE LOOK FORWARD TO SEEING MANY MORE IN YEAR 4!**



**Apprentice Name:**  
**Amyleas Watson**

**Job Title:**  
Residential Childcare  
Worker

**Type of Apprenticeship:**  
Children and Young  
People's Workforce:  
Residential Childcare

**Directorate:**  
Children's Services



**Apprentice Name:**  
**Courtney Meddings**

**Job Title:**  
Apprentice Administrator

**Type of Apprenticeship:**  
Business Administration

**Directorate:**  
Resources and  
Transformation



**Apprentice Name:**  
**Anna Wos**

**Job Title:**  
Finance Apprentice

**Type of Apprenticeship:**  
Higher Apprenticeship  
Professional Accounting  
Taxation Technician

**Directorate:**  
Resources and  
Transformation



**Apprentice Name:**  
**Georgia Cox**

**Job Title:**  
Graphic Design &  
Customer Support  
Operative

**Type of Apprenticeship:**  
Print and Design

**Directorate:**  
Resources and  
Transformation

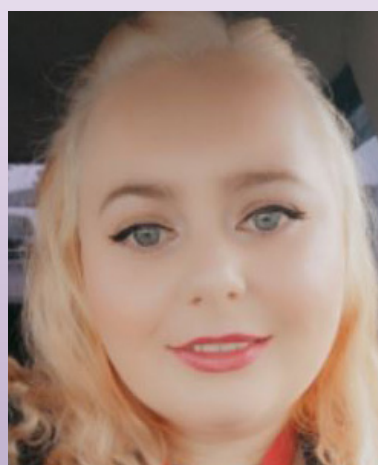


**Apprentice Name:**  
**Bal Kaur**

**Job Title:**  
Senior Asset & Incident  
Management Officer

**Type of Apprenticeship:**  
Team Leading

**Directorate:**  
Resources and  
Transformation



**Apprentice Name:**  
**Hannah Devine**

**Job Title:**  
Business Support Officer

**Type of Apprenticeship:**  
Business Administration

**Directorate:**  
Adult Social Care





**Apprentice Name:**  
**Helen Broome**

**Job Title:**  
Finance Apprentice

**Type of Apprenticeship:**  
Assistant Accountant

**Directorate:**  
Resources and  
Transformation



**Apprentice Name:**  
**Natalie Willans**

**Job Title:**  
Social Care Facilitator

**Type of Apprenticeship:**  
Lead Adult Care Worker

**Directorate:**  
Adult Social Care



**Apprentice Name:**  
**Joanne Peake**

**Job Title:**  
Financial  
Development Officer

**Type of Apprenticeship:**  
Higher Apprenticeship in  
Business Administration

**Directorate:**  
Resources and  
Transformation



**Apprentice Name:**  
**Peter Sturgess**

**Job Title:**  
Workforce Training  
Support Assistant

**Type of Apprenticeship:**  
Higher Apprenticeship in  
Business Administration

**Directorate:**  
Children's Services



**Apprentice Name:**  
**Liam Cresswell**

**Job Title:**  
Finance Apprentice

**Type of Apprenticeship:**  
Assistant Accountant

**Directorate:**  
Resources and  
Transformation



**Apprentice Name:**  
**Roxanne Nicholls**

**Job Title:**  
Social Care Facilitator

**Type of Apprenticeship:**  
Lead Adult Care Worker

**Directorate:**  
Adult Social Care





**Apprentice Name:**  
**Sarah Farmer and**  
**Alison Lambert**

**Job Title:**  
Finance Administrators

**Type of Apprenticeship:**  
Advanced credit  
controller / debt  
collection specialist

**Directorate:**  
Resources and  
Transformation



**Apprentice Name:**  
**Tom Bracknall**

**Job Title:**  
Administration Officer

**Type of Apprenticeship:**  
Business Administration

**Directorate:**  
Children's Services



**Apprentice Name:**  
**Sherriden Lewis**

**Job Title:**  
Graphic Design &  
Customer Support  
Operative

**Type of Apprenticeship:**  
Print and Design

**Directorate:**  
Resources and  
Transformation



**Apprentice Name:**  
**Zara Khan**

**Job Title:**  
Apprentice Equalities  
& Integration Support  
Officer

**Type of Apprenticeship:**  
Business Administration

**Directorate:**  
Resources and  
Transformation





## HERE ARE A FEW MORE...WE ARE PROUD OF THEIR SUCCESSES.

Apprentice Name	Job Title	Directorate	School	Type of Apprenticeship	Grade if known
Aaliyah Harris	Teaching Assistant	Schools	Castle Business and Enterprise College	Supporting Teaching and Learning in Schools	Progressed to level 3 ★
Abbie Atkins	Teaching Assistant	Schools	Rushall	Supporting Teaching and Learning in Schools	
Aimee Elsmore	MOT Technician	Economy and Environment	Clean and Green	Vehicle Maintenance and Repair: Heavy Vehicle	Progressed to level 3 and into permanent job ★
Alexander Steadman	Business Administrator	Schools	Shepwell Short Stay	Business Administration	
Alexandria Bowater	Business Administrator	Schools	Rowley View Nursery	Business Administration	
Amelia Brown	Teaching Assistant	Schools	Walsall Wood	Supporting Teaching and Learning in Schools	
Amundeeep Pawar	Residential Childcare Worker	Children's Services		Children and Young People's Workforce Residential Childcare	
Amy Hollingsworth	Teaching Assistant	Schools	Moorcroft Wood	Supporting Teaching and Learning in Schools	
Anita Randle Hunt	Business Administrator	Schools	Lower Farm Primary	Business Administration	Progressed to level 3 ★
Anne Marie Jones	Teacher	Schools	Lower Farm Primary/St Michaels	Teaching Degree	
Aruna Johal	Teaching Assistant	Schools	Kings Hill	Supporting Teaching and Learning in Schools	
Ashley Smith	Adolescent SS HUB Worker	Children's Services		Children and Young People's Workforce Residential Childcare	
Azra Salim	Teaching Assistant	Schools	Palfrey Infants School	Supporting Teaching and Learning in Schools	
Ben Greenwell	Teaching Assistant	Schools	Mary Elliott	Supporting Teaching and Learning in Schools	
Brandon Bates	Teaching Assistant	Schools	Millfield School	Supporting Teaching and Learning in Physical Education and School Sport	
Carla Hall	Early Years Practitioner	Schools	Rowley View Nursery	Children and Young People's Workforce	
Carmella Nelson	Business Administrator	Schools	Millfield Nursery	Business Administration	Distinction ★
Charley Webster	Teaching Assistant	Schools	St Johns	Supporting Teaching and Learning in Schools	
Charlotte Harman	Teaching Assistant	Schools	Oakwood	Supporting Teaching and Learning in Schools	

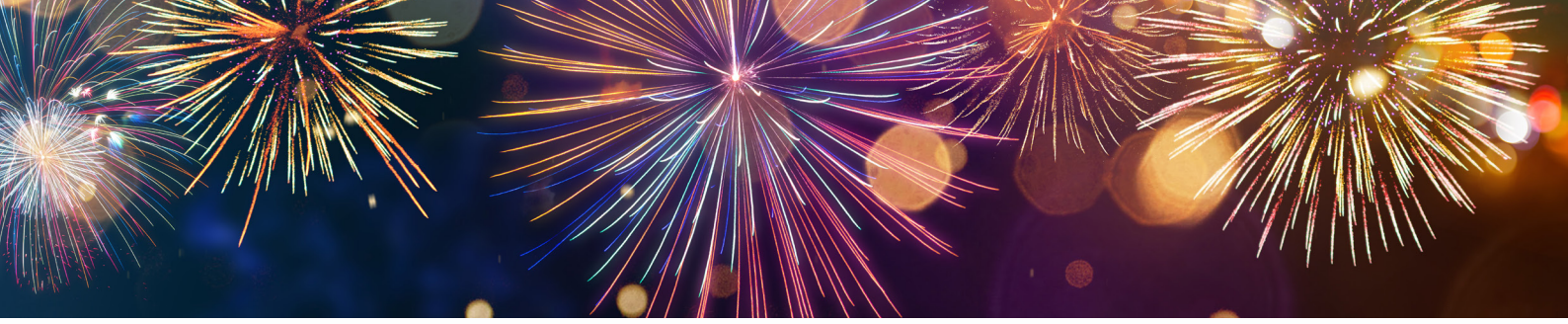


<b>Chloe Abley</b>	Teaching Assistant	Schools	Castle Business and Enterprise College	Supporting Teaching and Learning in Schools	Progressed to level 3 ★
<b>Chloe Cribb</b>	Teaching Assistant	Schools	St Giles	Activity Leadership	Progressed to level 3 ★
<b>Chloe Steadman</b>	Teaching Assistant	Schools	Old Hall	Supporting Teaching and Learning in Schools	
<b>Christopher Pallatina</b>	Business Administrator	Resources and Transformation	Money Home Job	Business Administration	Progressed to Customer Service ★
<b>Claire Baker</b>	Teacher	Schools	Leamore Primary	Teaching Degree	
<b>Claire Sutton</b>	Early Years Practitioner	Schools	Fullbrook Nursery	Children and Young People's Workforce Early Years Educator	
<b>Connor Greaves</b>	Teaching Assistant	Schools	St Johns	Activity Leadership	Progressed to Level 3 ★
<b>Courtney Meddings</b>	Business Administrator	Resources and Transformation	IFM	Business Administration	Progressed to Level 3 Facilities Management ★
<b>Danielle Lewis</b>	Early Years Practitioner	Schools	Millfield School	Children and Young People's Workforce	
<b>Deborah Hogan</b>	Administration Officer	Children's Services		Business Administration	
<b>Deborah Worrall</b>	Teaching Assistant	Schools	Holy Trinity	Supporting Teaching and Learning in Schools	
<b>Dion Griffiths</b>	Teaching Assistant	Schools	Blackwood	Supporting Teaching and Learning in Physical Education and School Sport	
<b>Drew Lytle</b>	Business Administrator	Schools	Ogley Hay Nursery	Business Administration	
<b>Elizabeth Grice</b>	Asset and Incident Management Officer	Resources and Transformation	ICT	Business Administration	
<b>Emily Broadhurst</b>	Business Administrator	Schools	Chuckery	Business Administration	Progressed to Level 4 ★
<b>Emily Johnstone</b>	Teaching Assistant	Schools	Oakwood	Supporting Teaching and Learning in Schools	
<b>Emily Richman</b>	Business Administrator	Economy and Environment		Business Administration	
<b>Emma Edmunds</b>	Leisure Attendant -Walsall Gala Baths	Economy and Environment		Team Leading	Distinction ★
<b>Faith Bradshaw</b>	Teacher	Schools	Old Church School	Teaching Degree	
<b>Gemma Gannon</b>	Business Administrator	Children's Services		Business Administration	
<b>Georgia Brandrick</b>	Teaching Assistant	Schools	Whetstone Field	Activity Leadership	
<b>Grace Quick/Loydon</b>	Leisure Attendant	Economy and Environment		Team Leading	Distinction ★
<b>Harjivan Johal</b>	Business Administrator	Economy and Environment		Business Administration	
<b>Hazel Gibson</b>	Teaching Assistant	Schools	Whitehall Junior	Supporting Teaching and Learning in Schools	
<b>Jake Higgins</b>	Teaching Assistant	Schools	Alumwell Junior	Activity Leadership	
<b>Jamal Stringer</b>	Asset & Incident Management Officer	Resources and Transformation	ICT	Business Administration	





<b>James Gibbons</b>	Recreation Assistant - Oak Park Active Living Centre	Economy and Environment		Team Leading	Distinction ★
<b>Jemma Brealey</b>	Business Administrator	Schools	New Leaf	Business Administration	
<b>Joanna Taylor</b>	Teaching Assistant	Schools	Blackwood	Supporting Teaching and Learning in Schools	
<b>Jodie Hughes</b>	Teaching Assistant	Schools	Mary Elliott	Supporting Teaching and Learning in Schools	
<b>Joel Richards</b>	Teaching Assistant	Schools	Leighswood	Activity Leadership	
<b>Jonathon Price</b>	Teaching Assistant	Schools	Elmore Green	Supporting Teaching and Learning in Schools	Progressed to level 3 ★
<b>Joshua Dallaway</b>	Recreation Assistant - Oak Park Active Living Centre	Economy and Environment		Team Leading	Distinction ★
<b>Joshua Richardson</b>	Recreation Assistant - Darlaston Leisure Centre	Economy and Environment	Leisure	Exercise and Fitness	
<b>Kane Harrison</b>	Recreation Assistant - Darlaston Leisure Centre	Economy and Environment	Leisure	Exercise and Fitness	★
<b>Karen Douglas</b>	Residential Childcare Worker	Children's Services		Children and Young People's Workforce Residential Childcare	
<b>Katie Firkin</b>	Business Administrator	Schools	Walsall Wood	Business Administration	
<b>Kaysha Woodall</b>	Teacher	Schools	Leamore Primary	Teaching Degree	
<b>Keeley Raven</b>	Early Years Practitioner	Schools	Ogley Hay Nursery	Children and Young People's Workforce	
<b>Kelsey Barnett</b>	Teaching Assistant	Schools	Greenfield School	Supporting Teaching and Learning in Schools	Progressed to level 3 ★
<b>Kiran Patel</b>	Leisure Assistant	Economy and Environment	Leisure	Exercise and Fitness	
<b>Kirsty Henderson</b>	Teaching Assistant	Schools	The Jane Lane School	Supporting Teaching and Learning in Schools	
<b>Lauren Perry</b>	Centre Assistant - Oak Park Active Living Centre	Economy and Environment		Team Leading	Distinction ★
<b>Lee Devey</b>	Senior Infrastructure Specialist	Resources and Transformation	ICT	Infrastructure Technician	
<b>Liam Elwell</b>	Leisure Assistant	Economy and Environment	Leisure	Exercise and Fitness	
<b>Libby Liddington</b>	Teaching Assistant	Schools	Oakwood	Supporting Teaching and Learning in Schools	
<b>Lindsay Meers</b>	HR Transactional Coordinator	Resources and Transformation	HR	Team Leading	Distinction ★
<b>Lindsey Perkins</b>	Executive Support Officer	Children's Services	Central Business Support	Business Administration	
<b>Lorna Edwards</b>	Business Support Officer (Mgt Team)	Children's Services		Business Administration	
<b>Luke Payne</b>	Motor Vehicle Apprentice	Economy and Environment	Clean and Green	Vehicle Maintenance and Repair: Heavy Vehicle	



<b>Luke Wanza</b>	Leisure Apprentice	Economy and Environment	Leisure	Exercise and Fitness	Progressed to Level 3 ★
<b>Marc Fletcher</b>	Early Years Practitioner	Schools	Sandbank Nursery	Children and Young People's Workforce Early Years Educator	
<b>Marc Jinks</b>	Senior Infrastructure Specialist	Resources and Transformation	ICT	Infrastructure Technician	Distinction & Progressed to Degree Apprenticeship ★
<b>Marc Oliver</b>	Business Administrator	Economy and Environment		Business Administration	Progressed to level 3 ★
<b>Marianna Solodcaia</b>	Integration Project Officer	Resources and Transformation		Business Administration	Distinction ★
<b>Megan Hunt</b>	Early Years Practitioner	Schools	St Michaels	Children and Young People's Workforce	Progressed to Level 3 ★
<b>Mohammed Rizwan</b>	Residential Childcare Worker	Children's Services		Children and Young People's Workforce Residential Childcare	
<b>Molly Meredith</b>	Teaching Assistant	Schools	Beacon Primary	Supporting Teaching and Learning in Schools	
<b>Naron Litchmore</b>	Residential Childcare Worker	Children's Services		Children and Young People's Workforce Residential Childcare	
<b>Oliver West</b>	Teaching Assistant	Schools	Christchurch	Activity Leadership	Progressed to Level 3 ★
<b>Olivia Owen</b>	Early Years Practitioner	Schools	Fullbrook Nursery	Children and Young People's Workforce Early Years Educator	
<b>Paul Atthey</b>	Leisure Assistant	Economy and Environment	Leisure	Exercise and Fitness	
<b>Perry Clarke</b>	Personal Trainer	Economy and Environment	Leisure	Exercise and Fitness Personal Training	
<b>Perveen Tahir</b>	Business Administrator	Schools	Whitehall Junior	Business Administration	
<b>Philippa Simpson</b>	Business Administrator	Schools	Castle Business and Enterprise College	Business Administration	
<b>Rebecca Bray</b>	Teacher	Schools	Short Heath Federation	Teaching Degree	
<b>Rebecca Gair</b>	Administration Officer	Children's Services		Business Administration	
<b>Rebecca Jeffrey</b>	Teaching Assistant	Schools	Oakwood	Supporting Teaching and Learning in Schools	
<b>Rebecca Piatt</b>	Centre Assistant - Darlaston Leisure Centre	Economy and Environment		Team Leading	Distinction ★
<b>Reiss Harrison</b>	Leisure Assistant	Economy and Environment	Leisure	Exercise and Fitness	
<b>Ryan Smith</b>	Print and Design Apprentice	Resources and Transformation	Print and Design	Print and Printed Packaging Print Administration	
<b>Saikah Chaudhury</b>	Teaching Assistant	Schools	Palfrey Infants School	Supporting Teaching and Learning in Schools	
<b>Samantha Cox</b>	Business Administrator	Schools	Whitehall Junior	Business Administration	





<b>Samantha Harrison</b>	Business Administrator	Schools	Shepwell	Business Administration	Progressed to level 3 Business Admin 
<b>Samantha Pearson</b>	Apprentice Building Control Officer	Economy and Environment	Building Control	Construction Management Foundation Degree in Built Environment	Progressed to Degree Apprenticeship 
<b>Samatha Cox</b>	Leisure Assistant	Economy and Environment	Leisure	Leisure Operations and Leisure Management: Leisure Operations	
<b>Sarah Bendall</b>	Teaching Assistant	Schools	Old Hall	Supporting Teaching and Learning in Schools	
<b>Sarah Farmer</b>	Finance Administrator	Resources and Transformation	Finance	Advanced Credit Controller	
<b>Sarah Jane Allen</b>	Teaching Assistant	Schools	St Michaels	Supporting Teaching and Learning in Schools	
<b>Sarah Morris</b>	Business Administrator	Schools	Christchurch	Business Administration	Progressed to Customer Service 
<b>Sarah Unitt</b>	Teaching Assistant	Schools	Bentley West	Supporting Teaching and Learning in Schools	
<b>Sarah Wilkinson</b>	Teaching Assistant	Schools	Mary Elliott	Supporting Teaching and Learning in Schools	
<b>Shabir Abbas</b>	ICT Systems Improvement Officer	Resources and Transformation			Distinction 
<b>Shannon Ireson</b>	Administration Apprentice	Economy and Environment	Clean and Green	Customer Service	Progressed to Level 3 
<b>Shannon Taft</b>	Teaching Assistant	Schools	Oakwood	Supporting Teaching and Learning in Schools	
<b>Shelley Sumner</b>	Teaching Assistant	Schools	Palfrey Junior School	Supporting Teaching and Learning in Schools	
<b>Simon Lewis</b>	2nd Line Support Officer	Resources and Transformation	ICT	Infrastructure Technician	
<b>Sirbjit Kaur</b>	Teaching Assistant	Schools	Whitehall Junior	Supporting Teaching and Learning in Schools	
<b>Sophie Clarke</b>	Teaching Assistant	Schools	Lower Farm Primary	Activity Leadership	Progressed to Level 3 
<b>Stacey Davies</b>	Teaching Assistant	Schools	Barcroft Primary	Supporting Teaching and Learning in Schools	
<b>Stacey Slym</b>	Business Administrator	Schools	Old Church	Business Administration	
<b>Susan Griffiths</b>	Recreation Assistant - Walsall Gala Baths	Economy and Environment		Team Leading	Distinction 
<b>Susan Homer</b>	Administration Officer	Children's Services		Business Administration	
<b>Tahmina Miah</b>	Administration Apprentice	Economy and Environment		Customer Service Practitioner	Progressed to Level 3 
<b>Talia Winton</b>	Business Administrator	Schools	CountyBridge	Business Administration	
<b>Thomas Wright</b>	Teaching Assistant	Schools	Pool Hayes Primary	Supporting Teaching and Learning in Physical Education and School Sport	



Walsall Council



Apprenticeships



Walsall Workforce 2020  
Growing Together