

The Hawk Apprenticeship Programme developed in partnership with Hawk Training.

Location: Rivers Academy, Reach Academy and Space Studio West London - local secondary schools based in Feltham.

Dates: Academic year 2022/2023.

In September 2022, the Feltham Convening Partnership (FCP) Post-16 Working Group and [Hawk Training](#) launched a pilot programme in Rivers Academy West London, Space Studio West London, and Reach Academy Feltham. The programme aimed to provide teachers, parents and young people in Feltham with accurate, relevant information about apprenticeships to increase the knowledge of what opportunities are available to young people when they leave school. The six week programme was delivered to 45 pupils across the three secondary schools, and included sessions ranging from employability skills, career progression, money management and managing the transition into work.

Evaluation of the first Pilot Programme:

Between January and March 2023, the FCP's Data and Impact Officer led a thorough evaluation of the Hawk Pilot Programme, which drew upon pre and post surveys completed by student participants and interviews with students, Careers Leads and Hawk Tutors who were all involved in the programme.

Successes:

The evaluation highlighted the following successes from the pilot:

- There was generally an increased awareness of the types of apprenticeships, the expectations of employers, how to write an effective CV and realistic pay grades of apprentices from students;
- Students enjoyed the group work and the chance to discuss;
- Facilitation of the sessions was well received;
- Careers Leads confirmed that there is a need for a programme like this;
- Planning and liaising between Hawk / FCP / schools was generally helpful.

"If we didn't have this opportunity, we wouldn't see apprenticeships as a potential career path."

"Before, I thought that apprenticeships were for people who didn't do well in school. Now I know that this isn't the case and there are some really good apprenticeship options out there and they're useful."

Areas for development:

- We also were able to identify the following areas for improvement within the programme:
- Increasing numbers of staff/parents who are accessing the training;
- Planning in more room for team work and discussion in the sessions;
- Setting clear criteria for the selection of students in order to be more intentional about who is chosen; more tailored content in sessions - e.g. having time in sessions to apply the learning;
- The need for better information sharing between Hawk and the schools, particularly in terms of pupils' needs and interests.