

Appendix A:

Evaluation of Placement Outcomes and Feedback from Schemes:

The overall response to completed placements had been very positive as the following quotes illustrate:

1. NCC Apprenticeships:

Apprentices:

- *"The apprenticeship has helped me to experience youth work in a whole new way and made me realise exactly how much I want to be a youth worker"*
- *"As for the work placement where I was placed, Nottinghamshire County Council – I couldn't have wished for a bigger or better organisation to get my administrative training".*
- *"Working as an apprentice has opened up a lot of doors for me.... I have ambitions to learn more, go on to university and progress my career".*
- *"I feel like I have found what I want to do with the rest of my life. This is definitely something I want to continue to do in the future so I'm really happy".*
- *"To any young person who is considering what to do with their future I would definitely urge them to consider apprenticeships. You can gain qualifications but also experience of working at first hand".*
- *"I really enjoyed my apprenticeship here and I'm so glad I've got a permanent job now as a Highways trainee. Even if I hadn't got the job here, I'd still have walked out of the apprenticeship with lots of transferable skills that would make me much more employable than before".*
- *"I learned so much on my apprenticeship here. Customer Service skills are essential to most jobs now – especially in local authorities. But my apprenticeship also equipped me for the world of work in a way that a more traditional route doesn't. I had previously been studying for my A Levels but I decided that an apprenticeship would be a better way to get a good job as I didn't want to go to university."*

Managers:

- *"We will really miss our apprentice, she has been excellent"*
- *"It's hard work to begin with and you do have to put the hours in but it's worth it to see the apprentice progress"*
- *"She is like a breath of fresh air".*

2. NGDP participants :

- *"The scheme has reaffirmed my decision to work in Local Government, and I am committed and determined to progress my career through to management level. I have relished the opportunity to work on real projects and produce work and strategies that have had a real and beneficial impact on Nottinghamshire's communities".*
- *"The support that I have received both during my placements and in regards to career development has been fantastic, and has helped me to develop skills and experience for my future career".*
- *"The experience has enabled me to develop my skills, gain further responsibility and consider areas, having worked in different departments, in which I would like to pursue my career beyond the scheme".*

- *"I've had a variety of opportunities for development, for example through project management, analysis, and stakeholder engagement. This is strongly supported by a strong placement co-ordinator and a robust framework for personal development that makes sure you're getting the most out of the scheme".*
- *"The structure of the scheme with placements in different authorities allows me to gain a very broad base of experience, giving the strongest possible foundation for a career in finance in the public sector".*

3. CIPFA trainees:

- *"The structure of the scheme with placements in different authorities allows me to gain a very broad base of experience, giving the strongest possible foundation for a career in finance in the public sector"*
- *"In just a few months, I've learned a great deal about finance in a district council. I've taken on a number of roles in the office, been part of meetings involving senior officers of the council and become a part of the team here in Ashfield. After half a year, I get to move on to another authority and experience all this again from a different perspective. I can't think of a better education in workings of finance and local government"*
- *"The scheme offers excellent support to me as a trainee, both from those at NCC who manage the scheme, and from colleagues at my first placement at Nottinghamshire Fire and Rescue Service. I feel I have been given the chance to contribute early on, and I have learned so much about the challenges facing local government and my placement organisation".*
- *"I am learning a great deal about a variety of local authority finance functions on my placement and am looking forward to experiencing all aspects of accountancy as I progress through the scheme. The CIPFA qualification is a very important aspect of the scheme".*
- *"I have already gained a great deal of insight through, transferring concepts of accounting fundamentals taught in university, into real life daily practices. It is definitely an exciting prospect and I am so pleased to have Police as my first placement".*
- *"What I find really unique and attractive about this scheme is that we [trainees] are able to undertake placements across the numerous public sector organisations partaking in the scheme. This enables us to quickly gain varied work-experience and skill-sets which we are able to apply in different contexts, as well as gaining a though understanding of the financial and strategic issues public sector organisations face".*
- *"Everyone I work with at placement and at County Hall is so supportive and this has helped me settle quickly in to my new role. I am looking forward to starting the CIPFA qualification in September as I believe this will open up a lot of doors and will enable me to create a successful and exciting career for myself".*

4. Work Experience:

- *"..... thank you again so much for your help. Within the space of 24 hours my request for this opportunity has not only been responded to but arranged by X (the manager), could not have been more accommodating and I am now very much looking forward to spending time in the Registration Service"*
- *"X worked with 9 members of the Team, and covered various elements of Procurement. He also attended a CLDT Invoice Consolidation meeting. He was a very polite and courteous young man, and seemed very bright."*

- *"We were able to provide the student with a broad range of experience, and allow her to do some work which will be used by us in the future - she therefore felt she was doing something worthwhile for us."*
- *"I spent some time with X talking him through the revenue budget, how it is funded and the challenges currently faced by the County Council. I also talked him through the capital programme so that he could understand both the scale and scope of it. X asked some good questions throughout and generally showed a high level of interest."*