



Easy Read

Moving from education to employment

A report for the Welsh Government

This document was written by Dr Hefin David. It is an easy read version of 'Transitions to Employment. A report for the Welsh Government'.

July 2023

How to use this document



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Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 23**.

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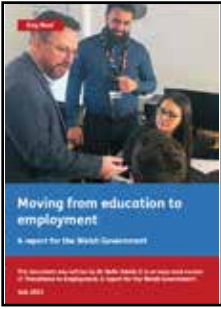
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Introduction



This is a report about people who support learners into employment in Wales.



I have spoken to people who work at all levels of education for students over the age of 11 years.



I have spoken to employers and other organisations.



I interviewed different people to get their views on how improvements could be made.



An organisation called **Higher Education Funding Council for Wales (HEFCW)** has been supporting learners in education in Wales.



HEFCW is being replaced by a new organisation called the **Commission for Tertiary Education and Research (CTER)**.



It is hoped that the new organisation will be able to support learners better.



I will be talking about **degree apprenticeships** in this report.

A **degree apprenticeship** is where a learner can work towards their degree whilst working and learning the skills of a job.



And I will be talking about the work taking place to support learners with **additional learning needs**.

What should happen next

Here is a list of some of the main things I think need to happen next:



- Learners should have a range of chances to experience the workplace.



- Learners should be given plenty of chances to know what their options are after leaving school. They need to be able to make choices about their skills and goals.



- The new organisation called **Commission for Tertiary Education and Research (CTER)** should work together more with schools and colleges.



- All learners between the ages of 14 to 18 years old should have the chance to get work experience that is right for them.



- Work experience should be based on the learner's interests and skills. It is also important to think about future learning and local jobs.



- Welsh Government needs to make sure there is enough choice for degrees and **degree apprenticeships**.



- Welsh Government should look at **job coaching** given to learners with **additional learning needs**. A **job coaching** plan should be put in place to support learners with **additional learning needs** to find paid jobs.



Job coaching means supporting someone to find and stay in a job.

Job coaches get to know you, what you are good at and what support you need. They can help you find training, find and apply for jobs and can also provide support in the workplace. They work with employers to make sure you have the support you need in work.



- There needs to be more chances for learners to learn Welsh.



- More should be done to offer opportunities to learners like:



- Young people who are not in education, employment or training (this group is known as **NEET**).



- Learners with **protected characteristics**,

Protected characteristics - some people are treated unfairly because of who they are.

For example, race, sex, disability and other things.

A law called **The Equality Act 2010** calls these **protected characteristics** and says that people should be protected and treated fairly.

1. Moving from education to a job



Welsh Government wants to make sure young people are supported into work and have the right skills to do so.



Laws have changed in Wales to help make sure these things happen.



All organisations that provide education need to work together to make this happen.



This work will be good for learners but also for employers in Wales.

2. Working together to give more choices to learners



There needs to be enough chances for learners to get **vocational qualifications**.

Vocational qualifications – these are qualifications that train people to do a specific job or trade.



We think things need to be improved so that learners get more chances to gain skills and experience that will help them make the right choices about their careers.



Some schools have said that learners are asked to focus on their GCSE's and A-Levels more than **vocational qualifications**.



But this is changing, and more schools are offering **vocational** learning.

Careers Wales works with secondary schools to support children with career options.



But it is the schools who are talking to employers to get experiences for learners.



This is a lot of work for schools and costs a lot of money.



It is really important that everyone works together to make sure learners get good work experience.



Learners need to know what all their options are after the age of 16.



Education providers need to work together better to make this happen.



11 to 14 years olds need to know more about their options for employment and learning too.



The new organisation called **The Commission for Tertiary Education and Research (CTER)** could help schools and colleges work better in supporting learners with their options for learning and work.

3. Supporting the learner into work



The ages of 14 to 16 years old is a really important time for learners to take part in work experience.



Schools said that it was really important for learners to find the right work experience for them.



But this is difficult now that **Careers Wales** are not able to support learners as much as before.



For example, a school needs to do all of the health and safety checks to make sure a place of work is safe for the learner.



Many schools have been unable to offer learners the chance to do work experience because they do not have enough time or money to organise it.



It is easier for further education colleges to support learners into work experience. This is because they often employ staff that can do this.



There are groups across Wales called **Regional Skills Partnerships**.



These are made up of people like local businesses and skills providers to help spot what skills are needed in an area.



Some were interviewed and said more could be done to look at the roles of schools, colleges, and Careers Wales in their work.



Education organisations and the Welsh Government need to make sure learners get the right work experience opportunities for them. They should be treated as individuals.



It is important for learners, parents and carers, and schools or colleges to think about work experience in areas like:

- health and social care
- food industry
- housing
- shopping
- and other areas



These kinds of jobs are important in society, and we rely on them everyday.



It is really important that the right careers advice and support is in place in Wales for learners.



Changes made to Careers Wales means that is not the case anymore.



Services like these need to have the right funding to support learners.

4. Higher Level Apprenticeships



The ages of 11 to 14 years old is an important time for learners to start thinking about their futures.



There needs to be opportunities for learners to do higher level and **degree level apprenticeships**.



There is a need for **degree level apprenticeships** for these types of jobs:

- Digital technology
- Engineering
- Advanced manufacturing



There are not enough opportunities or funding at the moment, and we have been told by an expert that there needs to be more subjects in some areas.



An example of where this is happening is **Transport for Wales**. They work with **Coleg y Cymoedd** to run **degree apprenticeships** and other courses.



There is not enough funding for **apprenticeships** at the moment.



But we think the situation could be improved if the right employers were found, where there is a need for staff to do certain jobs.



It is also really important for universities and further education colleges to work together more.

University of
South Wales
Prifysgol
De Cymru

An example of where this is happening already is the University of South Wales and a number of local colleges.



We were also told that it is important for Universities and colleges to work with employers so that **degree apprenticeships** are designed in the best ways.



Welsh Government needs to look into the different ways in which **degree apprenticeships** are paid for.



There are different views about how much the employee, the employer and the Welsh Government should pay.

5. Opportunities for all

Additional Learning Needs



Moving from education to adult social support can be difficult for learners with **additional learning needs**. It can also be difficult to find the right job.



The **Engage to Change project** has told us about the importance of **job coaching** to help learners with **additional learning needs** into paid work.



We think the Welsh Government needs to look into **job coaching** for people with **additional learning needs** more.



Also, plans should be put in place for a national **job coaching** service.

The Welsh language



There must be chances for learners to learn Welsh in early education and throughout their entire learning.



Being able to speak Welsh is important for employment.



It is also important to help learners understand why speaking and understanding the Welsh language can help them.

Protected characteristics



There must be enough chances for learning and work-experiences for people with **protected characteristics**.



This includes young people who are not in education employment or training (this is also known as **NEET**).



These young people also need advice and support about learning.



There should also be support for the most talented of learners to understand choices about **vocational qualifications**.

Hard words

Degree apprenticeship

A degree apprenticeship is where a learner can gain a degree while being in a job.

Job coaching

Job coaching means supporting someone to find and stay in a job.

Job coaches get to know you, what you are good at and what support you need. They can help you find training, find and apply for jobs and can also provide support in the workplace. They work with employers to make sure you have the support you need in work.

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Protected characteristics - some people are treated unfairly because of who they are.

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Vocational qualifications

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