

# Supporting Young People into frontline jobs via the Level 2 Highways Apprenticeship

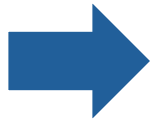
Ken Johnson, Senior Operations Manager, Optimum Skills



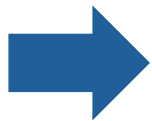
In partnership  
with



# Why the Level 2 Highways Apprenticeship?



A tool to train new, inexperienced young people to develop a career in the Highways Department, to help future proof the department



A focus on providing opportunities for more vulnerable residents and included care leavers, those from social deprivation and asylum seekers

# Overview of Highways Operative Apprenticeship

## LOGISTICS

- Apprenticeship takes around 18 months when training new inexperienced members of staff (could be less if upskilling)
- This is followed by a 3 month End Point Assessment

## ELIGIBILITY

- Open to anyone who is employed by the council more than 20 hours per week

## CONTENT

Apprentices learn all aspects of highways maintenance including how to:

- Lay new surfaces
- Repair and maintain road surfaces, including potholes
- Interpret and work to drawings and specifications for repairs.
- Manage temporary traffic
- Understand health and safety regulations



The apprenticeship covers practical training as well as theory / classroom based study



All practical and classroom training are delivered on-site (no travelling to nearby colleges)

An area of the depot  
is used for the  
practical learning



As the programme progresses, the confidence of the young people is increasing



The apprenticeship  
upskills the young  
people to enable  
them to begin a  
career in Highways



# Feedback from Cumberland Council?

*"Optimum Skills have been outstanding, working closely with Cumberland Council to support our apprentices not only in developing their technical skills, but also as individuals. Their personalised approach, understanding of each learner's needs, and commitment to providing encouragement and pastoral support has helped our apprentices grow in confidence, develop resilience, and take positive steps towards long-term careers in Highways."*