



Flintshire  
**Academi**  
Sir y Fflint

# Flintshire County Council

Heather Johnson – Learning and Development and Apprentice  
Manager

Gemma Boniface – Senior Compliance and Training Officer,  
Streetscene

Rebecca Jones – Streetscene Apprentice

Joe Conway – Traineeship Streetscene

# Flintshire Academi

## Purpose

**To support and develop...**

- » Current employees
- » A de-layered Senior Management Team
- » New entrants to the workplace
- » Those furthest away from the workplace

# Employee Branch

» **Focus: Employee to excel in role**

Mentoring

Accreditation

Apps



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Distance Learning

Workshops

Coaching

E-Learning

# Senior Manager Branch

» **Focus: Collective problem solving**

Collective  
trust  
confidence

Collective  
Leadership

Talent  
Management



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Network

Collective  
Problem  
solving

Expert  
speakers

Cultural  
Strength

# Apprentice Branch

» **Focus: New entrants**

## External

Construction  
focus

Shared  
apprentice

Collective  
Learning



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## Internal

72 apprentices

Standard

Higher

Graduate

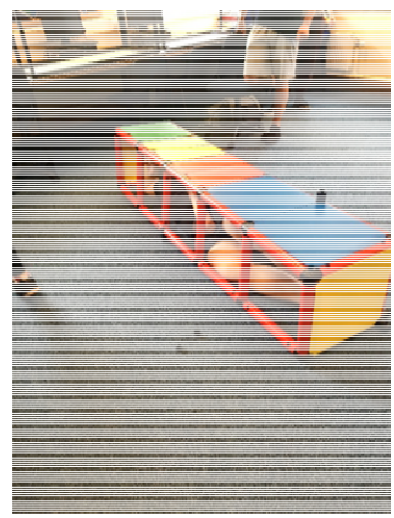
Extensive  
qualifications

Corporate  
days



# The Apprentices

## » Corporate days







## » Apprentices in Work





# Outcomes

## **Employee Academi**

- » 200 nationally recognised qualifications
- » Robust development framework

## **Senior Manager Academi**

- » Strong network
- » Collective projects
- » Collective solutions
- » Talent Management





# Outcomes

## **Apprentice Academi**

- » 98% success rate
- » 75% internal appointments
- » 18% external appointments
- » 5% H.E
- » Recognised good practice model
- » Adopted by private sector
- » New pre-apprenticeships - NEETS



# Future goals

- » Increase the number of apprentices
- » Maintain success rates
- » Develop formal leadership programme further
- » Talent Management
- » Extend the pre-apprentice traineeship piloted in Streetscene



# **CASE STUDY**

# **STREETSCENE APPRENTICESHIPS**

**Gemma Boniface, Joe Conway & Rebecca Jones**