



# Foundation Apprenticeships



# About Us

## Our Vision

TIGERS has a vision for a fair and inclusive world that provides equal opportunities for individuals, families and communities, putting relationships at the heart of delivery and practice. It offers pre-employment training, apprenticeships and professional development courses for a variety of sectors.



## Our Values

**Integrity** – TIGERS' team conduct their business with authenticity and transparency.

**Love** – TIGERS' team cares for people and the world in which we live. We love to inspire and support people to develop their infinite potential.

**Curiosity** – TIGERS cultivate curiosity in our colleagues, trainees and apprentices, in all aspects of learning and development.

**Courage** – TIGERS encourage our team to choose courage over comfort. We strive for excellence and challenge the status quo.



## Our Golden Circle

**Why** - TIGERS' Why is a shared purpose and belief. We aim to work with people who share our values and beliefs to progress towards our vision.

**How** - TIGERS put relationships at the centre of all our practice, policies and partnerships.

**What** - This is TIGERS range of services that we offer which directly works towards achieving our Why. These services can grow as the business grows but must be aligned to our Why.



# What is a Foundation Apprenticeship?

Foundation Apprenticeships are a Skills Development Scotland (SDS) initiative, providing new, work-based learning opportunities for pupils in their senior phase of secondary education. It enables them to gain industry knowledge and practical work experience with an employer, while still at school.

Pupils work towards a Foundation Apprenticeship alongside Nationals and Highers. Pupils will have the option to choose a Foundation Apprenticeship framework as part of their subject choices in S4 & S5. Pupils will work with TIGERS for either 1 year or 2 years to gain industry knowledge and work experience with an employer.

Every University in Scotland equates a Foundation Apprenticeship to a minimum of a Higher B. Some universities equate a Foundation Apprenticeship to a Higher A.

A Foundation Apprenticeship offers between 48 - 65 SCQF credits (a Higher is worth 24 credits) which will support your application to University through UCAS.



## Next Steps

Modern Apprenticeship

Further Education

Employment

University

# Why choose TIGERS?



## Professional Career Pathway

TIGERS have a vision where pupils take their underpinning knowledge of Leadership, Early Brain Development and experience of the world of work into professional career pathways at University.

Pupils learning about Early Brain Development, Attachment Styles and the effects of Adverse Childhood Experiences (ACEs) have an excellent foundation to progress into the following professions, Education, Psychology, Law, Social Work, Health Care, Police Forces, Medicine and Nursing, where an understanding of human behaviour is vital.

Pupils learning about Leadership and Business can take their knowledge and experience onto professional careers like Financial Services, HR, IT, Media, Advertising, Leadership & Management, Marketing and more.

Pupils learning about Civil Engineering can take their knowledge and experience onto professional careers like Civil Engineering Technician, Quantity Surveyor, Structural Engineer, Construction Manager, Land Surveyor and more.



## Flexible Location of Delivery

TIGERS Training Academy in Springburn has professional training suites including an IT suite and Wellness room that pupils can access to learn in a safe, relaxed environment. TIGERS are also offering to provide training and learning at a local school in your area to minimise travelling time and cost. Pupils can come together from other local schools to undertake the training element of their Foundation Apprenticeship.



## Flexible Days of Delivery

Our priority will be to have a blended approach around pupils timetable and subject choices. There will be availability each day of the week, Monday - Friday, this can be made up of full days or half days (Tuesday & Thursday).



## Relationship Led Practice

TIGERS understand the importance of building open, positive and trusting relationships with others in order to meet our infinite potential. Building relationships are at the heart of how we practice creating feelings of safety and security in order for us to learn.



## Industry Work Experience

TIGERS are offering industry work experience in both year 1 & 2 as part of the Foundation Apprenticeship. The value in pupils gaining real life experience builds confidence, communication skills and most importantly the ability to build relationships with others.

# Business Skills (can be completed over 1 or 2 years)

## Theory

- 🐾 Practical Industry Work Experience
- 🐾 Truly Human Leadership
- 🐾 Digital Media
- 🐾 Robotic Process Automation
- 🐾 Business Operations and Strategic Planning
- 🐾 Company Culture and Vision
- 🐾 Health & Wellbeing
- 🐾 Employer Masterclasses
- 🐾 NPA award

## Work Placement

- 🐾 Practical Industry Work Experience
- 🐾 Teamwork and Contributing to Company Goals
- 🐾 Build Relationships and Communication Skills
- 🐾 Managing Expectations and Problem Solving Skills
- 🐾 SVQ Units
- 🐾 Support with UCAS applications / Support into Employment / Modern Apprenticeship / Further Education



# Professional Career Pathways

By completing this Foundation Apprenticeship you can take your learning into the following professions

## Financial Services



Fiona Taylor  
Associate Partner  
Ernst & Young

“Leadership provides strategic direction and guidance. Good leadership brings people on a journey to fulfil a purpose and vision whilst unlocking their potential and allowing them to feel that they achieved this themselves.”

## Media



Gary Robinson  
Director  
GR Communications

“Human Leadership is vitally important in a modern day world. Leaders have a responsibility to role model compassion and empathy to promote a healthy culture for our work colleagues. By demonstrating this type of leadership will help our teams realise their potential. Young people are our leaders of the future and TIGERS Foundation Apprenticeship programme is a great opportunity to learn this.”

## HR



Alex Dobbie  
Head of HR  
BBC Scotland

“In a world increasingly shaped by rapid advances in technology and AI the value and quality of human interaction and leadership is increasingly the key difference maker for organisational success. HR is at the centre of that movement and it is a fantastically exciting time to be working in the profession as we try and shape what the future of work will look like for all of us.”

### ***Other Professions include:***

Administration, Advertising, Entrepreneur, IT, Marketing, PR, Training, Software Development, Leadership & Management, Automation



# Civil Engineering (2 years)

## Theory

- 🐾 Practical Industry Work Experience
- 🐾 Civil Engineering Projects
- 🐾 Health And Safety In A Construction Environment
- 🐾 Construction Management
- 🐾 Aided Drafting
- 🐾 Site Surveying
- 🐾 Health & Wellbeing
- 🐾 Employer Masterclasses
- 🐾 NPA award

## Work Placement

- 🐾 Practical Industry Work Experience
- 🐾 Teamwork and Contributing to Company Goals
- 🐾 Build Relationships and Communication Skills
- 🐾 Managing Expectations and Problem Solving Skills
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# Professional Career Pathways

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## Construction



Steve Slessor  
Regional Director, Scotland  
Morrison Construction

"I am delighted to support TIGERS as they begin to support Foundation Apprentices in Civil Engineering. There really aren't that many careers that offer such a huge range of rewards, that let you use both sides of your brain and have a real impact on the world around you. Just think, a job where no day is exactly like another, where you can use creative thinking and engineering skills at the same time, where you work as a part of a team, where you can travel, make a real difference. Once you've landed a job in civil engineering, there's nowhere to go but up there are so many opportunities to develop your career. The Foundation Apprenticeship is just the start"

### ***Other Professions include:***

Civil engineer, Civil engineering technician, Quantity surveyor, Town planner, Structural engineer, Construction manager, Land surveyor

## Construction



Ross Hammell  
Community Benefit Manager  
McTaggart Construction

"McTaggart Construction & Gardrum Contracts with the McTaggart Group would be pleased to partner TIGERS on the delivery of Glasgow based Foundation Apprenticeships. McTaggart Construction has been on the forefront of supporting Foundation Apprenticeships and we believe that the added advantage of TIGERS experience in Civils based employability learning will not only be able to support more young people in education to achieve but allow the FA to be targeted at a more academically diverse candidate. We very much look forward to working with TIGERS on the delivery of the Civil Engineering Foundation Apprenticeship Framework."

## Quantity Surveying



Isla Hill  
Senior Quantity Surveyor  
BAM Nuttall

"This industry offers you a chance of an exciting future that you control. I didn't believe I had the skills to work in construction – 10 years later my only regret is not doing it sooner. Forget any doubts you have about whether this applies to you, there is a role that will fit you perfectly and TIGERS will help you find it."

# Social Services - Children & Young People - SSCYP (can be completed over 1 or 2 years)

## Theory

- 🐾 Practical Industry Work Experience
- 🐾 Early Brain Development
- 🐾 Understanding Attachment Styles
- 🐾 Biology of Stress and Building Resilience
- 🐾 Impact of Early Trauma and Adverse Childhood Experience
- 🐾 Employer Masterclasses
- 🐾 NPA Award

## Work Placement

- 🐾 Practical Industry Work Experience
- 🐾 Teamwork and Contributing to Company Goals
- 🐾 Build Relationships and Communication Skills
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# Professional Career Pathways

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## Developmental Psychology



Dr. Suzanne Zeedyk  
Research Scientist  
connected baby

"Science is teaching us so much about young children's development. Everything that happens to them shapes the development of their brains and bodies. So we need to work hard to ensure that, together, we are building a society that offers them experiences of emotional safety. It is from a foundation of trust that we all become best placed to take risks and thrive. I am delighted to support TIGERS in their vision of weaving this science into their Foundation Apprenticeship courses."

## Teaching



Nicky Murray  
Headteacher  
Burnside Primary School

"One of our most important jobs is to build a bridge between knowing how the brain works and what we are doing day in and day out in Scottish classrooms"

## Health



Dr. Sheila O'Neill  
GP & Clinical Director  
Glasgow Medical Rooms

"I fully support TIGERS' Foundation Apprenticeship programme to work with pupils to understand Early Brain Development and the importance of attachment and nurture at a young age and a holistic approach to health will aid this development. Science tells us that there are emotions behind behaviour and we need to be curious if we are to find solutions."

### ***Other Professions include:***

Early Learning and Childcare Practitioner, Nursing, Police Force, Youth Work, Social Work, Law.

# Testimonies



Rachael Templeton  
SSCYP  
Lochend Community High

"I enjoy TIGERS because what I am doing is something that is different and new that my school can't provide. TIGERS also gives me an equivalent higher and will give you the experience that you wouldn't normally get unless it was for a short period of time. I would recommend this for the fact that it is something different than what I think I would normally do and pushes you out of your comfort zone."



Abdisalam Abukar  
Business Skills  
All Saint's Secondary School

"Since being at TIGERS I have developed the knowledge of what underpins a successful business, and I know this will help me in the business world. I feel this has put me a step ahead of others who didn't undertake a Foundation Apprenticeship. When I first started, I wasn't sure how I would fit it all in but the team at TIGERS are very understanding and will do anything to help you succeed in your education and in life."



John James Miller  
Business Skills  
Clevedon Secondary School

"When I first started my Foundation Apprenticeship, I was worried I wouldn't know anyone but after a week, I became friends with all the staff and students, which made me feel really settled. So far, I've loved this course and I would recommend it to anyone. Since being at TIGERS, I have a much better understanding of the corporate world which gives me confidence."



Euan Paterson  
SSCYP  
Knightswood Secondary

"I would recommend a Foundation Apprenticeship to other pupils as it is a good opportunity to learn new skills. I have been learning about 'Child Development' which will support me in my future career goals as a Primary School Teacher. I enjoy the sort of learning that the course provides and the people you meet at TIGERS. I am also looking forward to the work placement that I will experience in the next educational year, which is an opportunity to gain real life experience in a workplace setting & establish a relationship with the staff & the company as a whole."

## Employer Partners

We work with a number of organisations cross a wide range of sectors to provide work placements opportunities:

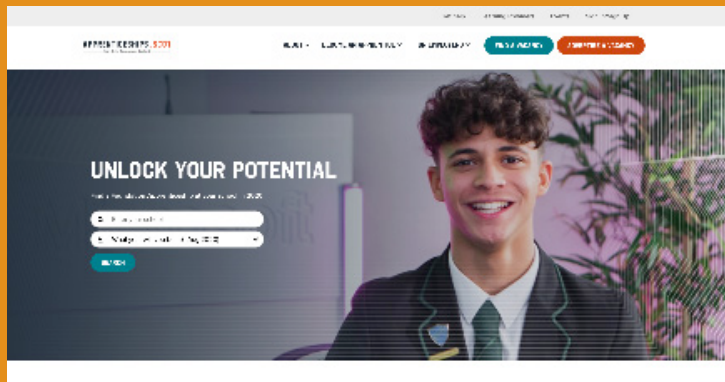


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## How to Apply

Visit [apprenticeship.scot](https://apprenticeship.scot)



Here you can browse the available courses, see the benefits and what qualifications you can gain before applying directly to join TIGERS.

## Contact Us



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