

The H&F Academy

We're committed to making Hammersmith & Fulham one of the most inclusive boroughs in the country; a place where everyone feels valued, and residents have equity of access to the opportunities our borough offers.

'Improving opportunities for all'.

H&F Academy

Earn While You Learn

Work
Experience &
Volunteering

Supported
Internships

Inclusive
Apprenticeships

Apprenticeships

Graduate
Programme

Get Ahead



Work Experience & Volunteering

- Promoting the achievement of care experienced young people project with the University College of London
- School, sixth form, college, university and H&F Resident placements
- Manager training & guidance
- Placement handbook
- References
- Evaluation



Supported Internships

- H&F, Action on Disability (AoD) and West London College (WLC)
- Placements for young adults with learning disabilities ages 16-24 with Special Education Needs (SEN)
- Three rotations across the academic year, four days a week in placement.
- One-day-a-week of classroom-based study time
- Employability qualification alongside English and Maths
- How it works – Placements, Mentors, Job Coaches, Manager & Mentor training, Reasonable Adjustments, Tutors, Seeking paid employment , Travel training support
- H&F follow on support
- Gain paid employment in their chosen career pathway including apprenticeships upon completion of the course.



Inclusive Apprenticeships - EWYL

- West London College apprenticeship provider
- Level 2 Customer Services & Level 3 Business Administration
- Exploring new career pathways
- Work ready workshops



Apprenticeships – Earn While You Learn

2022 - 2023

- Current Levy
£1,295,175
- 56 new apprentice
starts 2.48% public
sector target
- 8 new apprentice starts
in H&F maintained
schools 0.61% public
sector target

Apprenticeships – Earn While You Learn

Currently 140+ apprentices on programme

From 19 to 64 years of age

Delivering 40 different apprenticeships from level 2 to level 7

Over 288 apprenticeships delivered

Exceeded public sector target 3 years in a row

Zero expiring levy since February 2022

Top quartile performing Council regionally and nationally

London Living Wage

London Councils Best contribution of new apprentice 2022

National apprenticeship award submissions 2023

Redeployment support

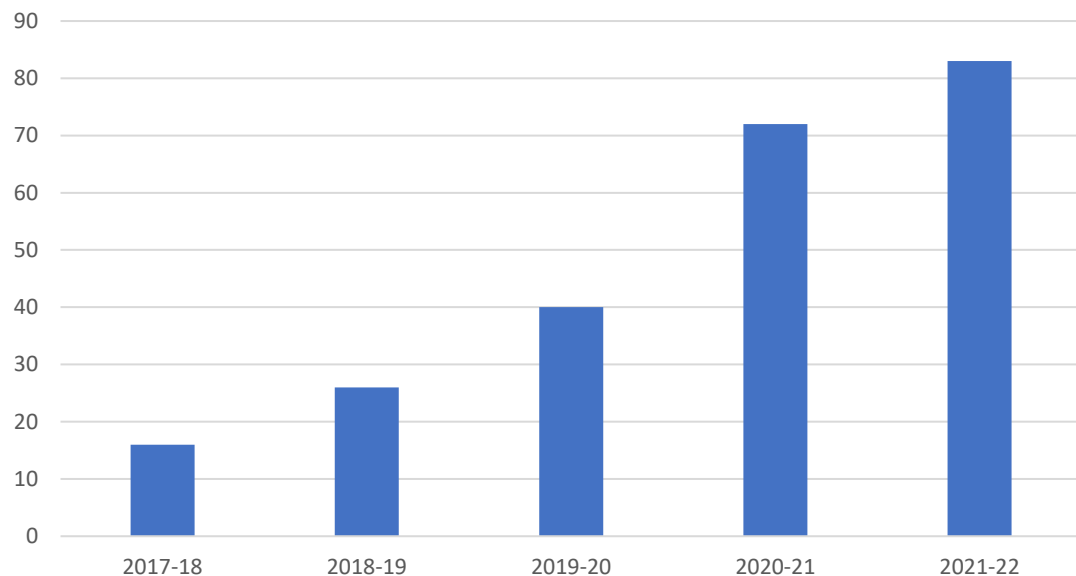
H&F Works

Social Value

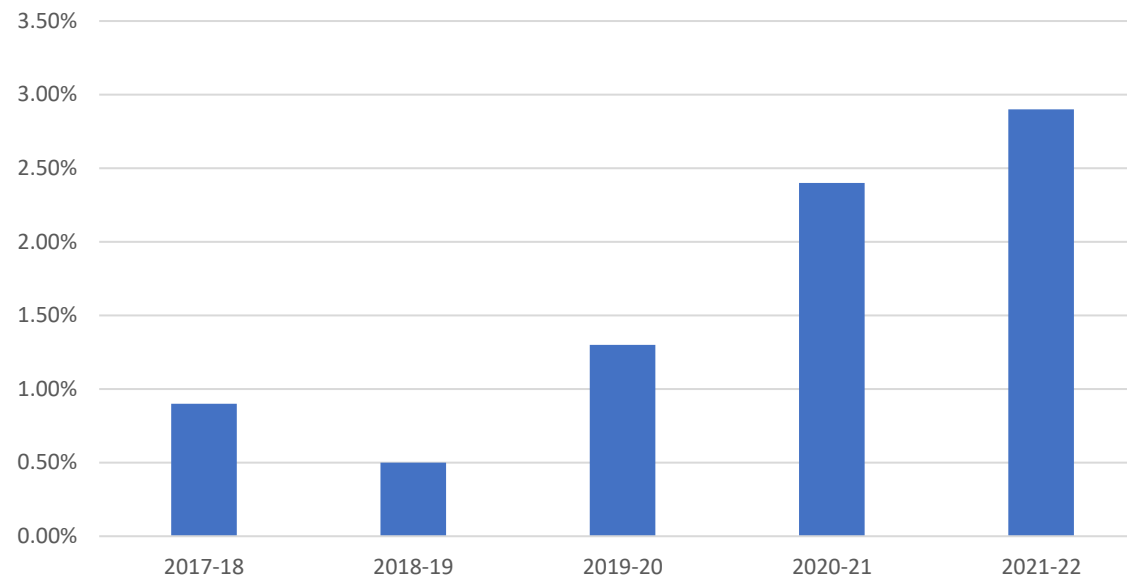
Levy Transfer

Partnership working

Apprentice starts



Public sector target



How does your council perform against its peers?

Figure 10: Assessment of Council Performance on Apprenticeship Starts and the Public Sector Target by Region, Council Type and Nationally 2017-18 to 2021-22

Year	Apprenticeship Starts				Public Sector Target Performance			
	Total	Ranking (National)	Ranking (Regional)	Ranking (Council Type)	Total	Ranking (National)	Ranking (Regional)	Ranking (Council Type)
2017-18	16	Bottom Quartile	Bottom Quartile	Bottom Quartile	0.9%	Lower Middle Quartile	Bottom Quartile	Bottom Quartile
2018-19	26	Bottom Quartile	Bottom Quartile	Bottom Quartile	0.5%	Bottom Quartile	Bottom Quartile	Bottom Quartile
2019-20	40	Bottom Quartile	Lower Middle Quartile	Lower Middle Quartile	1.3%	Lower Middle Quartile	Lower Middle Quartile	Lower Middle Quartile
2020-21	72	Upper Middle Quartile	Upper Middle Quartile	Upper Middle Quartile	2.4%	Top Quartile	Upper Middle Quartile	Upper Middle Quartile
2021-22	83	Upper Middle Quartile	Top Quartile	Top Quartile	2.9%	Top Quartile	Top Quartile	Top Quartile



Graduate Programme - EWYL

- National Graduate Development Programme - LGA
- ILM management & Leadership level 7
- October intake of 8 graduates
- Induction
- 2 year programme
- 4 rotation placements
- 43 graduates through the programme since 2014



Be a Leader, Build a Leader

We have partnered with Circl, an established provider who work with organisations like us to build inclusive leaders and promote social mobility, through teaching professionals how to coach, as equals, alongside talented young [Future Leaders](#) from diverse & under-represented backgrounds.

- Reciprocal Coaching
- 15 H&F Council Managers
- 15 Future Leaders
- Work towards an [Association for Coaching Accreditation](#)



Reciprocal mentoring Programme with H&F Police

Recognition

- **PPMA** - Won Best Learning and Development programme
- **LGC** - Shortlisted finalists for Diversity & Inclusion
- **London Councils** – Asiya Mohamud won Best Progression by an Apprentice 2023, following Best contribution by a new apprentice 2022 and Mena Openibo was also shortlisted for Best Manager,
- **National Apprenticeship Awards** - London Finalists 2023 for Large Employer of the Year
- **LGA blog** – approached to share best practice

