

From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>
Sent: 10 December 2024 19:35
To: [REDACTED] (Leonardo, UK) <[REDACTED]@des.grplnk.net>
Subject: This morning

Ok, thanks [REDACTED] and reassuring - you don't need me to tell you that you never know how these things are going to go sometimes.

take care,

[REDACTED]

From: [REDACTED] (Leonardo, UK) <[REDACTED]@leonardo.com>
Sent: Tuesday, December 10, 2024 12:10 pm
To: [REDACTED] <[REDACTED]@gov.scot>
Subject: RE: This morning UK OFFICIAL

[REDACTED],

Thanks for enquiring. Everyone is OK.

So far little damage - paint on Gatehouse. Two vehicles blocking two access points with protestors D-locked to vehicles and doors sealed with expanding foam. Police in attendance – monitoring situation.

[REDACTED] [REDACTED].

Best Wishes

[REDACTED]



[REDACTED]
[REDACTED]

Leonardo
2 Crewe Road North, Edinburgh EH5 2XS
Mob: [REDACTED]
[REDACTED]@leonardo.com
uk.leonardo.com

From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>
Sent: 10 December 2024 11:59
To: [REDACTED] (Leonardo, UK) <[REDACTED]@des.grplnk.net>
Subject: This morning

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[REDACTED],

Hope this finds you well – hearing reports of another protest attack at Crewe Toll this morning – obviously only answer when able to do so, but just want to check everyone is ok.

Kind regards,

[REDACTED] | New Market Clusters Unit
Industrial Transformation and Office of the Chief Scientific Adviser
The Scottish Government
3rd Floor, Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU
Tel: **[REDACTED]** | Mob: **[REDACTED]**

*Please note I do not work **[REDACTED]***

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distribute its contents to any other person.

From: [REDACTED]

Sent: Tuesday, October 8, 2024 11:32 AM

To: [REDACTED]@Leonardo.com

Cc: [REDACTED]; [REDACTED]; [REDACTED]; [REDACTED]

Subject: RE: PSESR Bill - defining apprenticeship - follow up to 2nd meeting

Hi [REDACTED]

The c £170m figure is based on the funding that we provide to:

- SDS for MA and FA funding, plus some legacy funding for GAs who started before 2021/22
- The SFC for the teaching grant element of GA funding, FA funding for colleges, and the credits that colleges draw down for MAs.
- SAAS for tuition fees for GAs.

We are also doing some work to estimate the amount it costs to administer the apprenticeship system across all the various agencies including SFC, SDS, SAAS, SQA and Education Scotland.

You mentioned at the meeting that you think that the SG receives £300m from the apprenticeship levy, this isn't a figure that we recognise could you let us know where it is from please? We receive funding from HM Treasury which is part of the Scottish Block Grant, and we are not provided with a separate figure for apprenticeships.

Many thanks

[REDACTED]

[REDACTED]

[REDACTED] | Qualifications & Apprenticeships Unit | Learner Experience Division | Lifelong Learning & Skills Directorate | Scottish Government |  [REDACTED]

I work [REDACTED] to [REDACTED]

From: [REDACTED]

Sent: Tuesday, October 8, 2024 11:32 AM

To: [REDACTED]

Cc: [REDACTED]; [REDACTED]; [REDACTED]@Leonardo.com; [REDACTED]

Subject: RE: PSESR Bill - defining apprenticeship - follow up to 2nd meeting

Hi [REDACTED]

The only feedback received from members was from [REDACTED]. I would also like to note that [REDACTED] did send across his feedback before the deadline however it is my fault for the delay. Working as one comes with its challenges. Please accept my sincere apologies.

The feedback [REDACTED] provides relates to the context at the front end of the paper. Some of the feedback was provided in V1 but not sure it was picked up. The amends are important.

I have therefore attached the paper with [REDACTED] suggested tracked changes and comments which may help to make his feedback more obvious.

One area [REDACTED] questions, which has been raised by other members is the figure quoted within this line:

- The Scottish Government invests a total of **c £170 million** across SDS, SFC and SAAS to support apprenticeships each year.

This figure is not understood and is new to members. Can you clarify?

[REDACTED] also outlines improvements to the sections referencing SAAB SFG and AAG, and requests for the link to the current DoA and principles to be changed. As it stands the paper direct readers to the STF website.

I hope this above is helpful.

Best wishes
[REDACTED]

From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>
Sent: Wednesday, October 2, 2024 11:24 AM
To: [REDACTED]< [REDACTED]@sds.co.uk>
Cc: [REDACTED]@gov.scot; [REDACTED]@gov.scot;
[REDACTED]@Leonardo.com; [REDACTED]@gov.scot
Subject: RE: PSESR Bill - defining apprenticeship - follow up to 2nd meeting

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Thanks so much!

[REDACTED] | Directorate for Lifelong Learning and Skills | Scottish Government
Phone: [REDACTED]
Note: message dictated using voice recognition software

From: [REDACTED]< [REDACTED]@sds.co.uk>
Sent: Wednesday, October 2, 2024 11:23 AM
To: [REDACTED]< [REDACTED]@gov.scot>
Cc: [REDACTED]< [REDACTED]@gov.scot>; [REDACTED]< [REDACTED]@gov.scot>; [REDACTED]@Leonardo.com; [REDACTED]< [REDACTED]@gov.scot>
Subject: RE: PSESR Bill - defining apprenticeship - follow up to 2nd meeting

Note is with members now [REDACTED].

[REDACTED]

From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>
Sent: Wednesday, October 2, 2024 11:11 AM
To: [REDACTED] <[REDACTED]@sds.co.uk>

Cc: [REDACTED]@gov.scot; [REDACTED]@gov.scot;
[REDACTED]@Leonardo.com; [REDACTED]@gov.scot
Subject: RE: PSESR Bill - defining apprenticeship - follow up to 2nd meeting

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Hi [REDACTED]

Thanks for this and thank you so much for repurposing yesterday's meeting. Please could you circulate this draft note for checking to the wider copy list ASAP. Happy to take any amendments – but please could I have these **by close Monday 7 October**. SG colleagues in copy will want to check too.

Many thanks, [REDACTED]

[REDACTED] | Directorate for Lifelong Learning and Skills | Scottish Government

Phone: [REDACTED]

Note: message dictated using voice recognition software

From: [REDACTED]< [REDACTED]@sds.co.uk>
Sent: Tuesday, October 1, 2024 5:32 PM
To: [REDACTED]< [REDACTED]@gov.scot>
Cc: [REDACTED]< [REDACTED]@gov.scot>; [REDACTED]< [REDACTED]@gov.scot>; [REDACTED] (Leonardo, UK) <[REDACTED]@Leonardo.com>
Subject: PSESR Bill - defining apprenticeship - follow up to 2nd meeting

Hi [REDACTED]

Thanks for taking the time to talk through the paper and questions on the call. I thought the session was better today. It was useful to have SFC, SDS, SG and SAAB members all on the call together.

As requested, we will have the final comments to you by the close of play Monday.

Some good points were made in the IM, see attached note.

In your summary note, please include the timelines you set out at the end of the call. Being able to provide a broad indication of the med-long-term timelines helps employers/members to understand what you are working towards.

Please let me know if you need anything else from me.

Best wishes

[REDACTED]
Scottish Apprenticeship Advisory Board (SAAB) Manager

Mob: [REDACTED]

DD: [REDACTED]



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Note of GAEG meeting with Leonardo – 15 January 2025

Attendees: [REDACTED], [REDACTED], [REDACTED]

- Leonardo have been using GAs since the inception of the programme.
- GAs are helpful for Leonardo – the company was [REDACTED] [REDACTED].
- GAs are very important to business development, providing immediate value.
- The company occasionally recruited a current MA, However, SDS would record an MA who left to undertake a GA as having not completed the MA.
- Most GAs are predominantly school leavers quickly become key employees.
- Leonardo has continued graduate recruitment from university as well as recruiting GAs.
- The company uses a range of universities for their GAs. They study at [REDACTED] [REDACTED] and [REDACTED] [REDACTED] and [REDACTED] [REDACTED]).
- They are the largest employer with GAs at [REDACTED] and [REDACTED] [REDACTED] [REDACTED].
- The initial process of hiring a GA was straightforward, but was made complex with SAAS involvement particularly as budget cycles and government planning cycles were not synchronous with the company's recruitment cycle.
- [REDACTED]
- [REDACTED]
- It should also be possible for universities to work together and offer joint degrees.
- There is a strong appetite to develop the Engineering GA to Masters (MEng) level as a route to Chartered Engineer.
- There needs to be common structures to support articulation routes. That said, colleges need to make sure that their standards in maths are truly compatible with university demands. There is a role for college/university partnerships here.
- In terms of developing future GA Frameworks, [REDACTED] [REDACTED]. There is demand and opportunity to greatly expand GA provision.
- GAs are attractive in that they are employees, pay tax, do not require student support or loans and have much quicker time to productivity.
- Companies across UK contribute to the Apprenticeship Levy of which some £250-£300 million comes to Scotland - more of this must be reinvested in skills in Scotland.
The name Graduate Apprenticeship is misleading – it is not for graduates and there should be better targeting at schools and parents/carers to explain the benefits.
- GAs can also contribute to the Governments' widening access agenda as they attract entrants from a diverse economic background and different demographic.

From: [REDACTED]

Sent: 22 April 2025 10:21

To: [REDACTED]

Subject: RE: Invitation to Graduate Apprenticeships - Rich Picture Event - Friday, 21 March, Atlantic Quay, Glasgow

Hi [REDACTED]

I hope you are well. Thank you for your email.

We'll be in touch shortly on next steps

Regards

[REDACTED]

[REDACTED] **Student Equalities and Fair Access and Post School Qualifications
| Directorate for Lifelong Learning and Skills | Scottish Government | Civil
Service Swahili Language Network**

7th Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

[REDACTED]

Email:

[Redacted]



From: [Redacted]

Sent: 15 April 2025 12:01

To: [Redacted]

Subject: RE: Invitation to Graduate Apprenticeships - Rich Picture Event - Friday, 21 March, Atlantic Quay, Glasgow

[REDACTED]

Just following up on our discussions on GA's.

I couldn't make the Rich Picture event due to a diary clash and was wondering if there was any output and other next steps?

Best Wishes

[Redacted]



[Redacted]
[Redacted]

Leonardo
2 Crewe Road North, Edinburgh EH5 2XS

[Redacted]
[Redacted]

From: [Redacted]

Sent: 04 March 2025 08:35

To: [Redacted]

Subject: Invitation to Graduate Apprenticeships - Rich Picture Event - Friday, 21 March, Atlantic Quay, Glasgow

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Dear Colleagues,

Work is underway to gather insights on Graduate Apprenticeships (GAs) to help identify learning and potential areas for future enhancement.

To further our engagement with employers, providers and other stakeholders we would like to invite you to a [Rich Picture](#) Event on Friday, 21 March, between 10:00 and 13:00 in Flemming Rooms B and C at the offices of the Scottish Government, 5 Atlantic Quay, Glasgow.

Can you please let me know [Redacted] if you are able to attend.

Yours sincerely

[Redacted]

[Redacted] | [Redacted] **Student Equalities and Fair Access and Post School Qualifications | Directorate for Lifelong Learning and Skills | Scottish Government | Civil Service Swahili Language Network**

7th Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

[Redacted]

Email: [Redacted]



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From: [Redacted]

Sent: 12 February 2025 16:44

To: [Redacted]

Cc: [Redacted]

Subject: RE: Graduate Apprenticeships Enhancement - Meeting note - 15 January 2025

[

[Redacted]

Thanks for the chance to review the note. Please see attached a marked-up version.

I hope your work is progressing well. What are your plans for further engagement?

Best Wishes

[Redacted]



[Redacted]
[Redacted]

Leonardo
2 Crewe Road North, Edinburgh EH5 2XS

[Redacted]
[Redacted]
[Redacted]

From: [Redacted]

Sent: 12 February 2025 16:18

To: [Redacted]

Cc: [Redacted]

Subject: Graduate Apprenticeships Enhancement - Meeting note - 15 January 2025

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Hello **[Redacted]**

With apologies for the delay in getting this over to you, please find attached a note of our meeting in January.

Can you please review it and advise if you are content with the summary of the meeting? If you are able to get back to me by next Wednesday, that would be very much appreciated.

Kind regards,

[Redacted]

[Redacted]

Directorate For Lifelong Learning and Skills | Scottish Government

5 Atlantic Quay, 150 Broomielaw, Glasgow G2 8LU

[Redacted]

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From: [Redacted]

Sent: 09 January 2025 16:55

To: [Redacted] [Redacted]

Subject: RE: Scottish Government and Leonardo - Graduate Apprenticeship Enhancement discussion

Hi [Redacted],

No problem, 15 of January would work for me – 14:00 – 14:45 – I can send out a new Teams Request.

Regards

[Redacted]

[Redacted] | [Redacted] **Student Equalities and Fair Access and Post School Qualifications | Directorate for Lifelong Learning and Skills | Scottish Government | Civil Service Swahili Language Network**

7th Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

Telephone: [Redacted]

Email: [Redacted]



-----Original Appointment-----

From: [Redacted] >

Sent: 09 January 2025 16:50

To: [Redacted]

Cc: [Redacted]

Subject: New Time Proposed: Scottish Government and Leonardo - Graduate Apprenticeship Enhancement discussion

When: 14 January 2025 14:00-14:45 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

Where: Microsoft Teams Meeting

[Redacted], [Redacted]

Apologies, have a clash on Tuesday afternoon. Suggest slipping by a day but flexible if this doesn't work for you.

Best Wishes

[Redacted]

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