

Questionnaire

Introduction

Bury College is working with the Association of Employment and Learning Providers to further enhance how the college engages with employers and to establish an Employer Forum.

As part of this work, a questionnaire has been created to identify the current challenges surrounding employer engagement in terms of promoting and delivering Apprenticeships and how this service can be further enhanced.

The questionnaire covers the areas of organisational support, employer engagement, learner engagement, apprenticeship reforms and CPD requirements. It is completely anonymous and should take approximately 10 minutes to complete. The overall findings will be disseminated in September with an action plan on how the key challenges identified will be addressed through the Employer Forum and CPD activity.

Tim Robson

Director of Strategic Partnerships and Higher Education.

Role within the organisation

1. Please state your job role within Bury College:

	Business Development Advisor	Assessors	Work based Learning Co- ordinator	Employment Services Advisor	Administration	Management	Quality
Please choose from the following options:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Organisational support

2. Apprenticeship framework delivery at level 2,3,4 and 5. To what extent do you find the following areas challenging?

	Not at all challenging	Occasionally challenging	Often challenging	Constantly challenging	Not Applicable
Initial assessment and matching the learner with the suitable framework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring the framework is suitable for the employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having the material, resources and facilities in place to deliver the framework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having the right internal and external systems in place to ensure high quality training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tailoring the delivery to meet the needs of the employer by selecting appropriate optional units from the framework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tailoring the delivery to meet the needs of the employer by selecting appropriate optional units from other frameworks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having suitably qualified staff to deliver the framework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring delivery is relevant, rigorous, and enables the learner to reach their full potential	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating the business rationale for employing an apprentice to other teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sharing good practice and knowledge with sales, curriculum and admin teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Please use this box to provide more information on the areas you find most challenging:

Employer engagement

4. Employer engagement for Apprentices at level 2, 3, 4 and 5. To what extent do you find the following areas challenging?

	Not at all challenging	Occasionally challenging	Often challenging	Constantly challenging	Not Applicable
Selling the benefits of Apprenticeships to an existing employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Selling the benefits of Apprenticeships to a new employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Selling the benefits of functional skills to an employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Selling the benefits of functional skills to apprentices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
an appropriate employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involving employers in the allocation of optional framework modules	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making sure that the learner understands the relationship between Bury College and the employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making effective use of e-technologies such as One-File for the benefit of the employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing employer expectations and keeping them up-to-date with changes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the external business challenges faced by the employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the business rationale behind employing an apprentice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring that the employer is actively engaged with the learning process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying measurable outputs with the employer to assess the impact of learning on the business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making sure that the employer sees the relationship with Bury College as a long term	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

two-way partnership



(e.g. progression L3 to L4)

Encouraging employers to
pay the market rate for an
Apprenticeship job



5. Please use this box to provide more information on the areas you find most challenging:

Learner Engagement

6. Learner engagement for Apprentices at level 2, 3, 4 and 5. To what extent do you find the following areas challenging?

	Not at all challenging	Occasionally challenging	Often challenging	Constantly challenging	Not Applicable
Making sure that learners understand how learning outcomes relate to the business needs of the organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Modifying the teaching and learning strategies to suit the needs of the learner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making effective use of e-technologies such as One-File for the benefit of the learner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring that learners have credible progression routes (e.g. progression L3 to L4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing opportunities for learners to demonstrate that learning has taken place	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making sure that the learner understands the relationship between Bury College and the employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Please use this box to provide more information on the areas you find most challenging

Understanding the reforms to Apprenticeships

The implementation plan sets out reforms for Apprenticeship frameworks and seeks to make the Apprenticeship system employer-led, with funding reforms also currently being considered.

8. Please indicate how well you understand these reforms and its implications for your work and other professional activity on a scale of 1 to 4, where 1 is ‘fully understand’ and 4 is ‘do not understand at all’

	1-Fully understand	2	3	4-Do not understand at all	N/A
Proposals to replace Apprenticeship frameworks with new standards designed by employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proposals to change the way in which Apprenticeships are assessed i.e. undertaking the majority of the assessment at the end of the Apprenticeship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
merit and distinction)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changes to the English and maths requirements in Apprenticeships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The proposals for reforming the way in which Apprenticeships are funded	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CPD Requirements

9. What support would be useful to help you understand these Apprenticeship reforms better and be kept informed as developments are made?

10. What other challenges are you currently facing (or are likely to face in the future) in delivering high quality Apprenticeships?

11. What particular areas of support will you need in the coming months to ensure high quality delivery?

12. What particular training/CPD support would be useful for your staff in the coming months (and what kind of content would be most useful)