

Apprenticeship Staff Support Programme

Purpose of the staff survey

- To identify the current challenges surrounding employer engagement in terms of promoting and delivering apprenticeships and how this service can be further developed.
- The questionnaire covers the areas of organisational support, employer engagement, learner engagement, apprenticeship reforms and continuous professional development needs.

Sample size and responses

41 responses from an initial sample size of 80 members of staff involved in the delivery and management of apprenticeships:

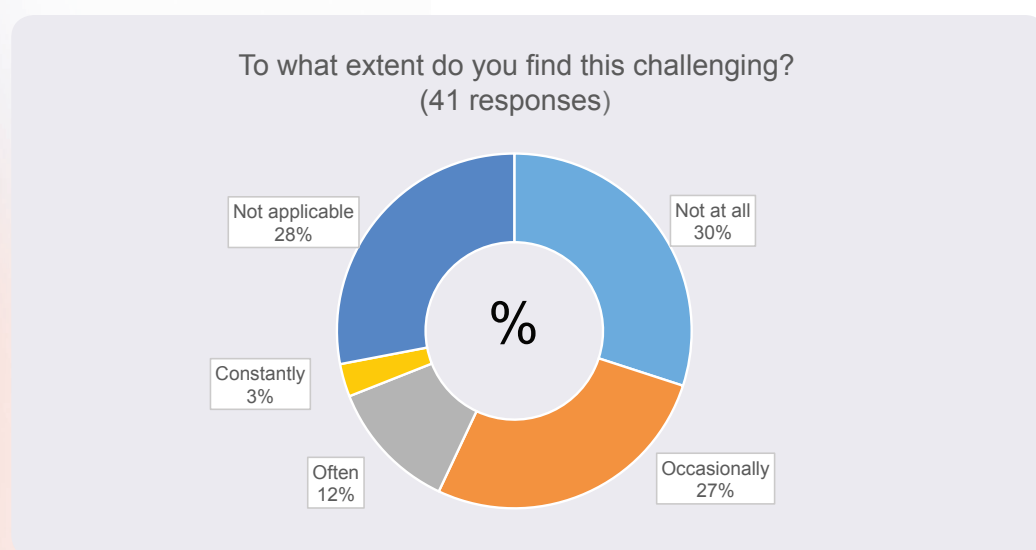
- 4 Business Development Advisors
- 23 Assessors
- 2 Work Based Learning Co-ordinators
- 1 Employment Services Advisor
- 5 Administrators
- 3 Managers
- 3 Quality Assurance Officers

Theme 1 Organisational support:

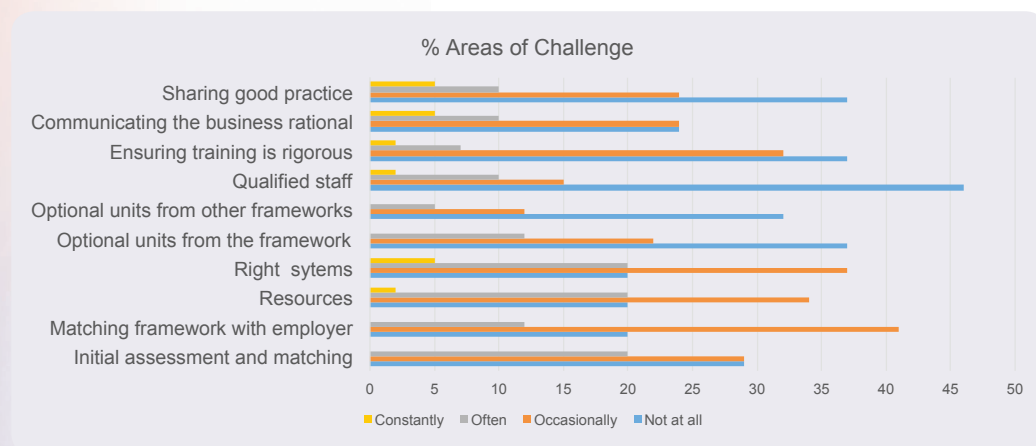
To what extent do you find the following areas challenging?

- Initial assessment and matching the learner with the suitable framework
- Ensuring the framework is suitable for the employer
- Having the right materials and resources in place to deliver the framework
- Having the right internal and external systems in place to ensure high quality training
- Tailoring the delivery to meet the needs of the employer through the selection of optional units from both the framework and other frameworks
- Providing suitably qualified staff to deliver the framework
- Ensuring training is relevant, rigorous and enables the learner to reach their full potential
- Communicating the business rationale for employing an apprentice to other teams
- Communicating and sharing good practice with other teams

Theme 1 results overview: organisational support



Theme 1 results per question: organisational support – key challenges



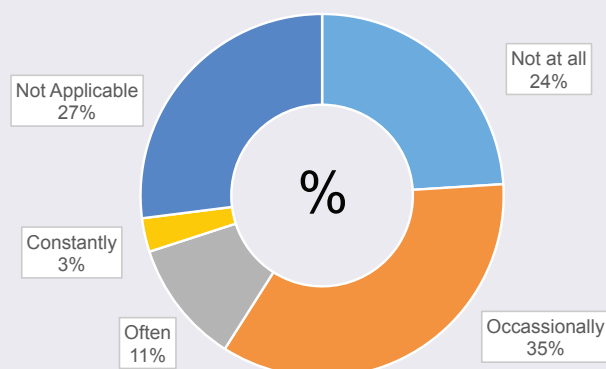
Theme 2 Employer engagement:

To what extent do you find the following areas challenging?

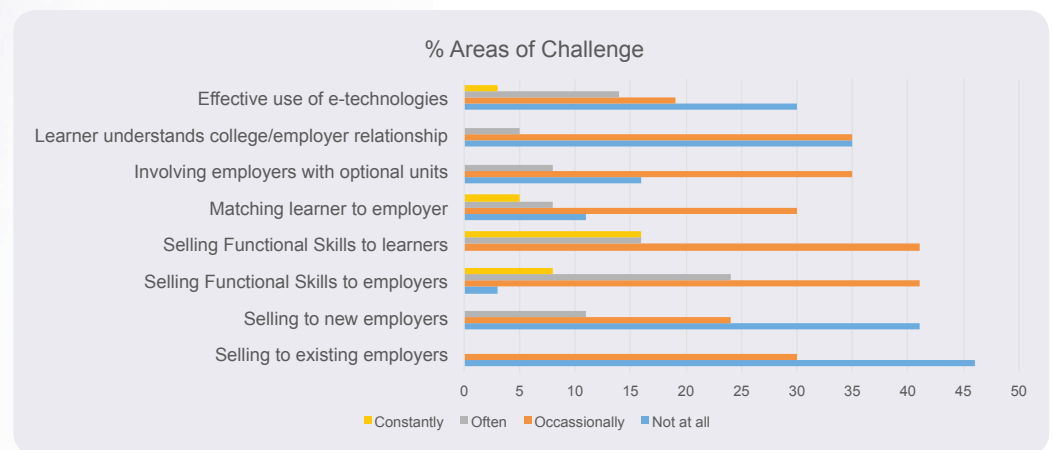
- Selling the benefits of apprenticeships to existing and new employers
- Selling the benefits of Functional Skills to employers and learners
- Matching the learner with an appropriate employer
- Involving employers with the selection of optional units
- Making sure the apprentice understands the relationship between the employer and college
- Making effective use of e-technologies for the benefit of the employer
- Managing employer expectations and keeping them up to date with changes
- Understanding the external business challenges faced by employers
- Making sure that the employer is actively engaged in the learning process
- Identifying measurable outputs to assess the impact of learning on the business
- Developing a long term two way relationship
- Ensuring that employers offer credible progression routes for apprentices
- Encouraging employers to pay the market rate for an apprenticeship job

Theme 2 results overview: employer engagement

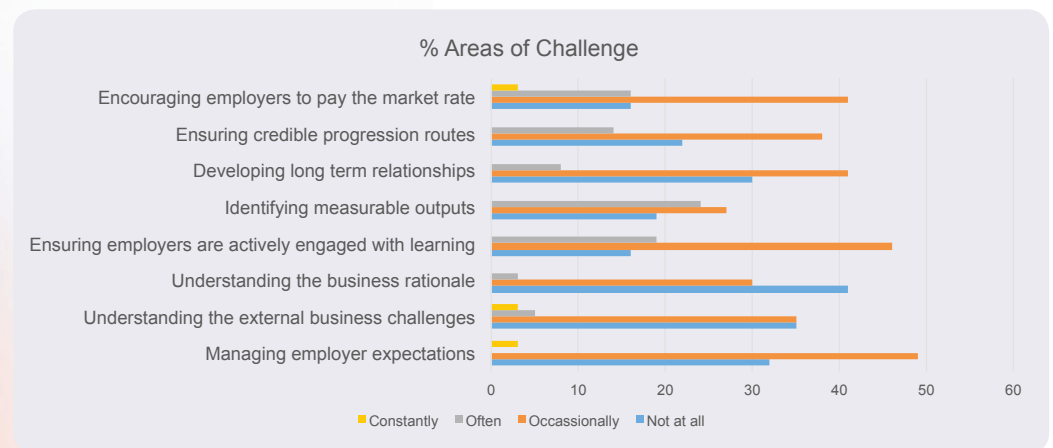
To what extent do you find this challenging?
(37 responses)



Theme 2 results per question: employer engagement – key challenges part 1



Theme 2 results per question: Employer engagement – key challenges part 2

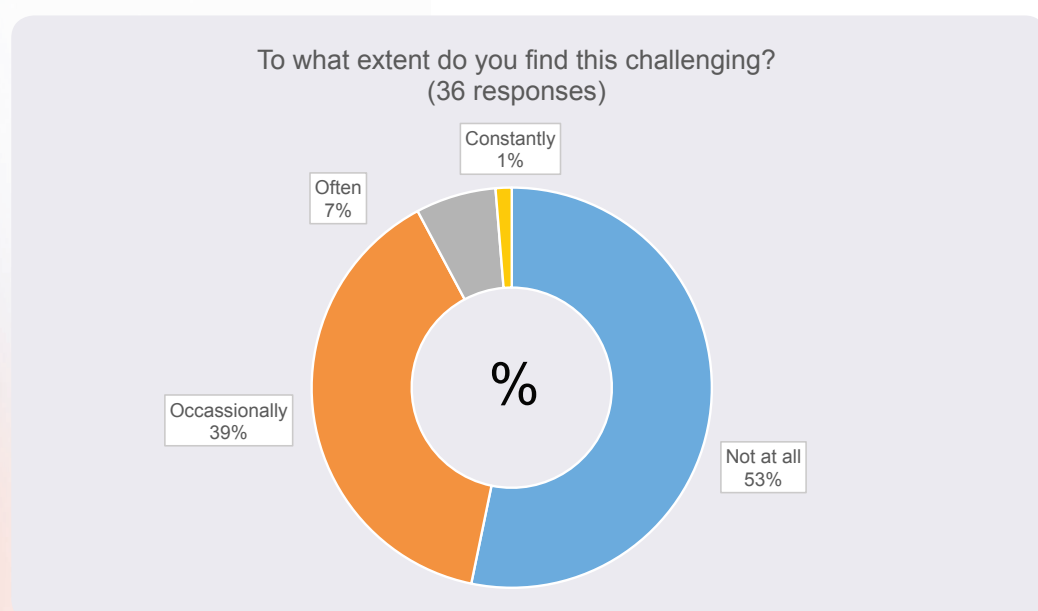


Theme 3 Learner engagement:

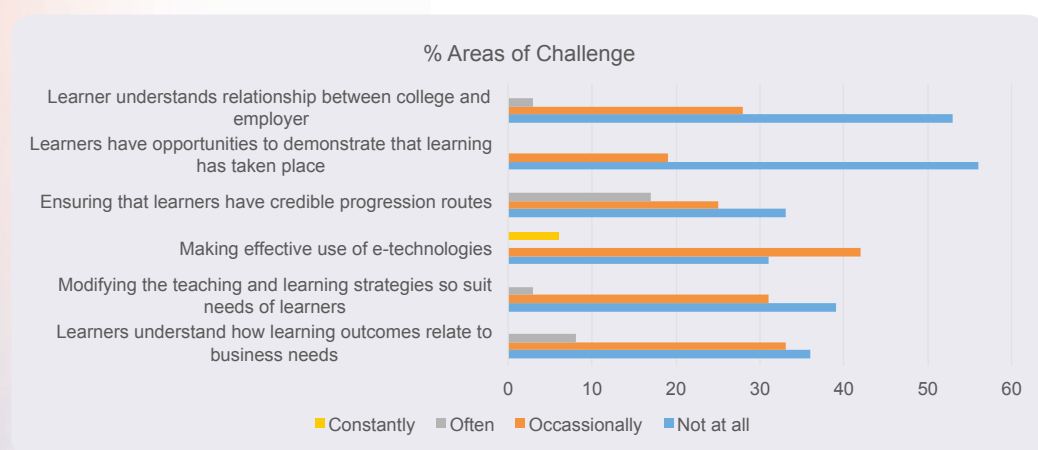
To what extent do you find the following areas challenging?

- Making sure that learners understand how learning outcomes relate to the business needs of the organisation
- Modifying the teaching and learning strategies to suit the needs of the learner
- Making effective use of e-technologies for the benefit of the learner
- Making sure learners have credible progression routes
- Providing opportunities for learners to demonstrate that learning has taken place
- Making sure that the learner understands the relationship between Bury College and the employer

Theme 3 results overview: learner engagement



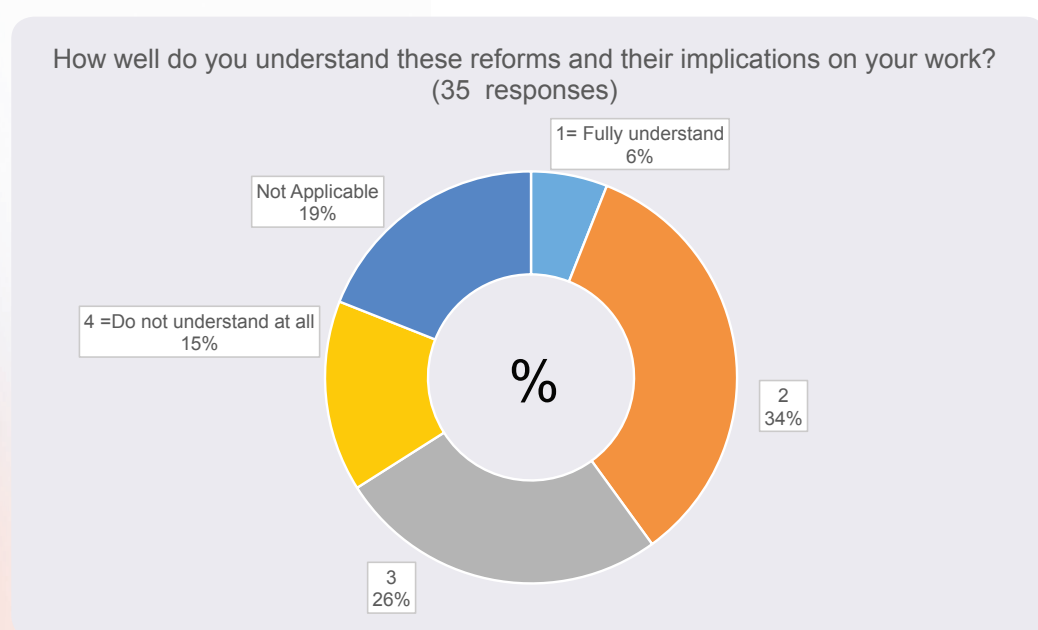
Theme 3 results per question: Learner engagement – key challenges



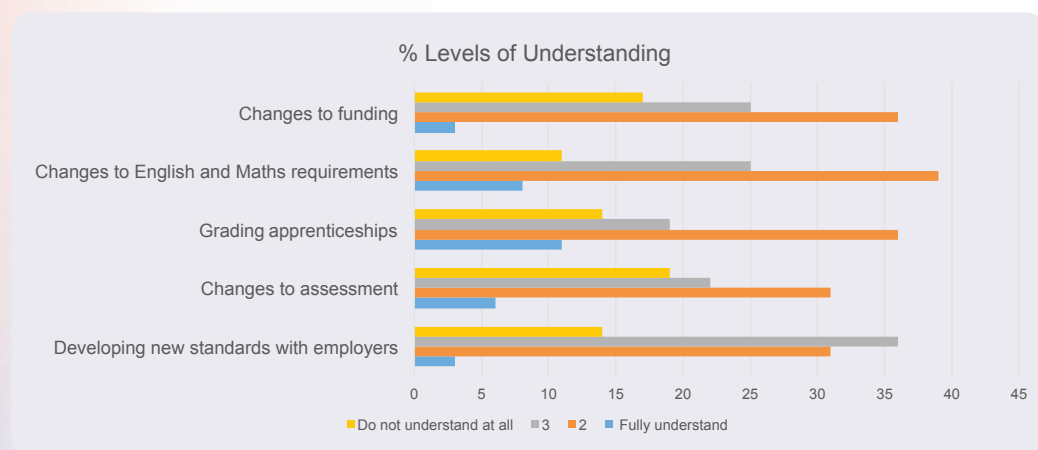
Theme 4: Understanding apprenticeship reforms and the implications on your work and professional activity?

- How well do you understand the following:
- Proposals to replace the apprenticeship framework with new standards designed by employers?
- Proposals to change the way in which apprenticeships are assessed?
- The proposal to grade apprenticeships?
- Changes to the English and Maths requirements in apprenticeships?
- The proposal for reforming the way in which apprenticeships are funded?

Theme 4 results overview: Understanding apprenticeship reforms

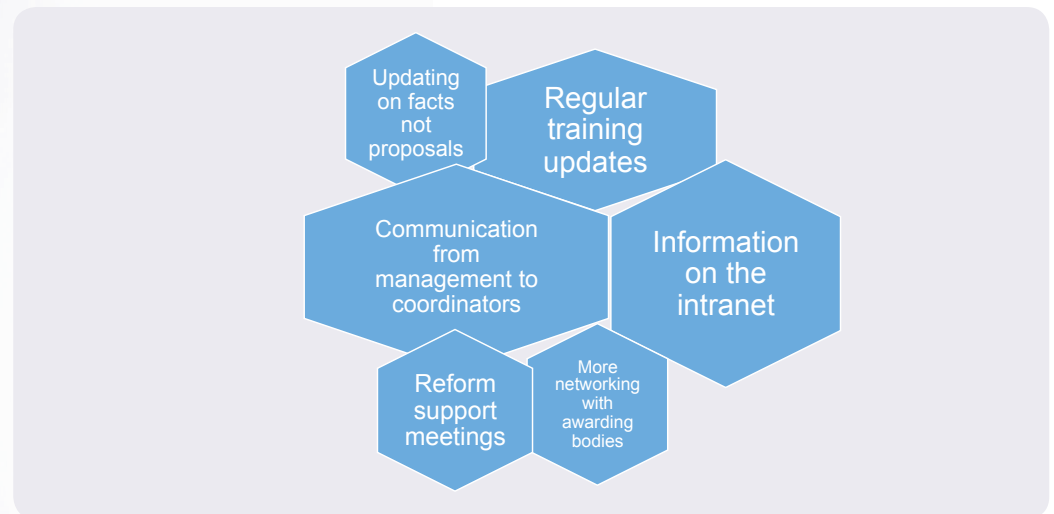


Theme 4 results per question: Understanding apprenticeship reforms – areas for further staff development



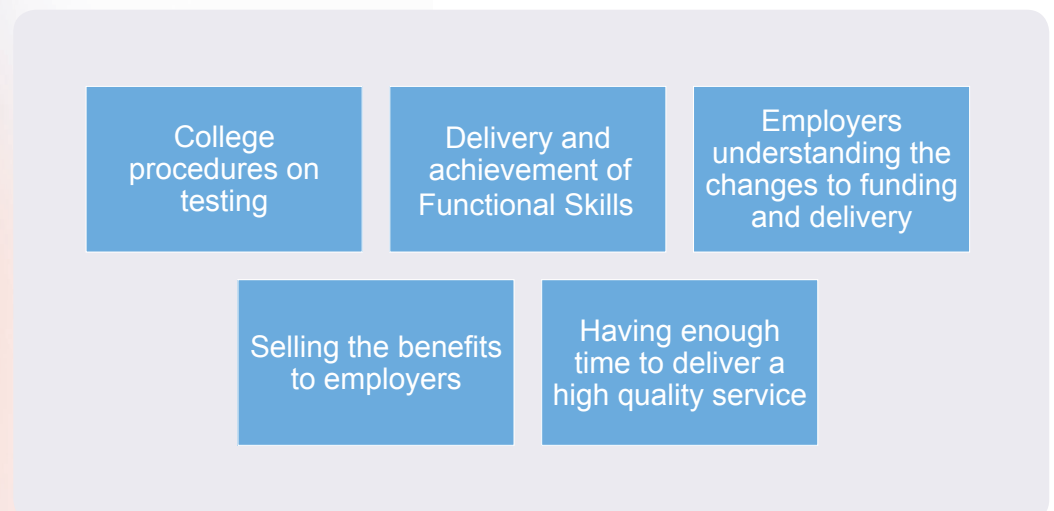
Theme 5 What support would help you understand these apprenticeship reforms and be kept informed as developments are made?

Common themes:



Theme 6 What other challenges are you currently facing (or are likely to be facing in the future) in delivering high quality Apprenticeships?

Common themes:



Theme 7: What particular areas of support will you need in the coming months to ensure high quality delivery?

Common themes:



Theme 8: What particular training/continuous professional development support would be useful for your staff in the coming months (and what kind of support would be most useful)

- Training on getting the most out of e-technologies
- Help on developing new resources
- Functional Skills training in Maths and English
- CPD time to look at the new frameworks for apprenticeships...
- Training with up and coming initiatives
- Funding and assessment procedures
- Coping with stress and stressful work loads
- Measuring the impact of learning
- Lesson planning and making sure schemes of work are mapped against quality standards

Conclusions and moving forward

Barriers identified with:

- Functional Skills initial assessments
- Allowing learners to progress on to higher levels
- Matching frameworks to specific employer needs
- Internal and external processes which can limit the flexibility of delivery
- Communication across teams
- Measuring the impact of learning on the organisation
- Lack of employer involvement
- Understanding the benefits of Functional Skills
- Understanding apprenticeship reforms and their impact
- Using e-technology effectively

Initial recommendations

- Working with an external consultant, continuous professional development sessions and guides will be produced
- Further work on getting the most of e-learning
- Greater employer involvement through the employer forum to get a better understanding of their challenges and objectives and to understand what constitutes high quality and value for money
- The creation of an apprentice reform sub group to work with the external consultant in order to fully understand the impact of these reforms on the current apprenticeship portfolio

