Delivering 1st class apprenticeship programmes

Scott Upton

Vice-Principal, Sandwell College

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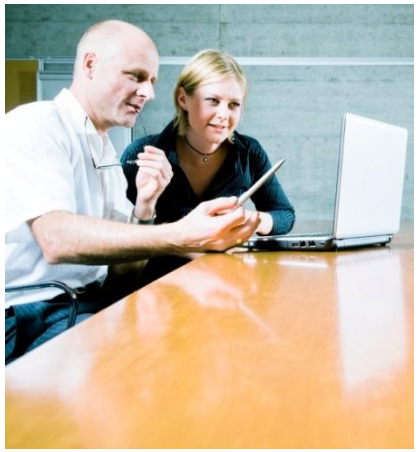
What is an apprenticeship?



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Popular Culture

"Always two there are, a Master and an Apprentice."

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Not….

"Always three there are, a Master, an Apprentice and someone to pull down the Public Funding."

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The key to quality apprenticeships

- The relationship between the company and the Apprentice
- The Apprentice is apprenticed to the company
- ‘Ownership’ of the Apprentice by the company / master / gaffer
- Without this clear bond, there cannot be a quality apprenticeship
- (Which is why PLAs weren’t very good)

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Our role

- We have a ‘bureaucracy-centric’ view of apprenticeships
- The pursuit of data, paperwork and government targets has skewed the nature of apprenticeships
- Growth of 12 week apprenticeships, Train-to-Gain displacement and all of the issues highlighted by Panorama are a result of this
- A quality apprenticeship has the employer and apprentice at the heart of it

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Features of a quality apprenticeship

- Finding the right apprentice for each employer
  - Aptitude, attitude, work-experience tasters
- Getting under the skin of the employers
  - What does the employer need and want?
  - Employer involvement in initial assessment, interview, induction
- Education of the employers
  - Framework requirements
  - How they can add value

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Features of a quality apprenticeship

- Education of the provider
  - The employer knows his business
  - There are 200 apprenticeship frameworks
- Effective planning of training and assessment
  - Linking theory to practice effectively
  - Maximising the learning potential of the workplace
- Put only the very best staff in front of the employers and apprentices
  - They need to be Masters as well

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Features of a quality apprenticeship

- Monitor, monitor, monitor
  - There's a lot to juggle
- Communicate, communicate, communicate
  - Keep the employers in the loop
- The best employers encourage progression for their apprentices
  - We must influence all of our employers
  - Have a progression plan for each apprentice
- Celebrate success, it breeds more success
  - Can be used to overcome difficulties with IAG in schools

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In summary

- Apprenticeships are all about the Employer – Apprentice relationship
- Let’s not get too bogged down by the paper chase
- We have a proud tradition of apprenticeships, let’s celebrate our achievements and secure the future….

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Thank you

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