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Effective Mentoring of Apprentices

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Context

- **Apprenticeship Retention Rates – risen from 37% in 2005 to 76% in 2011**
- **Still a considerable number dropping out – noticeably:**
  - 16-18 years old on Level 2 apprenticeships – 28%
    - 19+ on Level 2 apprenticeships – 22%
  - Black or Black British – Caribbean – 30%
    - White – British – 23%

Source The Data Service SFR Mar 2012

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Potential Problems?

- *"too many young people starting the scheme only to change their minds half way through because they were no longer interested"*
- *"Many school-leavers found it hard to adapt to longer working hours and early morning starts"*
- *"embarrassed by 'uncool' uniforms, visors or ear plugs they were made to wear while others refused to get up on a Monday morning"*

Source Daily Telegraph article on apprenticeship retention Feb 2011

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Part of the solution - Mentoring

- ***"persuasive evidence to show that mentoring increases participation and success rates of diverse apprentices... Mentoring is one factor found, in some cases anecdotally, to improve retention among apprentices, including those from groups not traditionally employed in the sector."***

  "Research to Shape Critical Mass Pilots to Address Under-Representation in Apprenticeships" – Institute of Employment Studies

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What is mentoring

- A partnership and relationship
- Guidance
- Wise Counsel
- Sharing of experience
- Space to think
- Support and pastoral care
- A mentor should not be a line manager
- All discussions should be confidential

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Key Mentoring Skills

- Active listening
- Questioning
- Building rapport
- Offering constructive feedback
- Setting Targets
- Support and guidance
- Signposting
- Acting as a role model

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About unionlearn

- **Supporting trade unions to:**
  - Engage with apprenticeship schemes
  - Promote apprenticeships to employer
  - Support apprentices in the workplace

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For more information

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