

Strengthening Employer Engagement in the context of successful EPA outcomes

Annual Apprenticeship Conference
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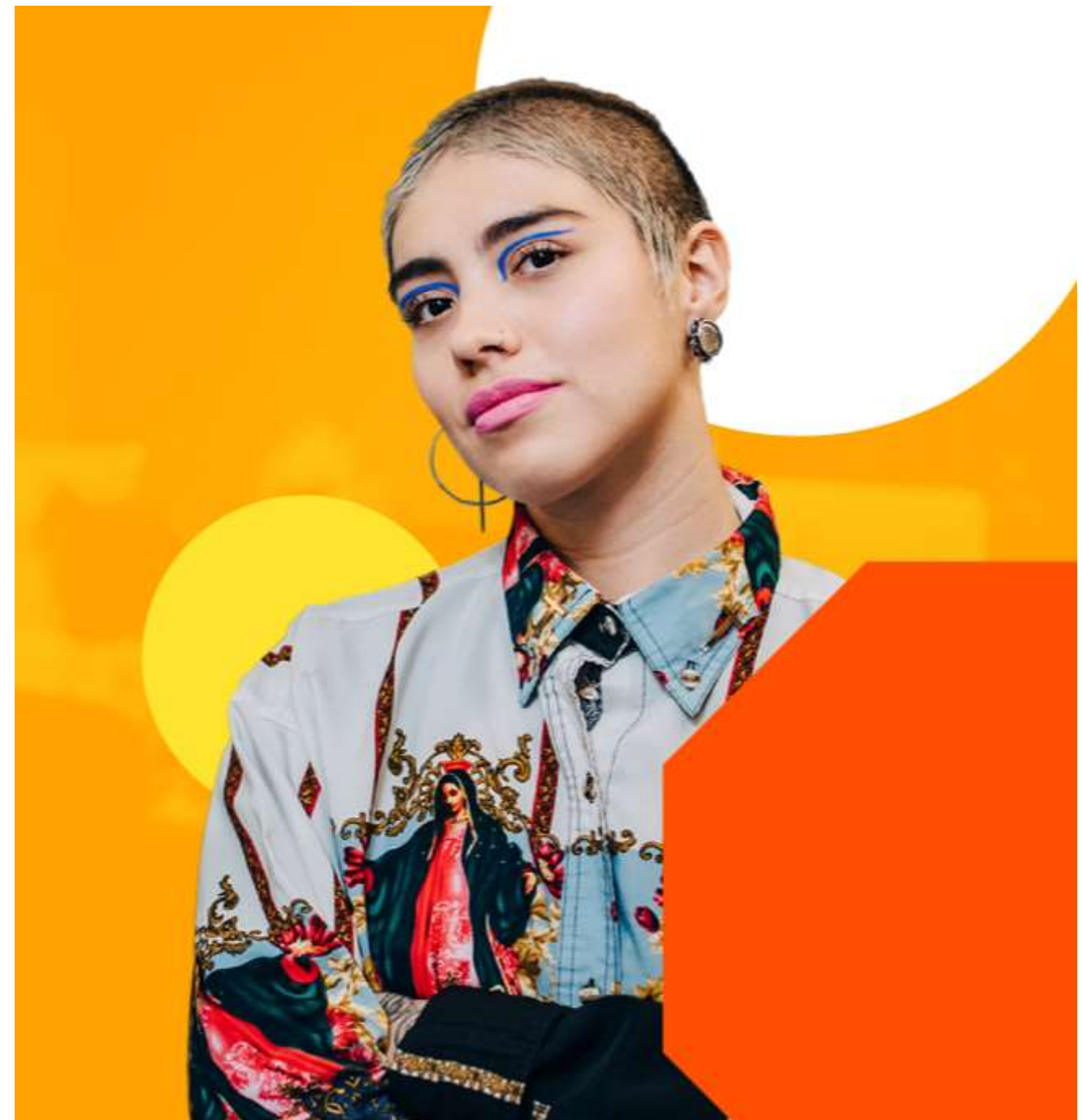


Agenda and objectives of the workshop

- Start with the end in mind
- Early considerations for Employer Engagement in the context of a successful outcome for End-Point Assessment
- The Role of the Line manager
- Final thoughts and key takeaways

Question to the group

- How are you currently engaging with Employers to choose an End-Point Assessment Organisation?





Start with the end in mind

- ✓ Is your Apprentice on the right Apprenticeship programme - **A genuine job with an accompanying assessment and skills development programme**
- ✓ Do the new Knowledge, Skills and Behaviours requirements align to the job role? **Apprentices to gain valuable skills and knowledge for a specific job role.**
- ✓ Experience a wide mix of learning in the workplace, formal off-the-job training and the opportunity to practice new skills in a real work environment 'on-the-job' – **Agreement between the Line Manager, Provider and Apprentice**
- ✓ Upskills an individual to reach full occupational competency in a specific job role – **How does this translate to the Assessment Plan**

Case study

Case Study – BT





Early considerations for employer engagement

- ✓ Make reasonable adjustments to support the apprentice
- ✓ Understanding and complete exposure to requirements for assessment plan
- ✓ Accessibility for assessment
- ✓ Assessment requirements, work-based projects, pre/post gateway
- ✓ Resources and equipment
- ✓ Staff requirements



The role of the Line Manager

- ✓ Purpose of 'on-programme' element – the line manager to provide opportunity/resource for apprentices to learn and apply new areas of knowledge
- ✓ The line manager should provide the opportunity to transfer the knowledge into the workplace, developing new skills
- ✓ Support personal leadership & management behaviour to enable their apprentices to have a positive impact in the workplace as a result of the learning and practice now and in the future
- ✓ Should result in the generation of evidence to meet all the identified Knowledge, Skills & Behaviours of the standard to enable them to successfully complete the end-point assessment.

The role of the Line Manager



On-the-job

- In the workplace
- Supported by line-manager
- Structured hands-on experience and peer/supervisor mentoring and training
- Helps the apprentice perform the job they've been hired them for



Off-the-job

- Structured by the training provider
- 20% of overall work time
- Supports development of the Knowledge, Skills and Behaviours
- Prepare apprentice for End-Point Assessment

Questions to the group

- How do you plan for EPA with your Employers / Mentors / Line Managers
- How are you keeping Employers engaged with EPA?



Final thoughts and key takeaways

Any considerations you are going to implement?

Ongoing conversation with
City & Guilds to support your delivery?



About City & Guilds

Founded in 1878 to develop the knowledge, skills, and behaviours needed to help businesses thrive, we offer a broad and imaginative range of products and services that help people achieve their potential through workbased learning. We believe in a world where people and organisations have the confidence and capabilities to prosper, today and in the future. So we work with likeminded partners to develop the skills that industries demand across the world.

About ILM

ILM is the leading specialist provider of leadership qualifications in the UK. Last year, over 70,000 people enhanced their skills and performance with ILM, including 14,000 management apprentices. We believe that great leaders can come from anywhere. With the right support, anyone can grow and develop to make a real difference to their team and organisation. Which is why we help individuals from all levels to realise and apply their potential, so that the organisations they work for can reap the benefits.

**To learn more about City & Guilds
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