



APPRENTICESHIP WORKFORCE DEVELOPMENT: FINAL CASE STUDY

Improving Apprenticeship Learner Support and Accessing Funding

Activate Apprentices

CREATED BY



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Project Overview

Data shows that although Training Providers are generally good at providing ALS support for their Learners, there is a lack of confidence from tutors in dealing with ALS issues and a reluctance from Training Provider issues

look like across the company and how we can ensure we are offering the very best support to all of our learners bringing the Apprenticeships ALS provision to a much higher level than anticipated. This has taken longer to achieve than anticipated but given the wider impact of the project and the support of senior management then the delayed conclusion to the project is acceptable and worthwhile for the larger gains it will bring to the company.

What has also become apparent is that while on campus students are able to receive direct 121 FS support, this is something that has not been possible within the Apprenticeships cohort, because of this 2 specialist ALS FS tutors are being recruited and will be offering individual 121 support for FS tuition across the Apprenticeships Learners these roles will be supported by the ALS funding claims to which we are entitled.

Completing the project has reduced the isolation of Team Enterprise and allowed us to forge strong links with other Activate Learning Teams, which has enabled us to use their expertise to improve our own delivery, understanding and ultimately will aid in improving our results as well as expanding the remit of other Teams within the company.

A total of 50 Performance Coaches (Assessors) have been directly involved in ALS CPD and

The CPD Training was delivered in a series of presentations to the wider team to embed a basic understanding of how we can better support out ALN Learners, starting with a CPD Session on

Very well structured and engaging. There were some good discussion points for the team to be engaged in, as well as you going through the reason, background, and process for the Funding. We all learned some extra tips on how to support specific Learning Difficulties as you had broken down the main difficulties into symptoms and how to support them.

There was some very good "hands on" training as well, that you delivered - with the team actually using the software that will be used to record the ALS support for funding. The systems were a lot less overwhelming once you had guided us through the process using them.

Clifford Pratt - *I found the training to be informative and educative on the subject.*

The fact that I was asked and supported by Suzanne to use the Tutor Guest feature to set up my ALS Learners Group and the Promonitor system for recording the claims further enhanced my understanding of the subject matter.

Overall, very useful in terms of gaining knowledge on how to provide relevant and essential support to my ALS learners.

Within the wider organisation the Project has been well received, stakeholders and senior management are pleased with the outcomes so far.

Recommendations for effective collaborative partnership working to address quality improvement in apprenticeship delivery.

ALS Support is key to ensuring you can offer the best Learner Experience to **all** your Learners, especially for those with Additional Learning Needs.

Ensuring you have robust strategies in place as a starting point for ALS Support and comprehensive CPD training and Staff Development on ALS Support is crucial to

Claiming the ALS Funding payments is not as difficult or as risky as is generally believed, a robust process, backed up with good CPD, Mandatory use and 100% audit



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