

information for training **providers**



Aimhigher...
next steps to success for apprentices



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www.learnandwork.org



Introduction

This booklet has been produced with the intention of overcoming the current shortfall of the information available to staff working with learners undertaking Advanced Apprenticeships who are considering progressing onto higher learning. This booklet highlights the benefits of progression both to the learner and the employers. It is hoped that the information, advice and guidance available in the future will help to increase the number of learners who progress into higher learning.

Supporting resources have also been produced for apprentices and employers. These are intended to raise awareness of the progression routes available after completing an Advanced Apprenticeship.

Why should a learner want to progress onto higher learning after completing an Apprenticeship?

- ▶ To prove to themselves that they can achieve a higher qualification.
- ▶ To gain the qualifications needed for higher level and better paid positions in their organisation.
- ▶ To improve their earning potential.
- ▶ To improve their long term job prospects.
- ▶ They simply want to learn more about their industry.
- ▶ There may be pressure from their family and/or employer to gain higher qualifications.

What learners need to know

- ▶ Information about progression opportunities for learners should be provided throughout the programme of learning. Current awareness of available opportunities for learners is limited and some learners who would previously not have considered progressing may be interested in the opportunities now on offer.
- ▶ The range of progression opportunities needs to be highlighted: Foundation Degrees, HNC/Ds and Professional Qualifications such as becoming an Associate Chartered Accountant.
- ▶ When advising learners who are already on work-based learning programmes, it may be necessary to raise their awareness of the job possibilities within their occupation, for example bar staff considering business management, construction workers thinking about project management and business administrators becoming aware that they could specialise in human resources or finance.
- ▶ Debt aversion is becoming an important factor for many learners considering progressing after Apprenticeship. The increase in university fees, changes in eligibility for state grants and the costs of moving away from home can all deter learners. Clear advice is needed about the options available, particularly part-time options, which will enable work-based learners to continue in an established career and remain with their employer. Apprentices will already have managed the challenge of working and training at the same time. They may be reluctant to take the risk of leaving a good job and income for a full-time course, when the part-time option will enable them to continue in much the same way as before.
- ▶ It is important to raise the profile of the vocational learner compared to the academic one. There is a strong tradition of the vocational learner being second best. The emphasis should be placed on the vocational part-time learner compared to the academic full-time learner. The vocational learner will have a job, far less debt (if any) and will be qualified in the career they want to be in.



What are the advantages to Training Providers in encouraging progression?

- ▶ Raising the profile of work-based learning as a route into higher learning could result in a higher calibre of young person applying for Apprenticeships.
- ▶ Offering a clear route for progression from Young Apprenticeship through to higher education will enable Training Providers to target high fliers from the age of 14.
- ▶ Encouraging schools to engage in work-based learning by working in partnership to provide a straightforward access route to higher learning.
- ▶ Working within best practice methods to ensure that learners are given the best possible information, advice and guidance that includes directing learners towards higher learning opportunities.
- ▶ Helps satisfy inspectors looking for evidence of high quality information and guidance and progression.



Benefits to Employers of Supporting Learner Progression

- ▶ It gives the employer the opportunity to offer an attractive career path to the higher achieving learner, which some sectors have had trouble recruiting.
- ▶ It enables the employer to 'grow' their own staff, which breeds a sense of loyalty and commitment from the learner.
- ▶ It reduces the cost and risk which employers incur when recruiting graduates to a post. The individual is known to the company, there is less disruption to the business and no time is lost while they are inducted and brought up to speed.
- ▶ Part time courses enable the employer to have some input in the choice of course the learner undertakes, especially with Foundation Degrees. Many part time courses also include assignments which focus on the workplace and, therefore, have value to the company in their own right.
- ▶ Many employers find that if someone only has 4 days to do their job, they will work harder and output does not fall in proportion to the time the learner is studying.

Additional Sources of Information

Foundation Degree Forward

www.fdf.ac.uk

Provides information about Foundation Degrees along with guidance for learners and employers and links to other useful sites.

Learn and Work Website

www.learnandwork.org

This site provides helpful information if you are a training provider wishing to offer advice and guidance to people completing Advanced Apprenticeships or NVQs. The information on this website covers Cornwall, Devon and the West of Somerset.

There is also information for Apprentices interested in studying full or part-time, and for employers thinking about how to further develop employees to meet business needs.

Information about part-time courses is available directly from higher education providers, which include local FE colleges delivering HE courses such as Bitesize stand-alone modules and Foundation Degrees.

The Devon and Cornwall Training Provider Network

www.trainingprovider.com

This site provides information on the role of the network for members, as well as information for employers and about Train to Gain

We would like to thank Greater Manchester Learning Provider Network and Aimhigher Greater Manchester for the original idea and giving the Peninsula Programme permission to develop it.

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