

# Apprenticeship Employers Focus Group

18th November 2021

## Background

In order to develop our apprenticeship offer to employers and ensure we meet their needs going forward, as well as to discover our impact on employers, we scheduled a focus group with employers in November 2021.

Despite inviting over 50 employers and having 5 people confirm attendance, we only had 1 attendee on 18th November 2021. Most other employers cited the Covid-19 pandemic as a reason for non-attendance.

### We asked 4 questions:

- What have you found most positive from the NCE as an employer?
- What examples have you got of the impact of our programmes on your organisation?
- What would you like to see improve?
- What do you think is missing from our provision, as an employer?

### Attending

#### For NCE:

- Rachel O'Halleron
- Andy Greene
- Ben Barton

#### For Dartmoor Academy Trust:

- Daniel Morrow, CEO

### Roundtable Summary

#### What have you found most positive from the NCE as an employer?

- Having a strategic way to spend the levy over the next 3 years to link to talent management and succession planning
- It's about the practical application of the knowledge which is key to the success
- Improve the overall level of discussion and professionalisation at all levels
- Able to tailor the qualifications to fit more closely to our own theories of leadership and change.
- Creation of a bespoke package of professional development

#### What examples have you got of the impact of our programmes on your organisation?

- A tightening of language and understanding.
- Sharing articles around team sharing, discussions around books, having audiences about leadership shared.
- We are always learning and growing.
- The network around NCE: the podcast, speakers and wider offer have helped us to become a learning community
- There is a broader peace around the culture and alignment across the staff and a greater breadth of experience

## What would you like to see improve, though?

### What has improved already:

- Resources and organisation
- Communication has improved
- Bigger team with more knowledge and expertise are supporting us

### What can be improved:

- Communication
- On-boarding of people
- Better, quicker decision-making about staff going onto the programmes

### What do you think is missing from our provision, as an employer?:

- Creation of a MAT report card. How are we doing with apprenticeships across the piece? How are we doing with leaders?
- What are the opportunities across my staff in different schools?
- Stats and data points for the employers about progression across different types of learners and schools.
- Creation of a pastoral lead cohort to focus on the issues facing these leaders in schools

### Recommendations and Actions:

- On-boarding meeting to be arranged with all larger employers (5+ apprentices) where all decisions to on-board staff are made at the same time rather than piece-meal.
- Our on-going improvement of comms will include development of an App in 2022/23 to deliver weekly dispatches and other 'urgent' and 'non-urgent' information
- Development of MAT report card for both apprenticeships and a 'leadership lens' report to be developed in partnership with MIS function
- Employer survey and additional focus group planned for end of Spring Term (early April 2022)

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