

Apprenticeship Strategy 2020-2025

for Apprentices, Employers and Partners

Inspirational learning, creating outstanding futures.



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Relevance – What is the purpose of this Strategy?

This strategy sets the direction of our travel and is our intent for our apprenticeships at B&FC. This is essentially a guide to focus our shared activities and enable our continuing success. This is very much a practical tool to enable us to meet our shared ambitions for apprenticeships at B&FC.

Introduction

Blackpool and the Fylde College (B&FC) apprenticeship strategy provides an overarching approach to enable each employer, and their apprentice, to engage with an outstanding experience.

Our continuing aim, working in partnership with employers, is to support their apprentices to successfully develop the knowledge, skills and behaviours required to complete their apprenticeship, positively contributing to their employer and their broader chosen career sector as a skilled professional.

All B&FC apprentice employers are enabled to fully engage in the co-creation, and successful delivery of the apprenticeship experience. Our employer partners, and our engagement with industry, is at the heart of our learning community.



The B&FC apprenticeship overarching strategy is fully aligned to other key B&FC strategies, frameworks and policies, which creates a comprehensive and cohesive set of statements that enable an outstanding experience for employers, their apprentices and key stakeholders.

The linked documents include:-

- + **Employer Engagement strategy**
- + **16-19 Strategy**
- + **HE Strategy**
- + **Student Engagement Strategy**
- + **Learning, Teaching and Assessment Strategy**
- + **Partners for Success Frameworks**
- + **Employability and Careers Strategy**
- + **Positive Student Behaviour Policy**
- + **Digital Strategy**

B&FC fully promotes the fundamental British Values and provides opportunities for employers and apprentices to better understand the application of fundamental British Values in the work place and in their communities.

About the college – Mission, Values, Vision and Strategic Goals

Our College Mission:

*‘Inspirational learning
creating outstanding
futures’*

B&FC serves individuals, communities and employers by providing outstanding learning opportunities that enhance social mobility and contribute to economic success.

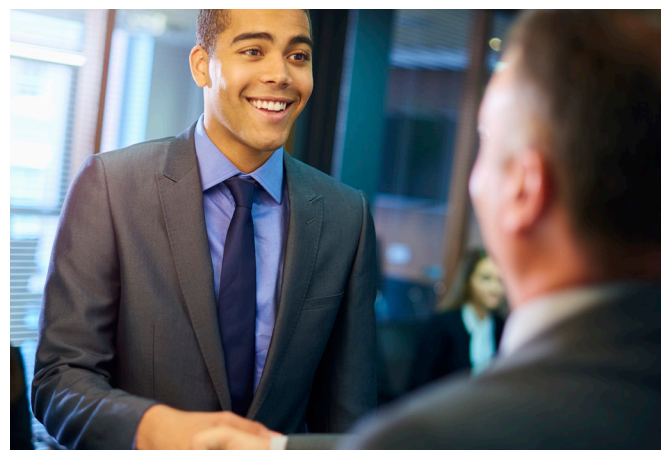
Our College Values

1. Placing the students at the heart of all we do
2. Showing fairness, courtesy and mutual respect
3. Learning, teaching and assessment as the key to our success
4. Empowering others to achieve their full potential
5. Working collaboratively to achieve excellence and growth

This strategy aligns to each college value with a clear focus on the quality of experience and the journey through high quality learning, teaching and assessment providing the very best opportunities and support for each employer and their apprentice.

Our College Vision

Our Vision builds upon our considerable successes to date and reiterates our enduring focus on excellence and the provision of an outstanding career-focused educational experience co-created with industry for industry. Situated in Lancashire, at the heart of the Northern Powerhouse, we will continue to operate with pace and ambition to help drive successful outcomes for individuals and employers locally, regionally and nationally.



Our Strategic goals

1. To ensure student success and deliver outstanding return on education investment by remaining in the top 10% for education performance
2. To meet local, regional and national skills priorities through an innovative and highly responsive curriculum offer, further cementing our place as a national leader in technical and professional education and training
3. To support economic growth by working with employers and other stakeholders to co-create programmes which meet current and future education and workforce needs
4. To raise aspiration for all, ensuring high levels of attainment across our diverse portfolio and encouraging progression to fulfilling, high value careers
5. To retain the financial stability to invest in inspiring education and learning that empowers students to reach their full potential
6. To continue to invest in people and partnerships that create an enabling foundation to deliver high quality education, training and skills for students
7. We will work collaboratively towards an environmentally sustainable agenda both as a college and with our local, regional and national partners.

What is an apprenticeship?

An apprenticeship is a job with training to industry standards.

An apprenticeship is about entry to a **recognised occupation**, involves a substantial programme of **on and off-the-job training** and the apprentice's occupational competence is tested by an **independent, end point assessment**.

Apprenticeships are **employer-led**: employers set the standards, create the demand for apprentices to meet their skills needs, fund the apprenticeship and are responsible for employing and training the apprentice.

The needs of the apprentice are equally important: to achieve competence in a skilled occupation, which is transferable and secures long term earnings potential, greater security and the capability to progress in the workplace.

Apprenticeships are at the heart of the UK's drive to equip people with the skills that employers need to grow successful businesses.

Apprenticeship Impact

Apprenticeships have the potential to offer great opportunities for people of all ages, but to do so they must be of the highest quality.

High quality mean that those undertaking apprenticeships have confidence that the skills they are learning will help them succeed, progress and thrive.

High quality means that employers engaged in apprenticeship delivery will see the positive impact and bottom line return from a workforce with the right knowledge, skills and behaviours.

Apprenticeships - An Agreed Partnership

To be high quality Apprenticeships must be built on an agreed partnership with B&FC. High quality Apprenticeships require: -

- + An **employer** with the intention and capability of employing the apprentice to completion of their training and end-point assessment and securing their longer term future
- + An **apprentice** who is motivated to learn and work diligently to complete their apprenticeship – and add value to business

High Quality Apprenticeships at B&FC

Our aim is that

Every employer, who chooses to train their apprentice with B&FC, will be integral to a partnership approach that will have a positive and sustained impact on their business.

Every apprentice who, with their employer, chooses an apprenticeship with B&FC, at whatever level, successfully develops the knowledge, skills and behaviours which will enable them to be successful in their employment and their broader lifelong career goals.



B&FC Apprenticeships

At B&FC our mission is to provide an outstanding experience for both our employers, and their apprentices, in all aspects of the learning, teaching, coaching and assessment linked to the respective apprenticeship standard. This will be delivered through a highly responsive, relevant apprentice standard, with excellent learning, teaching and assessment enabling each apprentice to gain the knowledge, skills and behaviours they need to be successful in their role, and fulfil their career goals.

At B&FC our vision is to secure outstanding outcomes for our employers, enabling each apprentice to develop the rich knowledge, skills and behaviours they need to achieve at the respective level, and to successfully contribute to their employer, and the broader sector in which they operate.

At B&FC our vision is to secure outstanding outcomes for apprentices, regardless of age or demographic or any other characteristics, delivered in partnership with their employers which enables them to secure competence in a skilled occupation.

B&FC apprenticeships develop the rich knowledge, skills and behaviours that apprentices need to achieve at the respective level, and to enable them to successfully contribute to their employer, and the broader sector in which they operate.



B&FC apprenticeship standards are set by industry and are approved by the Institute for Apprenticeships and Technical Education. The B&FC apprenticeship portfolio is closely aligned to the identified local, regional and national skills requirements of industry. Employers of B&FC apprentices are key partners in the development and delivery of relevant, personalised and high quality programmes of delivery.

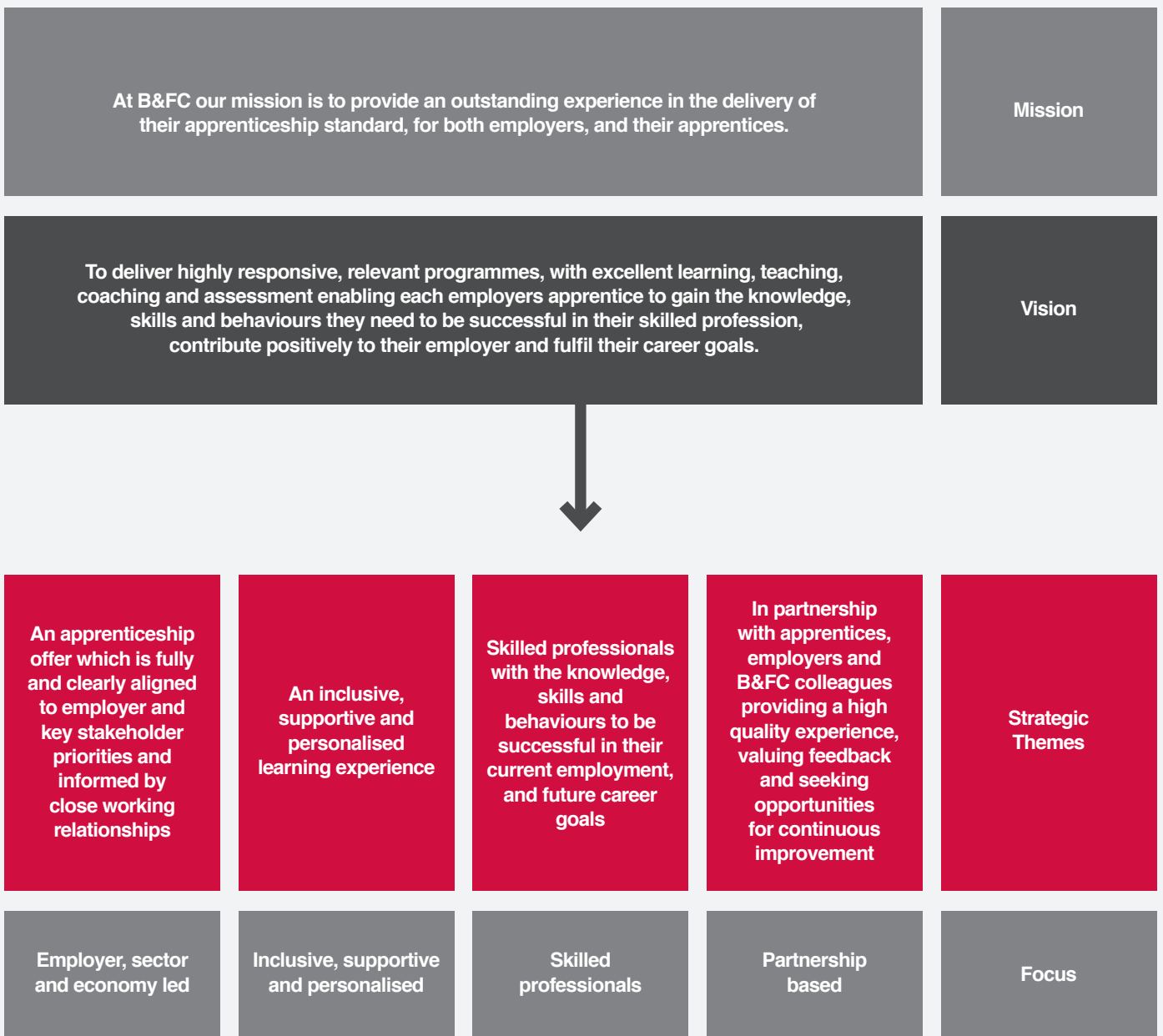
The apprenticeship portfolio at B&FC includes standards from Level 2 through to Level 6. The apprenticeship standards at degree level benefit from B&FC holding Foundation Degree Awarding Powers, which were granted in 2016 and are complemented by the strong relationship with our principal awarding partner for HE, Lancaster University.

B&FC's apprenticeship portfolio has a keen STEM focus, supporting key sectors in engineering, aerospace and maritime. B&FC carefully review the apprenticeship standards that they deliver on a regular basis to ensure that it is aligned to employer and key stakeholder needs.

B&FC Apprenticeships - what do they include?

- + A named B&FC contact for each employer, and each apprentice, who will act as the primary contact for all aspects of the apprenticeship experience
 - + Comprehensive and individual initial assessment against the knowledge, skills and behaviours in the selected apprenticeship standard to inform the plan for learning
 - + Comprehensive and relevant induction for employers, supporting every employer to successfully engage with the agreed learning plan
 - + Engaging and comprehensive induction for apprentices, enabling apprentices to successfully engage with the agreed learning plan
 - + An apprenticeship agreement and commitment statement between the employer, the apprentice and B&FC, which sets out the agreed programme
 - + An individual appropriately sequenced plan of learning, agreed in partnership with the employer and apprentice mapped against the relevant apprenticeship standard that identifies how knowledge, skills and behaviour will be developed and assessed
 - + An extended period of on and off the job training (at least twelve months duration with a minimum of 20% of the time in off the job training) which develops knowledge, skills and behaviours
 - + Development of English, maths and digital skills
 - + Access to additional support as identified through initial assessment
 - + Opportunities for apprentices, as agreed with employers, to access additional learning resources to support progression to the next level of learning
 - + Regular opportunities for employers to provide feedback on how well the ongoing delivery is meeting their expectations and business needs
 - + Regular opportunities for apprentices to provide feedback on how well the ongoing delivery is meeting their expectations and their employers needs
 - + Independent assessment at the end of the apprenticeship, carried out by a registered apprenticeship assessment organisation
 - + Certification by the Institute of Apprenticeships and Technical Education on completion of the whole apprenticeship.
 - + Opportunities for employers and apprentices to engage in competitions, events and awards
 - + Employer and apprentices access at any time to an electronic learning platform, providing access to materials, enabling self-paced and independent learning, and providing access to progress
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B&FC Apprenticeship Strategy: At a Glance









Awarding body partner

Lancaster University

