

Inspiring success developing potential



FREE short courses

Over 40 online courses tailored to your needs

Mental Health First Aiders

Supporting mental health and wellbeing in the workplace

Apprenticeship incentives

Cash bonus extended until 31st January 2022

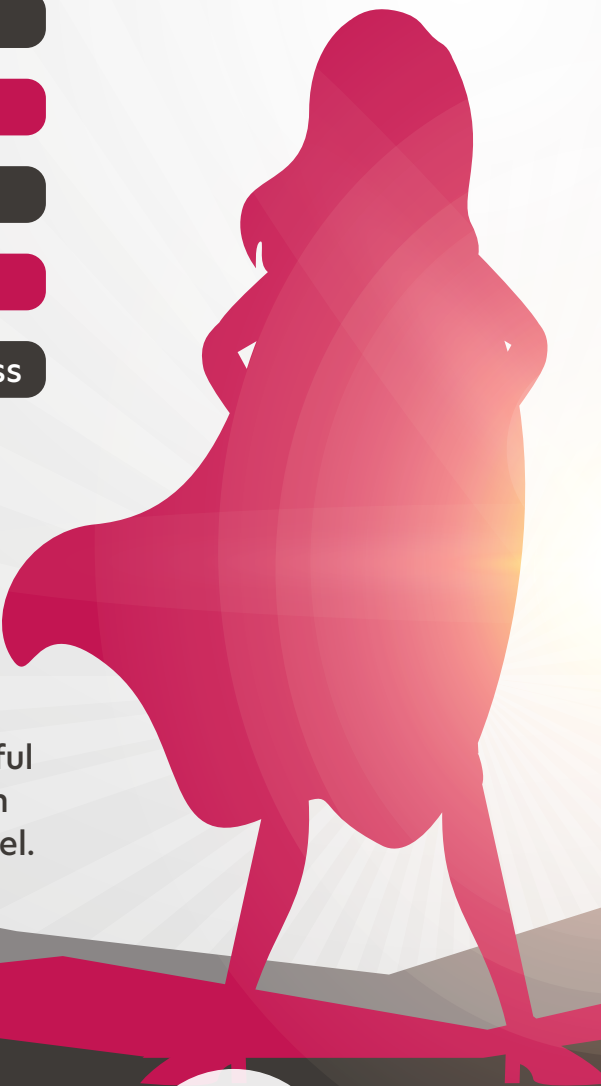
An independent End Point Assessment Service you can trust



- ✓ A nationwide team of highly qualified assessors
- ✓ Wide range of support and guidance materials
- ✓ Rigorous internal quality assurance policies
- ✓ Flexible booking and payment options
- ✓ Ongoing support from a dedicated team
- ✓ A comprehensive online platform to track progress

As a Government approved End Point Assessment Organisation, GP Strategies Assessment Services works with employers and training providers to deliver high quality, cost-effective End Point Assessments for Adult Care, Business and Management Apprenticeships.

We understand how important your Apprenticeship training is and will prepare your apprentices for successful assessment by providing them with support, preparation and guidance to ensure they perform to their highest level.



Apprenticeship standards we assess:



To find out more about how GP Strategies Assessment Services can help you with all your EPA needs, call us on **0161 429 2551**, email EPA@gpstrategies.com or visit www.en-gb.gpstrategies.com/end-point-assessment-services/

Contents

Welcome	3
FREE short courses	4-5
Extension of cash incentives for new apprentices	6-7
BLEND it like you mean it	8-9
Mental health	10-11
Safeguarding	12-13
Supporting learners in a virtual environment	14
Equality & diversity	15
Scotland funding initiatives	16-17
Working with schools and Multi-Academy Trusts	18-19
Building you future workforce with traineeships	20
Apprenticeship programmes	21
Achievements & testimonials	22-23

Welcome

Welcome to the latest edition of Insight magazine, a round-up of all the latest news, views and updates from GP Strategies Apprenticeships.

A major development over the past few months, which I'm sure you're aware of, is the acquisition of GP Strategies (Group) by Learning Technologies Group plc. I wanted to stress that this acquisition is a collaborative merger between two organisations with similar values, approaches and qualities, and as such our work supporting our employers and learners will not change.

Since early 2020, businesses have faced a series of incredibly tough challenges. The pandemic has pushed employers into corners they could never have imagined, let alone planned for. So much of the time since then has been a test of resilience, resolve and the ability to adapt to change and new ways of working.

We have developed a number of

new programmes and courses, especially focused on improving accessibility by all, to meet these challenges. As part of our apprenticeship programme, we offer a range of free sector-focused virtual training sessions, delivered by experts, to further develop the skills of our apprentices. We are also delighted to have been awarded government funding via the Adult Education Budget to roll out free courses, again tailored to the sectors we operate in, aimed at adults aged 19+. You can read more about these courses inside.

Apprenticeships continue to play a key role in our economic recovery thanks to ongoing government investment, including an extension to the cash bonus incentive scheme, and a number of other initiatives to develop the local skills base and get people back to work.

While the way in which learning is provided has changed, we aim to ensure the same high

standard of teaching so that your apprentices still have the same opportunity to reach their full potential. This includes providing support and guidance, through our Mental Health First Aiders team, to individuals experiencing any mental health issues or emotional distress.

As always, please get in touch if you have any comments, questions or any topics or issues you'd like us to cover in future editions.

On behalf of all at GP Strategies, we would like to send you season's greetings and best wishes for a healthy, happy, and peaceful New Year. We look forward to 2022 and wish you continued success in the coming year.

David Martin
Vice President

FREE short courses

Helping you improve the skills of your workforce and meet future skills needs.

We are delighted to have been awarded government funding to deliver a number of free short courses that are eligible for government funding through the Adult Education Budget (AEB).

The AEB is a government-funded programme that can be accessed by employers and adults (aged 19+) to fund a huge range of training. It's a great resource for employers to upskill their workforce and support staff with their career progression, and for adults to take the first step on the career ladder or gain new skills.

Our distance learning courses range from entry level to level 3 across a number of locations and sectors including childcare, adult care, and business & management.

Course overview

- Online delivery so learners can choose when and where to study
- Choice of over 40 courses tailored to the needs of our key sectors
- Nationally recognised qualifications
- Course duration between 8 to 12 weeks
- Supported by an expert Skill Coach

Employer benefits

- Address skill shortages
- Upskill your workforce
- Help adults improve job prospects by gaining new, in-demand skills and knowledge needed to progress into the workplace or to an apprenticeship
- Kickstart careers by supporting adults into employment

Employee benefits

- Take their first step on the career ladder
- Gain new skills to support career development
- Support a career change
- Expand their professional skills set and boost progression

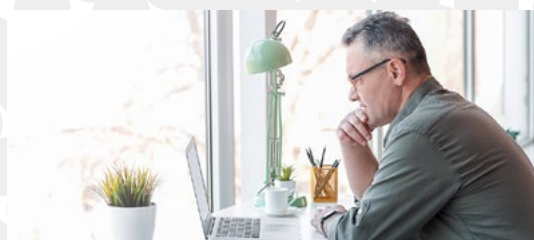
Funding criteria and eligibility

For employees to be eligible for the course they must:

- Be aged 19 or above on 31st August within the 2021 to 2022 academic year
- Live in England
- Have lived within the EU for a minimum of 3 years

**Funded
by the Adult
Education
Budget**

- Not be on any other funded training (e.g. apprenticeship)
- Reside in an area where AEB funding support is available – please call us on 0330 1000 610 or complete our [contact form](#) to ascertain if you are in a qualified area



Courses available

Level 2

- Awareness of Bullying in Children & Young People
- Common Health Conditions
- Counselling Skills
- Equality & Diversity
- Falls Prevention Awareness
- Information, Advice or Guidance
- IT User Skills
- Lean Organisation Management Techniques
- Business Administration
- Customer Service
- Dementia Care
- End of Life Care
- Prevention & Control of Infection
- Team Leading
- Working with Individuals with Learning Disabilities
- Self-Harm, Suicide Awareness & Prevention
- Special Education Needs & Disability
- Principles of Care Planning
- Principles of the Mental Health Care Worker
- Understanding Autism
- Understanding Children & Young People's Mental Health
- Understanding Common Childhood Illnesses Affecting Children
- Understanding Dignity & Safeguarding in Adult Social Care
- Understanding Specific Learning Difficulties
- Understanding the Safe Handling of Medication

Level 3

- Principles of Customer Service
- Principles of End of Life Care
- Understanding the Principles of Dementia Care
- Understanding Autism

Functional Skills

- Principles of Customer Service
- Functional Skills English Level 1
- Functional Skills Maths Level 1
- Functional Skills English Level 2
- Functional Skills Maths Level 2





Cash incentives for new apprentices extended until 31st January 2022

The government has extended cash incentives for hiring new apprentices by four months until the end of January 2022.

Through the scheme, you will receive a £3,000 bonus from the government for each new apprentice, regardless of the apprentice's age.

For new apprentices aged 16-18, or those under 25 with an Education, Health and Care Plan, an additional £1000 will be paid, meaning that employers could receive up to £4,000 for each apprentice!

In addition to incentives, GP Strategies also offers a

free recruitment and matching service to help you find the best talent for your business.

Funding eligibility

- The application window for employers to claim incentives will open on 11th January 2022 and will close on 15th May 2022.
- All claims for the government incentives must be made through the Apprenticeship Service.
- Employers can apply for the incentive payment for new apprentices who have an employment start date of 1st October 2021 to 31st January 2022.

- The apprenticeship start date must be from 1st October 2021 to 31st March 2022.
- The apprentice must not have been in employment within the organisation six months before the contract date begins.
- There is no limit to the amount of incentive payments claimed for, providing the apprentice meets the criteria.

Existing funding available

The incentives are on top of the existing funding available for employers.

Small employer training cost waiver

If you have fewer than 50 employees, 100% of your training and assessment costs for an apprentice aged 16-18, (or those under 25 with an Education, Health and Care Plan) will be covered.

Funding for non-levy employers

Organisations with a wage bill under £3 million (non-levy employers) will only pay 5% towards apprenticeship training and assessment, the government will pay the remaining 95%. This also applies to levy paying employers who have exhausted their funds.

Funding for levy employers

Organisations with a wage bill of more than £3 million must pay the Apprenticeship Levy - 0.5% of your payroll will be paid into a central 'levy pot', which can then be used to fund apprenticeships. Employers have an allowance of £15,000 per year to offset against their levy payment.

Additional funding in the care sector

If you're an adult social care employer in England, you can claim contributions from the **Workforce Development Fund** (WDF) towards the cost of training and developing employees. The Fund comes from the Department of Health and Social Care and is distributed by Skills for Care.





BLEND it like you mean it

By Leah Clark, Director, Strategy and Planning, GP Strategies Corporation

The challenge

- You want to move to a digital learning approach for leadership development, but you are concerned about keeping human connection alive.
- You need something that uses technology, but you are teaching soft skills.
- You want to make it fun and engaging, but you want learners to take it seriously.

The answer? BLEND like no one's watching.

Blended leadership learning journeys have been around for years - that's nothing new. What is new is the range of options available to create a truly blended journey, fueled by new digital learning solutions, in an ever-increasing number of expanded options.

It can be overwhelming and hard to know where to start. The key is in finding a strategic way to bring different elements of learning together to accomplish

your learning outcomes, while simultaneously engaging and exciting the learner. At the same time, ensuring applicability of the learning is critical.

Just as great chefs must determine the best way to balance the combination of food, seasoning, and cooking techniques, so too must learning professionals bring together content, learner needs, and modalities to create the right blend. And while learner tastes are varied, there are a few essential ingredients that can guide any new creation.

B	L	E	N	D
BEGIN WITH THE LEARNER IN MIND	LEVERAGE TECHNOLOGY	ENHANCE HUMAN CONNECTION	NURTURE ENGAGEMENT & INTERACTION	DRIVE APPLICABILITY & SUSTAINABILITY
<p>A learner-centric design is both the starting point and the ending point. When you understand your learner, you can target the right content and modalities based on their needs.</p> <ul style="list-style-type: none"> • Who are my learners? • What unique needs might they have based on their level? • What content is most relevant to them? • How do they learn best? • What does their day-to-day experience look like? 	<p>The ability to leverage technology is a non-negotiable element for today's modern learner. Avoid the 'shiny object syndrome' by considering thoughtfully how that technology will serve the learner and the learning outcome. (See B of Blend.)</p> <ul style="list-style-type: none"> • How technology savvy is my audience? • What am I trying to accomplish? Social collaboration? Sustainment? Reinforcement? Application? • What type of skill am I trying to support? Technical? Soft skills? • What existing technology do my learners have access to? Gaps? Opportunities for innovation? • What will both engage my learners and work within any constraints? 	<p>Enhancing human connection is particularly important when teaching leadership skills. Learning from others and sharing insights and experiences is a powerful and necessary ingredient to blend.</p> <ul style="list-style-type: none"> • What is the best way to encourage human connection? • Do we need a face-to-face experience (in person or via Zoom)? • Is voice-to-voice enough human connection? • Could a group project allow for collaboration? • Are coaching circles or one-to-one coaching viable options? 	<p>Keeping learner attention and involvement is something that needs to be actively addressed. A well-thought-through communication plan invites learning through active participation and contributions and is as critical as a thoughtfully constructed experience.</p> <ul style="list-style-type: none"> • How are you equipping your learners so they feel confident and competent? • How are you involving others (manager, peers, or team)? • Is there a moderator, a coach, or both, to support? • How is the digital experience constructed to draw learners in? • What about gamification or healthy competition? 	<p>Applicability and sustainability are the final elements to the blend. They ensure the learning is effective and ongoing. Give learners the chance to test their skills in a real-world environment and seek additional learning and support.</p> <ul style="list-style-type: none"> • How can I give learners the opportunity to apply their skills and get feedback? • Could an accountability partner, peer, or coach support them? • Can they access ongoing resources in a self-directed way? • How can additional development opportunities continue the journey?

Why is the BLEND more important than ever?

Digital solutions that create more collaboration but less connection can leave leaders feeling like they've been offered a feast, but walk away from the table still feeling hungry.

We need to appeal to all learners - those who want more technology and those who crave greater human connection. We need to engage extroverted learners who thrive on conversation, and introverts who need time to process their

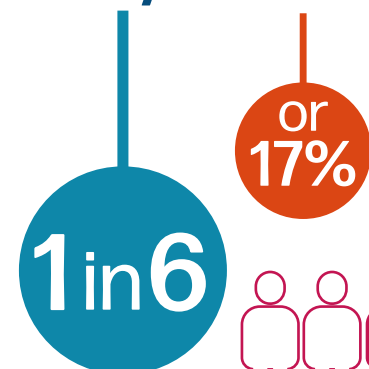
thoughts and express themselves using the written word. We need to keep the experience interesting and varied to avoid learner fatigue.

One thing that the pandemic taught us is the way we work doesn't need to be an 'all-or-nothing' proposition. Blending thoughtfully and intentionally isn't hard if you follow a few core principles, ensure you have the right ingredients, and blend and season to taste.



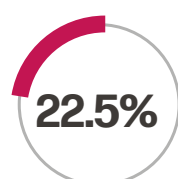
Mental health statistics

Every week

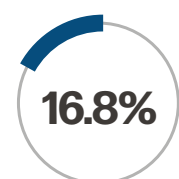


of people over the age of 16 experience symptoms of a common mental health problem such as

anxiety or depression



FEMALES

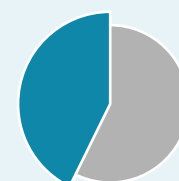


MALES

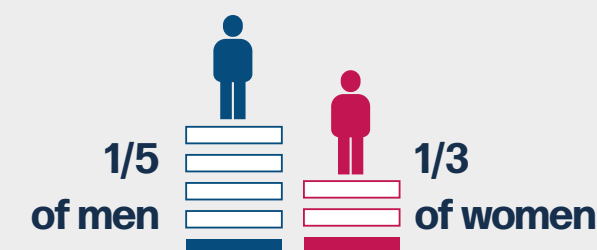
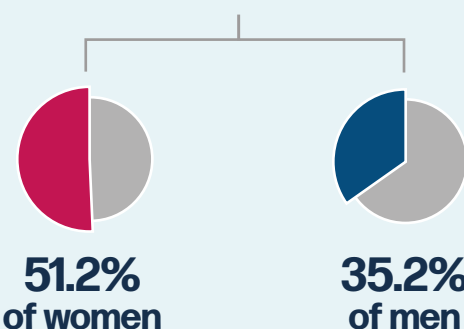
The percentage is higher among females than males.

1 in 5

adults have considered **suicide** at some point.



43.4% of adults believe that in their lifetime they have had a **diagnosable mental health problem**.



have had diagnoses confirmed by professionals.



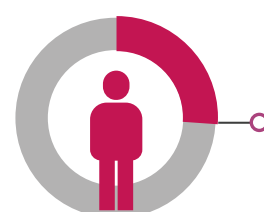
The prevalence of mental health problems has notably increased in men and women **aged 55-64**

In 16-24 year olds:



9% of males

&



26% of females

are likely to experience a common mental health problem.

Females also have higher rates of:

self-harm

bipolar disorder

post-traumatic stress disorder

The Mental Health Foundation (the UK's leading public mental health charity) believes that many mental health problems are preventable.

Sources: Mental Health Foundation, NHS Adult psychiatric morbidity survey

Mental Health First Aider

MHFA England

Mental Health First Aiders

The COVID-19 pandemic has been a challenging and worrying time for each and every one of us. Now more than ever, it's incredibly important to have an open and supportive workplace with a culture where staff feel able to talk about mental health.

In order to equip our people with the confidence and skills to have supportive conversations about mental health and wellbeing, we have a team of Mental Health First Aiders who are the point of contact for an employee who is experiencing a mental health issue or emotional distress.

Our Mental Health First Aiders are trained to:

- Spot the early signs and symptoms of mental ill health
- Start a supportive conversation with a colleague who may be experiencing

a mental health issue or emotional distress

- Listen to the person non-judgementally
- Encourage and signpost the person to access appropriate professional support or self-help strategies
- Escalate to the appropriate emergency services, if necessary
- Maintain confidentiality as appropriate
- Protect themselves while performing their role

No one has to face a mental health problem alone. GP Strategies is here to support you if there's anything you wish to discuss. Please contact our safeguarding support line on **0330 0183 531** or email safeguardingreporting@gpstrategies.com. You can also find more information, resources and key dates on our [website](#).

Key contacts

Mind Infoline

T: 0300 123 3393 (9am-6pm Mon-Fri) - for confidential mental health information services

Samaritans

T: 116 123 - providing confidential, non-judgemental emotional support

Mental Health Foundation

W: www.mentalhealth.org.uk

- offers a range of free guidance and advice

Carers Direct

T: 0203 904 4520

Carers Trust

W: <https://carers.org/help-and-info/carer-services-near-you>

Safeguarding

What is safeguarding?

Safeguarding is protection from abuse, maltreatment, maintaining good general health, and mental wellbeing, and most importantly responding to concerns by taking action and reporting any issues. You all have the right to feel safe where you learn and work. Other people should not hurt or abuse you in any way or threaten to hurt or abuse you.

Why do we need to safeguard?

We all have a responsibility to ensure the safety, wellbeing and protection of those around us, and during the Covid-19 crisis, there has been additional pressures on families and workers. Abuse can take many different forms and we all have a duty of care that extends to ensure that we understand the signs of abuse, and how we raise concerns.

Be vigilant for the signs of abuse

- Physical injuries
- Self-harm

- Changes to eating habits
- Changes to social habits
- Struggling to cope with emotions
- Changes in mood

What can I do if I'm worried about a child?

If you are worried about a child, you should report this to a senior person on-site, or to your GP Strategies safeguarding contact who will inform the designated lead.

What can I do if I'm worried about an adult?

We have a responsibility to safeguard adults who are care and support needs, are experiencing, or at risk of abuse or neglect and are unable to protect themselves because of their care and support needs. Many of these adults are either cared for by family members, or by residential and nursing care services.



Reporting safeguarding concerns - do you know the legislation has changed?

Have you got a gut feeling that something just doesn't seem right, or you have concerns but are not 100% sure?

Following the recent changes in legislation you must report your concerns to safeguarding teams, as this could build a picture of concerns through multiple events and reports which could prevent an incident. Not reporting concerns could be deemed as neglectful or the failure to act to do something could result in an incident that may have been prevented.

FREE safeguarding training

Have you signed up for our sector specific safeguarding training? We have introduced new advanced level sessions with sector focused content on safeguarding policies and practices. Book now through the Learning Hub, or contact your Skills Coach for more details.



Meet our Safeguarding Lead

Martin Keightley - Designated Safeguarding Lead

Based in the South of England, Martin has worked across the education and residential childcare sector for a number of years. He has a wealth of experience and has a passion for keeping safeguarding at the forefront of the agenda.

Role of a Designated Safeguarding Lead

- Providing advice and support to apprentices, employers and staff
- Investigating reports and making referrals where required
- Transferring safeguarding knowledge and understanding

Talking another language?

With most young people having constant access to social media, SMS and instant messaging, a combination of slang words, text jargon, acronyms and emojis provide them with a form of communication that many adults struggle to understand.

Statistics show that the majority of emoji users are aged 24-years and under. Whilst, they may be quick, easy and fun to use, the original meanings of some emojis have been modified and changed, to hide conversations young people don't want us to see.

If you need help in identifying the meaning of some emojis, please see some useful resources below:

Emoji Translate - a great resource which allows you to type in phrases which are then translated into their emoji form.

Emoji Dictionary - an online crowd sourced dictionary providing a good guide to emojis and many of their double meanings.

If you have any safeguarding concerns please visit our [website](#), email safeguardingreporting@gpstrategies.com or call our safeguarding support line on **0330 0183 531** - available 24 hours a day, seven days a week.

EMOJI SLANG - do you know what it means?

General	Violence
'Ghosted' - to be ignored To be shocked Idiot/stupid 'Capping' lying	'Dead Meat' Stab Punch Gun/Shoot
Suicidal Ideation	Drugs
Self harm Suicide Suicide Suicide	Marijuana Heroin, Cocaine, Crystal meth Getting high Buying drugs/County Lines
Sexual	
Male genitalia Female genitalia Bottom Virginity 'Spicy' risqué behaviour	Sharing an explicit image Shy/Nervous Hour glass shape body Sexual desire Sexual activity

Source: ©The Safeguarding Alliance 2021



Supporting learners in a virtual environment

At the start of the COVID-19 pandemic, we introduced some measures to reduce face-to-face interactions, while maintaining the same quality of learning and support. Our ongoing investment in technology and infrastructure meant our employees, including Skills Coaches, could work remotely from home to continue supporting learners in a virtual environment.

Virtual expert-led training sessions

While the situation has evolved, we continue to offer a range of FREE virtual sessions delivered by a team of expert trainers, to provide apprentices with knowledge in specific areas.

The sessions bring together live examples, and also give apprentices a chance to talk and exchange best practice amongst others learning across the country.

Virtual expert-led training is an effective medium and can replicate all the benefits of a classroom experience, and for many of us, it's the 'new normal' for now. Training sessions can be accessed from any location with an internet connection, usually at home or at work.

The sessions provide valuable and insightful information, plus count as credit progress towards their qualification. Our sessions are sector focused and include:

- Safeguarding
- Sexual Consent
- Functional Skills – English & Maths
- Communication
- Time Management & Prioritising
- Personal Impact & Management of Self
- Leading & Managing People
- Coaching & Mentoring
- Change Management
- Presentation Skills
- Project Management
- Finance

Apprentices can access the upcoming course schedule on the Learning Hub, or speak to their Skills Coach to sign up.

Equality & Diversity



As a geographically diverse global organisation, GP Strategies is made up of diverse voices and experiences. To meet our diverse workforce's needs, and ensure that diversity is integrated into all aspects of our work, GP Strategies has an 'IDEA Council' to lead and guide us on all policies and practices related to inclusion, diversity, equity and accountability.

Diversity in the workplace

Respect for diversity and inclusion to people with various genders, races, sexual orientations, disabilities, and social differences, makes for a happier workplace, improved productivity and ultimately results in better performance. A diverse workforce promotes different perspectives and drives economic growth, and as the evolution of the UK post-Brexit develops so should the working cultures.

People Living with Disabilities

According to the World Health Organisation (WHO) World Report on Disability, 15 per cent of the world's population, or more than 1 billion people, are living with disability.

Of this number, it's estimated 450 million are living with a mental or neurological condition— and two-thirds of these people will not seek professional medical help, largely due to stigma, discrimination and neglect. Another 69 million individuals are estimated to sustain traumatic brain injuries each year worldwide, while one in 160 children are identified as on the autism spectrum.

Not every disability is visible

These are just some examples of the millions of people currently living with a disability that is not immediately apparent, and a reminder of the importance of removing barriers for all people living with disability, both visible and invisible.

During the COVID-19 pandemic, isolation, feelings of disconnection, disrupted routines and diminished services have greatly impacted the lives and mental wellbeing of people with disabilities right around the world. Spreading awareness of invisible disabilities, as well as these potentially detrimental (and not always immediately apparent) impacts to mental health, is crucial as the world continues to fight against the virus.



Young Person's Guarantee employer recruitment incentive

Young Person's Guarantee

Organisations across Scotland are being encouraged to support young people into the world of work by signing up to the 'No One's Left Behind' Employer Recruitment Incentive.

The incentive, part of the government's Young Person's Guarantee, is available for new Modern Apprenticeship and job starts up to the 31st of March 2022, and is aimed at young people aged 16-24 with the greatest barriers to employment, to gain meaningful and sustainable jobs.

Employers from private companies and the third sector organisations with up to 250 employees can apply for funding to help cover the costs of recruitment, wages, training, and other related costs for an employee or apprentice who fits the eligibility criteria.

The incentive is primarily for those people who, without additional support, might not make a successful transition into or be able to secure work or training. Funding grants and conditions vary depending on local council area, but the incentive can provide up to £8000 for newly created jobs or Modern Apprenticeships.

There are a limited number of places available and all applications for jobs starting within the incentive period must be completed, approved and the individual started their employment by 31st March 2022.

For more information about eligible groups and funding awards for each location, please email modernapprenticeships@gpstrategies.com.

Flexible Workforce Development Fund

Are you a levy-paying employer? Apply online for a grant of up to £15,000 to fund employee training.

The Flexible Workforce Development Fund (FWDF) helps businesses continue to invest in their workforce and is available for all of Scotland's employers who are subject to the UK Government's Apprenticeship Levy.

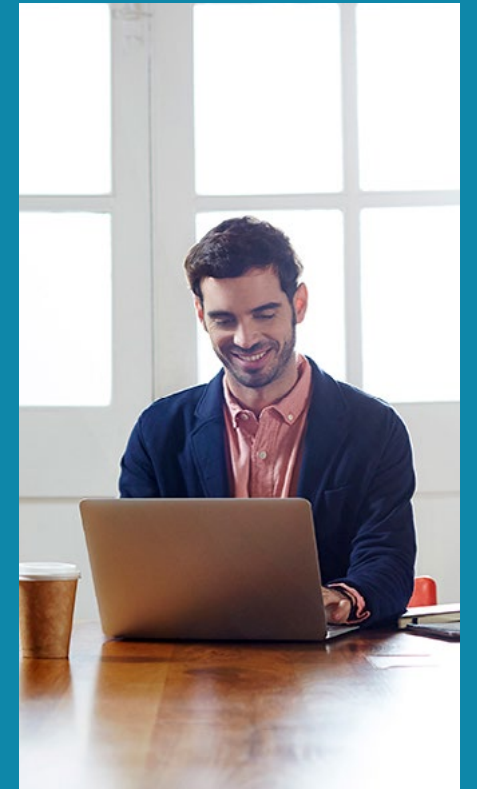
The FWDF is intended to help employers based or operating in Scotland in the private, public or third sectors address skills gaps and training needs by accessing up to £15,000 in funding. For example, your employees may

need new skills to enable your business to adapt and respond to the impacts of the COVID-19 pandemic.

Eligibility criteria

The funding is for Scottish-based employees only and can be used to cover the full costs of training or can go towards partial payment of training costs. The training must start by 31st August 2022 and be completed, invoiced and paid for by 31st December 2022.

You can register now to apply online for the 2021/22 Flexible Workforce Development Fund.



Adopt an apprentice



Help a young person when they need it most and get up to £5000 financial support.

The Adopt an Apprentice scheme was introduced by the Scottish Government to support Modern Apprentices who had been made redundant as a result of the economic downturn.

The scheme offers a one-off incentive to employers who employ a redundant apprentice to enable them complete their training. Take on a Modern Apprentice and receive £2000 to help cover wage and recruitment costs, or £5000 for the oil and gas sectors.

Eligibility criteria

- Open to all Modern Apprentices made redundant by their employer.
- There are no age restrictions.
- Proof of redundancy must be supplied by the apprentice.
- Evidence of the circumstances

which brought about the redundancy must be provided.

- An application form for the grant available from GP Strategies must be completed and submitted.

GP Strategies can help guide and assist you on the funding options available and how to access them. Please call us on 01786 478478 or email modernapprenticeships@gpstrategies.com.

Working with schools & Multi Academy Trusts

Background

Star Academies and GP Strategies have worked in partnership since May 2019 to promote and deliver apprenticeship training to new and existing staff. The Trust currently has over 30 apprentices in learning undertaking various training programmes that are all being delivered flexibly and tailored to the individual learner as well as the Academy.

One of the first Academies to engage with recruiting apprentices was The Olive School, Blackburn. GP Strategies worked closely with the school through the approved recruitment process to successfully recruit two teaching assistant apprentices.

The Teaching Assistant Level 3 Apprenticeship

This programme is suitable for new and existing staff members working within a teaching assistant role supporting within the classroom. It takes 14 months

to complete and is delivered mainly remotely through phone, email and online platforms.

Challenge

Hajrah Zafar and Armena Hussain joined The Olive School, Blackburn in November 2019 and, alongside their new role, commenced their Teaching Assistant Level 3 Apprenticeship. Several months into their programme, the coronavirus pandemic and the various measures introduced to slow its spread, led to a shift towards online learning and assessment.

Outcome

Despite the pandemic, the apprentices all remained on programme and developed their knowledge extensively throughout the qualification.

The apprentices were supported remotely by Julie Phillips, one of GP Strategies' experienced Childcare Skills Coaches, who works with learners across Star Academies.

The research they did has been linked directly to their day to day work activities, and developed a stronger understanding of how children learn and also why they are implementing these everyday practices. Through gathering evidence for their portfolios, Hajrah and Armena could show how pupils have progressed in their learning and how they supported them with this.

Benefits

The overall benefits of recruiting apprentices are already being seen by the Academy, and as such, they enrolled another apprentice soon after. The training for all the apprentices has been fully funded through Star Academies' Apprenticeship Levy so there has been no additional cost to The Olive School, Blackburn and no cost to learners.

Star Academies fully endorses apprenticeship training through its Star Apprenticeships Programme.

The Olive School, Blackburn Part of Star Academies

“

I am extremely impressed with not only the commitment shown from Hajrah and Armena but the support they have received from the school's senior leaders. I have clear communication with the school's Assistant Principal and after every learner meeting I let her know how they are progressing and she always provides feedback.

”

Julie Phillips,
Childcare & Teaching Skills Coach, GP Strategies

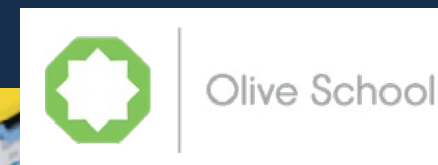


“

Employing a blank canvas enables you to shape and mould that person into excellence. Hajrah and Armena came to us with very little experience yet, are two of the most hardworking people I have met. Their passion and eagerness to complete their qualification is admirable and I am sure they continue to flourish into amazing professionals.

”

Hayley Walsh,
Assistant Principal, The Olive School, Blackburn



Are you looking to build your future workforce?

Traineeships help shape the skills and experience of young people, and offer employers a cost-effective route to nurture local talent and develop a loyal workforce.

GP Strategies Traineeships combine a short, flexible training programme with a work placement to prepare young people aged 16-18 with the skills, experience, and confidence to get a job or an apprenticeship.

Why traineeships make good business sense

- Enables you to work with a young person prior to recruiting
- Training costs are fully met by government funding
- Employer incentive available of £1000 per trainee (up to 10 trainees)
- Programmes can be tailored to your specific business needs
- Builds and develops a loyal and talented workforce
- Gives your teams experience in training and mentoring



Programme overview



- 10-week programmes in business skills, childcare or adult care
- High-quality work placement with a local employer
- Employability skills training to prepare trainees for the workplace
- Vocational skills training tailored your business and sector
- English and Maths Funcational Skills (where required)
- Guranteed interview upon course completion

Traineeships can be built into your recruitment strategy - but at no cost to you. Our service also includes advertising, recruiting and skills matching trainees so you can focus on your core business.

Get in touch or visit www.gpstl-apprenticeships.co.uk/employer/traineeships for more information.



Apprenticeship Programmes



England - Apprenticeship Standards

Apprenticeship	Level	Duration*	End Point Assessment Service**
Business & Management			
Business Administrator	3	14 months	Yes
Team Leader/Supervisor	3	14 months	Yes
Operations/Departmental Manager	5	18 months	Yes
Childcare & Teaching			
Early Years Practitioner	2	14 months	
Early Years Educator	3	15 months	
Early Years Lead Practitioner	5	24 months	
Children, Young People & Families Residential Practitioner	4	18 months	
Children, Young People & Families Residential Manager	5	20 months	
Children, Young People & Families Manager within the Community	5	20 months	
Teaching Assistant	3	14 months	
Adult Care			
Adult Care Worker	2	15 months	Yes
Lead Adult Care Worker	3	15 months	Yes
Lead Practitioner in Adult Care	4	18 months	Yes
Leader in Adult Care	5	18 months	Yes



Scotland - Modern Apprenticeships

Course Title	SCQF Level	AV Duration*
Diploma for IT & Telecommunications	6 & 8	12 months
Digital Applications	6	12 months
Digital Marketing	6	12 months
Business & Administration	5 & 6	12 months
Management	7 & 9 & 11	12 months
Children & Young People (CYP)	7 & 9	12 months

*The length of the apprenticeship will vary dependant on the individual. Durations are agreed at the start of the course and monitored throughout for their appropriateness. **End point assessment is a mandatory element of all apprenticeship standards. GP Strategies Assessment Services is a registered end point assessment provider.

Employer focus

The Driver and Vehicle Standards Agency (DVSA) is an executive agency of the UK Department for Transport. It carries out driving tests, approves people to be driving instructors and MOT testers, carries out tests to make sure lorries and buses are safe to drive, carries out roadside checks on drivers and vehicles, and monitors vehicle recalls.

The DVSA made contact with GP Strategies to work with them on their apprenticeship programme in July 2020.

Jackie Davis, Apprenticeship & Early Talent Manager, DVSA said: "We were looking for a provider that could meet our needs for leadership and management development through apprenticeships. GP Strategies programme particularly impressed us as it gave us the opportunity to select relevant dedicated workshops to supplement the learners' experience."

There are 15 learners carrying out the Team Leader Level 3 Apprenticeship and a further eight completing the Operations/ Departmental Manager Level 5. So far, all the learners have progressed well through the syllabus, with many success stories. Several have gained secondments and promotions to more senior roles.

Jackie continued: "We've had a really positive response from learners on the programme and we are looking forward to our first successful learners completing their apprenticeship."



Charlotte Rich
Tary Care Services



Jessica Pinnell
Complete Care & Support



Sezin Resit
Enfield Council

Achievements & feedback ★

"I've had a few setbacks over the period of time trying to get my NVQ Level 2 in Health and Social Care. Since Sandra (Bloomer) picked my file up and took me on she has been brilliant. As you may be aware, I have dyslexia and Sandra has been available for as much as she possibly can, she deserves every credit that I can give her and given up a lot of time to help me get through my qualification. I am truly grateful for all her great work and efforts as my Skills Coach."

Jason Fox,
Apprentice, Hesley Low Laithes

"From November onwards Thalia (Sattaris) really helped me gain a better understanding about my job role as a support worker and also be the best I can be to individuals I looked after. Thalia helped me through the course and always knew that I could give 100%. She is a superb assessor and I'd like to thank her for all her help throughout my Diploma; she has taught me a lot about health care which is helping me achieve goals today."

Amele Kaumaitotoya,
Apprentice, HFT

"Thank you so much for everything Crystal (Jheeta). You have been a really big help. I appreciate everything you have done and how much you have supported me through this journey! Now onto my next chapter and I will never forget how much you have helped me get here."

Sabrina Wrafter,
Ask4Care

Useful contacts

GP Strategies

T: 0330 0183 531 (this number is available 24 hours a day, 365 days a year)

E: safeguardingreporting@gpstrategies.com

ChildLine

T: 0800 1111 (freephone)

- the ChildLine number won't show up on your phonebill if you call from a landline or from most mobile networks

Action on Elder Abuse

T: 0808 808 8141

Financial: Action Fraud

T: 0300 123 2040

Mind Infoline

T: 0300 123 3393 (9am-6pm

Mon-Fri) – for confidential mental health information services

Samaritans

T: 116 123 – providing confidential, non-judgemental emotional support

Mental Health Foundation

W: www.mentalhealth.org.uk/

- offers a range of free guidance and advice

Carers Direct

T: 0203 904 4520

Carers Trust

W: <https://carers.org/help-and-info/carers-services-near-you>



England | www.gpstl-apprenticeships.co.uk
0330 1000 610 | apprenticeshipsuk@gpstrategies.com

Scotland | www.gpstl-apprenticeships.co.uk/scotland
01786 478478 | modernapprenticeships@gpstrategies.com

Follow us at
GP Strategies Apprenticeships



INVESTORS
IN PEOPLE

Silver



European Union
European
Social Fund



Whilst every effort is made to make sure the content of this publication was correct at the time of publication, the editor nor publisher cannot be held responsible for any inaccuracies herein contained. All third-party copyright is acknowledged.

© 2021 GP Strategies Training Limited. All rights reserved.
GP Strategies and GP Strategies with logo design are registered trademarks of GP Strategies Corporation.

Insight - Issue 20 - Winter 2021