

# **APPRENTICESHIP WORKFORCE DEVELOPMENT: FINAL CASE STUDY**

**Assessing 'Behaviours' Within Apprenticeships**

**Hull College**

**SEPTEMBER 2023**



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## Assessing 'Behaviours' within Apprenticeships

### Project Overview

This project focused on the 'behaviours' in the Knowledge, Skills, and Behaviours (KSBs) within apprenticeship standards. The project was set out to address the gap in effectively assessing, and showing distance travelled, when it comes to behaviours within the KSBs of apprenticeship provision.

We carried out employer-focused research into the behavioural development of apprentices, the core character skills that are required within industries and assessment of how those skills should be effectively developed and developed a template to assess progress and competency of behavioural criteria.

Initially we wanted to implement the final template and use this during our September recruitment drive as per the project plan but due to staffing issues, we were unable to do this so have planned this section of the project for our February recruitment instead.

### Project Aims

The aim of the project was to provide a criteria/template that training providers could use, in partnership with employers, to effectively assess the behaviours that employers want and show the distance travelled.

This will directly impact on retention of apprentices, as developing them in line with the organisational culture and expectations will support apprentice and employer satisfaction with progress, in turn making them a stronger asset to the organisation.

If retention is improved, then this will directly impact achievement. Apprentices, if assessed effectively throughout the programme, will be better equipped at end point assessment to showcase the behaviours they have developed and link them to the organisational values.

## Positive Impact and Expected Outcomes

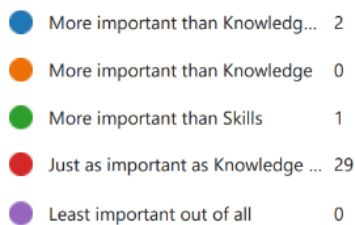
This project has provided a new resource document that can be used at the point of recruitment/sign up of an apprentice with an employer which allows us to better understand the most important behavioural traits and how we as a provider can support with the personal development, in line with the standard but also in line with the employer's culture. This will improve the apprenticeship delivery as it's more employer/learner focused.

This will also support further with involving employers with co-development and co-design of the delivery which will have a direct impact on the quality of apprentices within industry and support them with their career growth.

It is projected that this tailored approach will have a positive impact on recruitment as 29 out of 32 Employers reported that behaviours are just as important as Skills and Knowledge, with 2 out of the other 3 reporting that behaviours were more important than skills and knowledge. See below:

Assessing Behaviours in Apprenticeships

6. Do you feel that the development of behaviours are...



## Project Outputs

- Employer responses via Microsoft forms on how important behaviours are of their employees and apprentices.
- 3x templates for documenting specific behaviours employers want developing and how progress will be measured before signing off.
- Case Study
- Final Report

## Future Activity

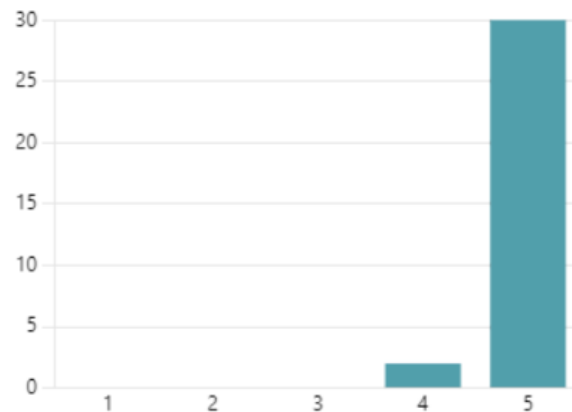
We plan to implement our template during our February 2024 intake of apprentices and start to work with employers to better assess behaviours during the apprenticeship journey.

We anticipate this will have a direct impact on retention of apprentices and support with progression, this is supported by the employer feedback which evidence how important behaviours are in their employees, including apprentices, at 4.94 out of 5. See below:

2. How important to you are the Behaviours of your employees, in particular Apprentices?

1= Not important to 5= Very important

4.94  
Average Rating



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

Employers value the development of behaviours within apprentices and colleagues strongly. In some instances, they value this more than skills and knowledge, so it is important that colleges and training providers effectively assess and develop this area throughout the delivery of the apprenticeship provision and allow employers to be part of the decisions to sign off competent behaviours in line with their organisational ethos and expectations.

### ***To support this, we need to:***

- *Work closely with each organisation to highlight key behaviours at the start of the apprenticeship journey.*
- *Encourage further co-design and co-development from employers to effectively embed and support behavioural development and assessment.*
- *Work with End Point Assessment Organisations to include specific behavioural assessments of progress made during delivery as part of the overall judgement of competency at EPA.*

## **Where can colleagues find more information?**

Colleagues can contact Christian Smith for further information regarding this project, see contact details below:

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