

WORKING SUCCESSFULLY WITH EMPLOYERS

Best Practice Case Study:

Educationwise Academy

MARCH 2024

Introduction

Related course(s)

Working Successfully with Employers

What is this resource for

This resource is designed to help users reflect on their existing employer relationship management approach, identifying and building on areas of strength or capturing any problems to solve, and resulting actions to take.

It uses a case study approach, exploring key themes for effective relationship management with the independent training provider Educationwise Academy.

Interview topics covered

1. Building a quality-first relationship
2. Holding one another to account
3. Involving employers with intent
4. Informing quality improvement

Using this resource

As a team or individually, listen to each of the four interview videos in turn, pausing between to reflect on the questions asked. Once you have completed all four sections, use the action planning section to capture anything you would like to take forward.

To help explore specific questions in more depth, you can use this resource alongside the 'Building and Maintaining Successful Working Relationships with Employers' resource.

Meet Educationwise Academy

Educationwise Academy was founded in 2018, delivering apprenticeships in Sport, Personal Training, Management and coaching to the Leisure and Business sector(s).

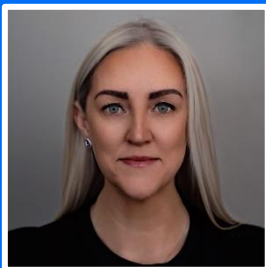
In 2022, they received an 'Outstanding' grade from their first full Ofsted inspection.

We met with Judith Allen, Managing Director, and Gavin Deane, Founder and Chair to explore their approach to working successfully with employers.



"I'm Gavin Dean, founder of EducationWise Academy, Ofsted Outstanding training provider. I left school with no qualifications and decided to go straight into working in warehousing two days after my last exam. I spent a few years working in warehousing, watching my friends complete what was then their YTS programmes. I started to build the connections around education and skills actually having an impact on what was going in your back pocket.

From that point on, I continued working on six different apprenticeship programmes, working across a variety of different training organisations until ultimately starting and founding my own business."



"I'm Judith Allen, the Managing Director of EducationWise Academy. I've been with the organisation coming up to three months, but in the sector for over 30 years. I've done everything from working in colleges, local authorities, and independent training providers. And I do this work because I love it and because I really am very passionate about it.

I started as an apprentice myself in the YTS days, and fell in love with what apprenticeships can do for an individual. And I think that love of it, from being a learner to actually being somebody who can offer that out to individuals who are looking for that same engagement, definitely gives me a spring in my step every day."

Building a quality-first employer relationship

Watch the video below, or paste this URL into your browser:

www.youtube.com/watch?v=QBONYru8OwQ



***“Leaders have extremely positive relationships with employers. They carefully select those they work with, prioritising those with a strong commitment to the apprenticeship and their apprentices.”
- Ofsted***

Questions to explore:

- What does ‘quality first employer relationship’ mean for your organisation?
- What are the ideal behaviours you look for in employers to ensure apprentice success?
- How well do you define and communicate high expectations with employers?
- What practical steps could you take to improve this further?

Action planning

Reflection on what you have heard, use the space on the next page to consolidate your ideas and actions that you intend to explore further.

What do we do well in this area?

Click or tap here to enter text.

What can we improve on in this area?

Click or tap here to enter text.

Holding one another to account

Watch the video below, or paste this URL into your browser:

www.youtube.com/watch?v=v_T-bMCuLeI



“Leaders have high expectations of employers and insist on their continual involvement in the development and implementation of the curriculum throughout the apprenticeship.” - Ofsted

Questions to explore:

- How well do you agree and communicate key performance indicators with employers?
- How effective are the processes in place for holding employers to account when they fall below-agreed standards?
- How effective are the processes in place for the employer to hold you to account when your organisation falls below agreed standards?
- What practical steps could you take to improve this area further?

Action planning

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What can we improve on in this area?

Click or tap here to enter text.

Involving employers with intent

Watch the video below, or paste this URL into your browser:

www.youtube.com/watch?v=eyo2MZcPhXc



“Industry changes on a regular basis so it is really important we bring in employers as guest speakers, to deliver masterclasses and share information on their career paths”

Questions to explore:

- What examples would you draw on to demonstrate how employers are involved in the design of apprenticeships?
- What examples would you draw on to demonstrate how employers are involved in the delivery of apprenticeships?
- How effectively do employers contribute to progress reviews?
- What practical steps could you take to improve this area further?

Action planning

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What can we improve on in this area?

Click or tap here to enter text.

Informing quality improvement

Watch the video below, or paste this URL into your browser:

www.youtube.com/watch?v=Upldlt33pA0



“When we need to look at an employer slightly different because they need content bespoke to their industry and their needs, we conduct a survey called ‘You Said, We Did’. We then rank the results to see whether the improvements are having the impact that the employer and the learner was anticipating.”

Questions to explore:

- How well are employers involved systematically in your quality assurance and improvement processes?
- How well are colleagues in non-delivery employer-facing roles, such as business development, involved in quality assurance and improvement?
- What examples demonstrate the effectiveness of the methods you have in place for i. gathering ii. acting on employer feedback?
- What practical steps could you take to improve this area further?

Action planning

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Click or tap here to enter text.

What can we improve on in this area?

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