

KEY INFORMATION

In 2015, we conducted a more in-depth evaluation involving a small number of apprentice programmes in order to assess the impact back in the workplace.

THE LASTING IMPACT ON WORKPLACE BEHAVIOURS

Apprentices were asked to complete a follow-up survey between five and twelve weeks after returning either to college or the workplace. Although based on a small sample of participants, the research shows a **positive impact on the apprentices' self-management, resilience and determination, relationships and engagement with their employer.** It also shows that the majority of apprentices had applied what they had learnt to their working life in at least one way.

COMBINING ALL AVAILABLE RESULTS, 5 TO 12 WEEKS AFTER THE PROGRAMME:

SELF-MANAGEMENT

81% agreed they had been more reflective about how they could develop and improve*
70% agreed they had been more proactive when approaching new tasks**
59% agreed they had approached tasks in a more organised way than they would have otherwise*

RELATIONSHIPS WITH OTHERS

75% agreed they had been more reflective about their behaviour and the impact it has on others**
72% agreed they had adapted the way in which they communicate with others**

RESILIENCE AND DETERMINATION

65% agreed they had pushed themselves to achieve more than they would have otherwise*
68% agreed they had persisted during challenges and setbacks, where before they might have given up**

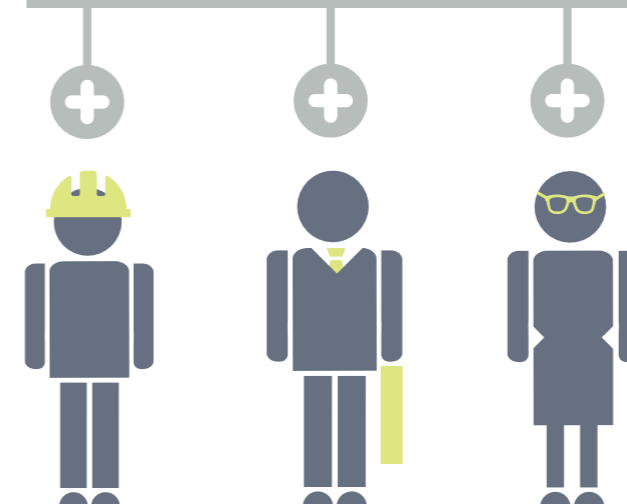
ENGAGEMENT WITH THEIR EMPLOYER

83% agreed they were better prepared for starting the next year of their apprenticeship***
68% agreed they had felt more committed to their employer*
51% agreed they had progressed more quickly than they would have otherwise*

* n=37; ** n=53; ***n=47

POSITIVE IMPACT ON:

- SELF-MANAGEMENT
- RESILIENCE AND DETERMINATION
- RELATIONSHIPS
- ENGAGEMENT WITH THEIR EMPLOYER



DEVELOPING SKILLS IN WORKING WITH OTHERS IS REGARDED AS THE MOST WORTHWHILE ASPECT OF THE COURSE BY THE GREATEST NUMBER OF DELEGATES, WHO HIGHLIGHTED FOUR KEY ASPECTS OF WORKING WITH OTHERS:



Meeting, spending time with, learning more about and/or developing relationships with colleagues



Developing teamwork skills

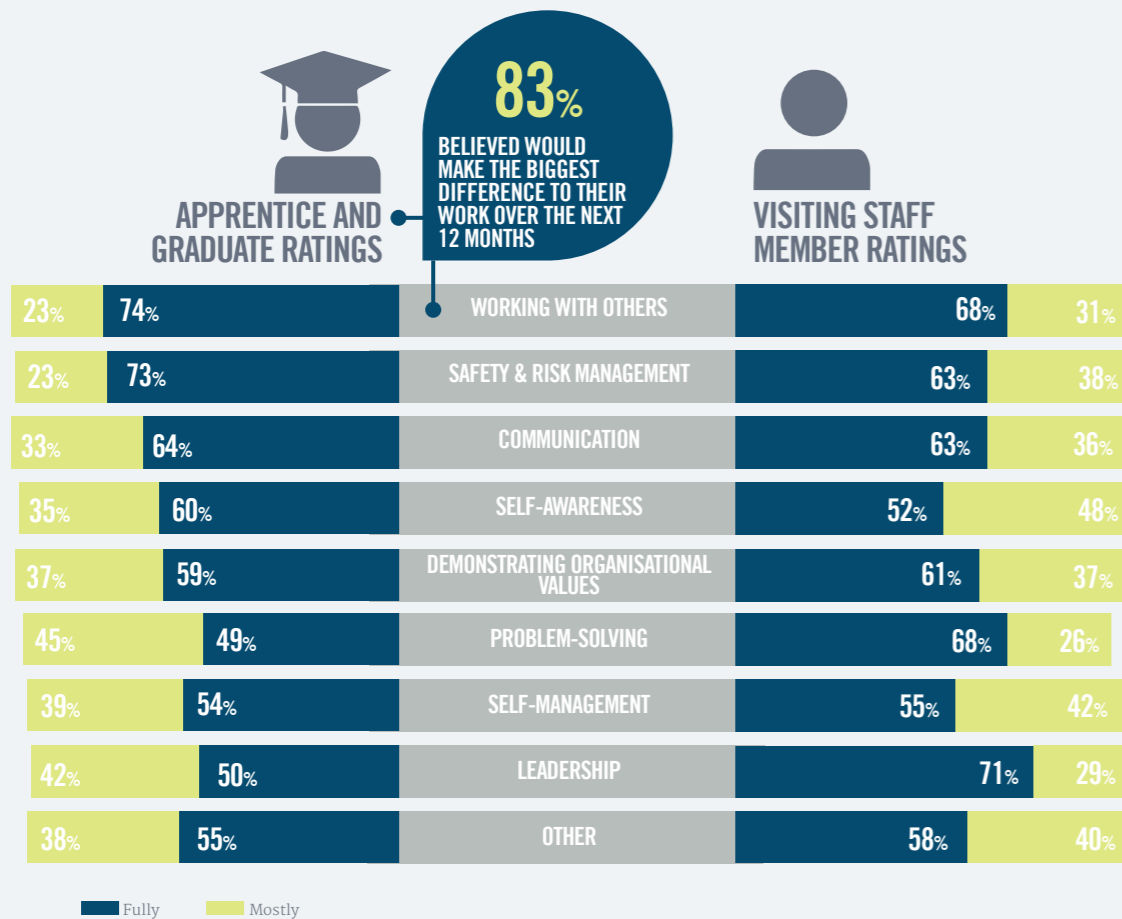


The experience of working as part of a team



Understanding of team roles and understanding others

DELEGATES' AND VISITING STAFF MEMBERS' AGREEMENT OF THE EXTENT TO WHICH PROGRAMME LEARNING OBJECTIVES WERE MET AT THE END OF THEIR COURSE



Data collected at the end of 118 programmes delivered between October 2014 and March 2016. Data collected from 3,482 delegates and 182 visiting staff members.