



**INVESTORS[®]
IN PEOPLE**

INVESTORS IN PEOPLE®

We invest in apprentices

Who are Investors in People

- > Assessed organisations for nearly 30 years to develop our approach
- > Made work better for over 11 million people
- > The only global accreditation - recognised in 66 countries around the world
- > Keep none of the profits and invest into the community
- > We've worked with a huge range of big and small organisations from Public Sectors, SMEs, Charities, PLCs and anything in between
- > We offer the specific kind of support and guidance for any organisation's needs

We invest in apprentices - Overview

We were commissioned by the Department for Education to develop a blueprint to measure the quality of apprenticeships schemes, and:

- > Provide a framework that helps employers benchmark the effectiveness of their apprenticeship scheme, and develop action plans to continually improve performance
- > Create an accreditation for the framework that promotes and recognises the employers who make work better for their apprentices
- > Help prospective apprentices and those who advise/support them to identify the employers who have a genuine commitment to apprentices' development and progression
- > Encourage the raising of apprenticeship quality across all sectors

How did we create We invest in apprentices?

- > The development was led by a stakeholder group that included the Department for Education, National Apprenticeship Service, Institute for Apprenticeships, Education and Skills Funding Agency, CBI, TUC, City and Guilds, Apprenticeship Ambassador Network, employers and training providers
- > We conducted surveys and consultation forums across the UK, which engaged over 500 organisations including employers, training providers, apprentices, Government Agencies, Awarding and Professional Bodies
- > We developed a prototype standard that was beta tested, before the final framework was signed off

The framework - Overview

- > It covers 3 areas; Commitment, Development, Communication & Support

Commitment

- > Is there a solid business case?
- > Tailored recruitment process
- > Great induction process
- > Fair pay and benefits

Development

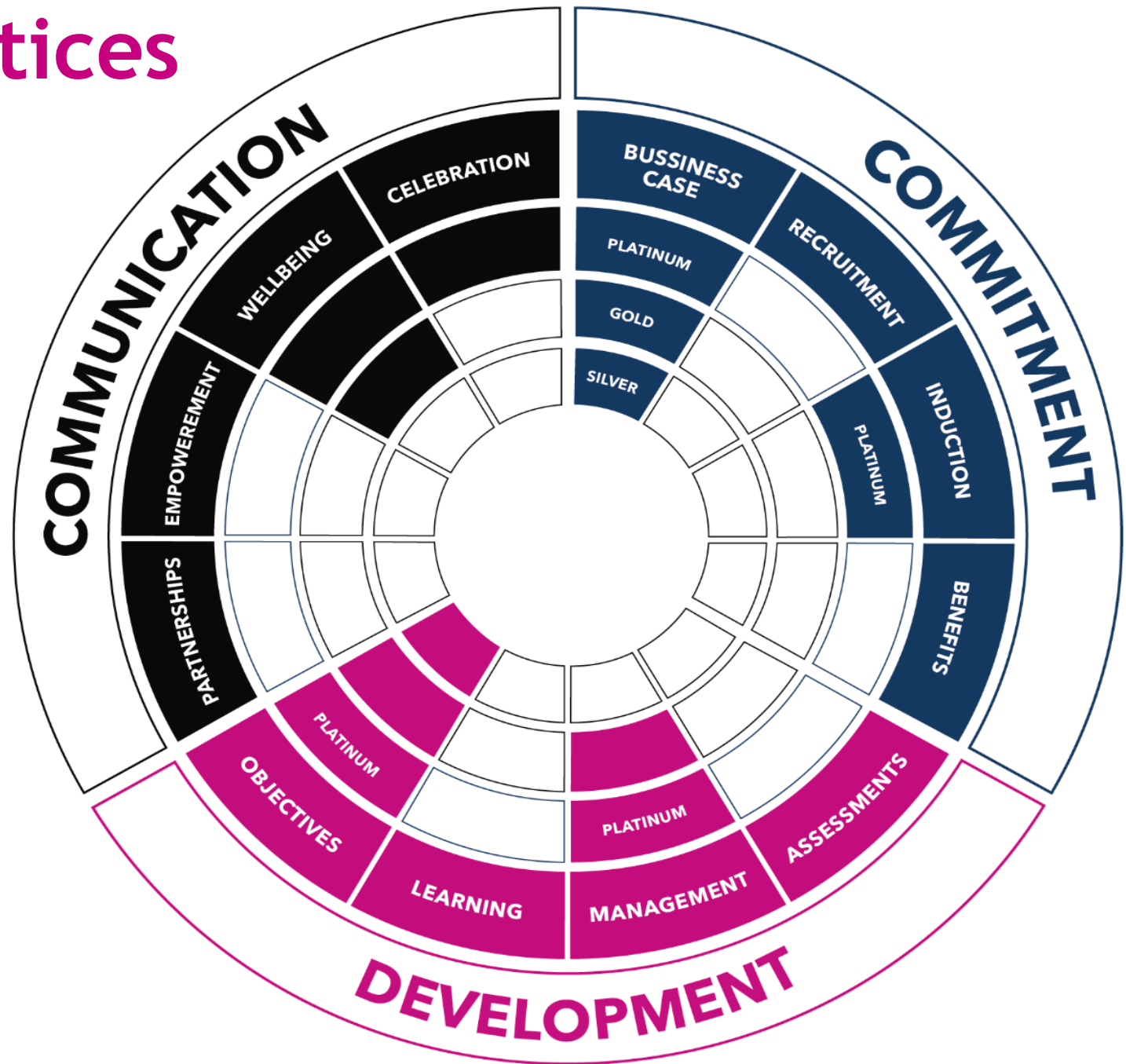
- > Objectives that stretch and develop
- > Commitment to apprentices' education and learning
- > Engaged and well trained line managers and mentors
- > Well supported apprentices prepared for assessments

Communication & Support

- > Partnership between apprentice, line manager and training provider
- > Apprentices are empowered to provide genuine feedback
- > Appropriate wellbeing and safeguarding
- > Individual successes recognized and celebrated

We invest in apprentices heatmap

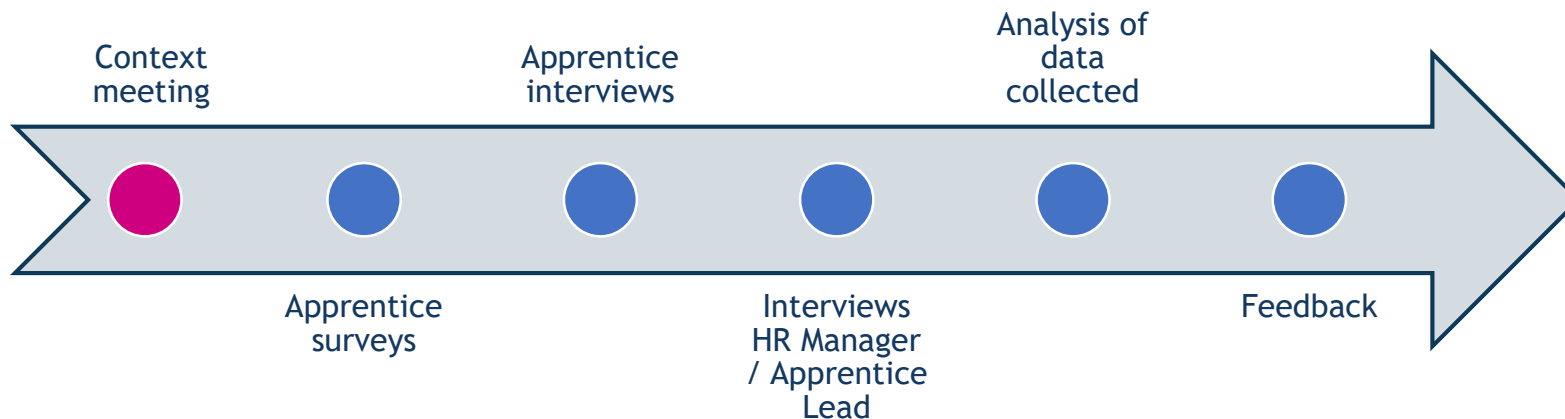
3 areas
12 topics
36 levels of assessment



The assessment process

The assessment consists of collecting information and data from three main sources;

- > Surveying all apprentices
- > Individual or group interviews/sessions
- > Documentation review



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We invest in apprentices - accreditation

The value adding elements of the process:

- An action plan designed to help the organisation build on its strengths and address areas for improvement
- Ongoing support and advice from one of our registered Practitioners
- Access to our Community events and networking
- Automatic entry in the Investors in People Awards where we celebrate the best and the boldest organisations
- Promotion and recognition of the high standards Accredited organisations achieve

The benefits

Employer

- > Attract better talent and stand out from the competition
- > An action plan designed to help the organisation build on its strengths and address the areas for improvement
- > Quantitative and qualitative insights to help inform your strategy
- > Ongoing support and advice from one of our practitioners, and a dedicated account manager
- > 12 and 24 month official check ins to ensure continuous development
- > Accredited for 3 years at either Silver, Gold or Platinum level
- > Access to community events and networking opportunities
- > FREE entry to Best Apprenticeship Program in The Investors in People Awards, where we celebrate the best and boldest organisations
- > Promotion and recognition of their accreditation through content such as case studies

Apprentice

- > They'll know the employers who are committed to supporting and developing their apprentices
- > It gives parents the confidence that their child is in the right workplace, and that they can give confidence to their child that their wellbeing and development is important to their employer
- > It raises awareness and the quality of apprenticeships whilst helping to give parity of esteem with purely academic routes

How do others compare?

	We invest in apprentices	DfE Top 100/50	Princess Royal Awards	Rate my Apprentice Top 100	School Leavers Top 100
Data and document collection	✓	✓	✓	✗	✗
Apprentice survey / review	✓	✗	✗	✓	✓
Apprentice interviews	✓	✗	✗	✗	✗
Management interviews	✓	✗	✗	✗	✗
Expert practitioner assessment	✓	✗	✓	✗	✗
Covers whole learner experience	✓	✗	✗	✗	✗
Valid for 3 years	✓	✗	✗	✗	✗

ANY QUESTIONS?

