

# Pearson Insight Webinar number 11 – 'From stars into super stars – the growing role of higher and degree apprenticeships'

## Questions and responses from Anne Ashworth - Head of Pearson Employee Apprenticeships

Q: I am a teacher in a secondary school responsible for Careers is this relevant to me please?

*Anne – It is always good to know what guidance you can provide your students when they are considering whether a degree apprenticeship would be appropriate versus FE College and university.*

Q: Hello, we've just joined the webinar. Can you tell me if this content is relevant to Wales as well as England?

*Anne – at this point only England I am afraid. We are waiting for the Government to let us know what they are proposing for the devolved nations.*

Q: I would be interested to know some of the activities you carry out on the (learner) assessment day to identify candidates potential development needs

*Anne – we use a well-known tool to assess the candidates level of English, Maths and ICT even if they have GCSEs and A Levels. This enables our providers to know where their areas of development still lie so that they can focus on improving these through the programme.*

*One of our providers uses Watson and Glazier to assess Maths and English. Our providers set them a written task to complete to assess their written abilities. Other assessments that are used revolve around scenarios and how candidates respond in different settings and with other people.*

*All of these assessments take place over a period of time and external candidates can go through up to three assessment/interview centres.*

Q: Can Anne talk about the three day masterclass she mentioned, to help get people ready for the degree apprenticeship?

*Anne – the masterclass we felt was critical to help our internal candidates to really check that this level of study was appropriate for them. Many do not have formal qualifications or have not studied for many years so this has been really well received.*

*The provider conducts an interview with them first to double check the Expression of Interest that the HRBP and line manager have done. This also includes checking previous qualifications, eligibility etc.*

*The candidates spend the first day of the three undertaking modules through an on-line system with support via telephone or conference call from a tutor. This on-line learning focuses on research abilities, summarising and study skills.*

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*The candidates are then financially supported by their business unit to attend the provider for two days where they are taught by one of the tutors from the programme. They focus on a fairly generic set of topics and have a variety of interactive exercises to participate in all of which are assessed by the tutor. During these two days they also undertake the Watson & Glazier assessment for English and Maths.*

*All of these assessments are pulled together and feedback is provided to the candidate and copied to the Apprenticeship Team. The candidate then makes the final decision with their manager about whether they want to continue with their application, look at another provider's model or defer or decline.*

*We and the provider have found this to be a really effective way of preparing candidates for the programme and we do this for all of our degree apprentices regardless of where they wish to study or which provider they want to study with.*

**Q: Anne mentioned creating "new roles". As far as I was aware we can only replace existing positions by apprenticeships is that any different for Degree Apprenticeships?**

*Anne – we have roles in the business that are 'apprenticeship roles'. These are full-time permanent roles but we can see the benefit of training someone over time into the role as it benefits the individual and also the team as a whole. You do not have to offer apprenticeships to only existing staff. You can recruit into apprenticeship roles at all levels.*

**Q: Which degree apprenticeships are these people doing?**

*Anne – at the moment all of our degree apprentices are doing the Chartered Management Degree Apprenticeship. For 2018, we are also looking at the new Sales Degree Apprenticeship plus the Project Management and Digital Marketer ones.*

**Q: How much time do you expect degree apprentices to spend in their own time outside the workplace for personal study?**

*Anne- as a rule of thumb we guide on a minimum of 10 hours personal study time in addition to the 20%. We also give 2 hours study time a week in work time so the apprentices can use this as well.*