



Pearson

Grow your own talent

Design, develop and deliver an apprenticeship programme tailored to your business.



GUIDE FOR EMPLOYERS

New apprenticeships are ready – are you?

Investing in people is the key to growing your business. And apprenticeships can be a very cost-effective way to bring new skills and talent to your workforce.

One year on, many employers still aren't sure how to make the new 'employer led' apprenticeships work for them.

Employers tell us the generic information out there is complex and not really hitting the mark. Like you, they want **simple** and **bespoke** solutions - tailored to *their* sector, *their* organisation and a programme that works with *their* existing training programmes.

Finally, they don't want the levy to be just another business tax. They want to take control of the finances and get a good return on their investment.

Sound familiar? We can help.



How we can help

Whatever your apprenticeships needs, we're here to help you get the most from the apprenticeship levy.

For every part of the apprenticeship development process, a Pearson expert can work with you to ensure you are making the most of your levy investment from workforce planning right through to assessment.

Planning



We'll work with you to assess your workforce skills requirements and plan an apprenticeship programme that will be a real asset to your organisation's development.

Recruitment
and Selection

Mapping

Training and
Assessment
Support

EPA Planning



Delivery

We have a range of products and services to support delivery of a successful apprenticeship programme, including a national network of training providers.

Qualifications

- ▶ Standards and Frameworks
- ▶ Maths & English
- ▶ Customised Higher Nationals
- ▶ Short courses

Content & Services

- ▶ On-programme learning
- ▶ Courseware
- ▶ Online course development
- ▶ Pearson Assured
- ▶ Apprentice 360 digital platform
- ▶ Acclaim digital badging

Assessment



We work closely with employers and training providers to plan, design and deliver end-point assessments to help apprentices successfully complete their apprenticeships.

Planning your programme

We can help with planning your apprenticeship programme. By understanding your needs and suggesting ways to adapt your current strategy we'll help you maximise your levy payment.





How we can help with planning:

Recruitment and Selection:

The process of hiring apprentices is critical. Screening of potential applicants using a number of cognitive ability tests and personality instruments can be highly predictive of performance in a job role. Pearson's talent assessment tools help assess an individual's abilities, personality traits, behaviour, motivation and values and how these align with your organisational culture and values.

We offer a range of assessment tools to suit your requirements:

- ▶ Cognitive ability assessments
- ▶ Golden Personality profiler
- ▶ Watson Glaser Test of Critical thinking ability
- ▶ SOSIE personality and value assessment tests

Mapping your programme:

As an employer committed to training and development, you will have existing learning programmes being delivered within your organisation. Our mapping service aligns your existing organisational learning programme to the new apprenticeship standards. To simplify the training delivery, we have a range of learning content to complement any potential gaps identified from this mapping exercise.

Training and Assessment support:

We provide a range of training and assessment support resources to help your staff and/or training provider deliver the apprenticeship learning programme. We also provide assessor qualifications to support your staff to upskill themselves.

Delivering your programme

Your apprenticeship programme will be unique: no other business will have the same number of apprentices in the same disciplines in the same locations.

Once the planning phase is finalised, we provide a range of options to suit your programme delivery ambitions. These include qualifications, learning content, a quality assurance framework, digital platforms and service solutions.





How we can help with delivery:

Qualifications

- ▶ **Standards and Frameworks:** a range of qualifications including BTECs, NVQs and Technical Certificates and Higher Nationals from levels 1 to 5 are offered across a broad range of sectors.
- ▶ **Maths & English:** we offer literacy and numeracy qualifications to meet the needs of your apprentices in line with the standard they are taking.
- ▶ **Customised Higher Nationals:** we can create customised Higher National qualifications quality assured for your own training programmes.
- ▶ **Short courses:** delivered at Pearson College covering management subjects such as Finance, Marketing, Organisational Behaviour, HR, Ethics, Project Management and Strategy. Courses focused on development of soft skills such as Communication, Teamwork, Planning and Organisation are also on offer.

Content

- ▶ **On-programme learning:** apprentice workbooks mapped to the apprenticeship standard and available online via the Apprentice 360 platform.
- ▶ **Courseware:** off-the-shelf print and online content to support delivery of apprenticeship programmes.
- ▶ **Online course design and development:** designed to provide a blended solution to the 20% off-the-job requirement for level 6+ apprenticeships.

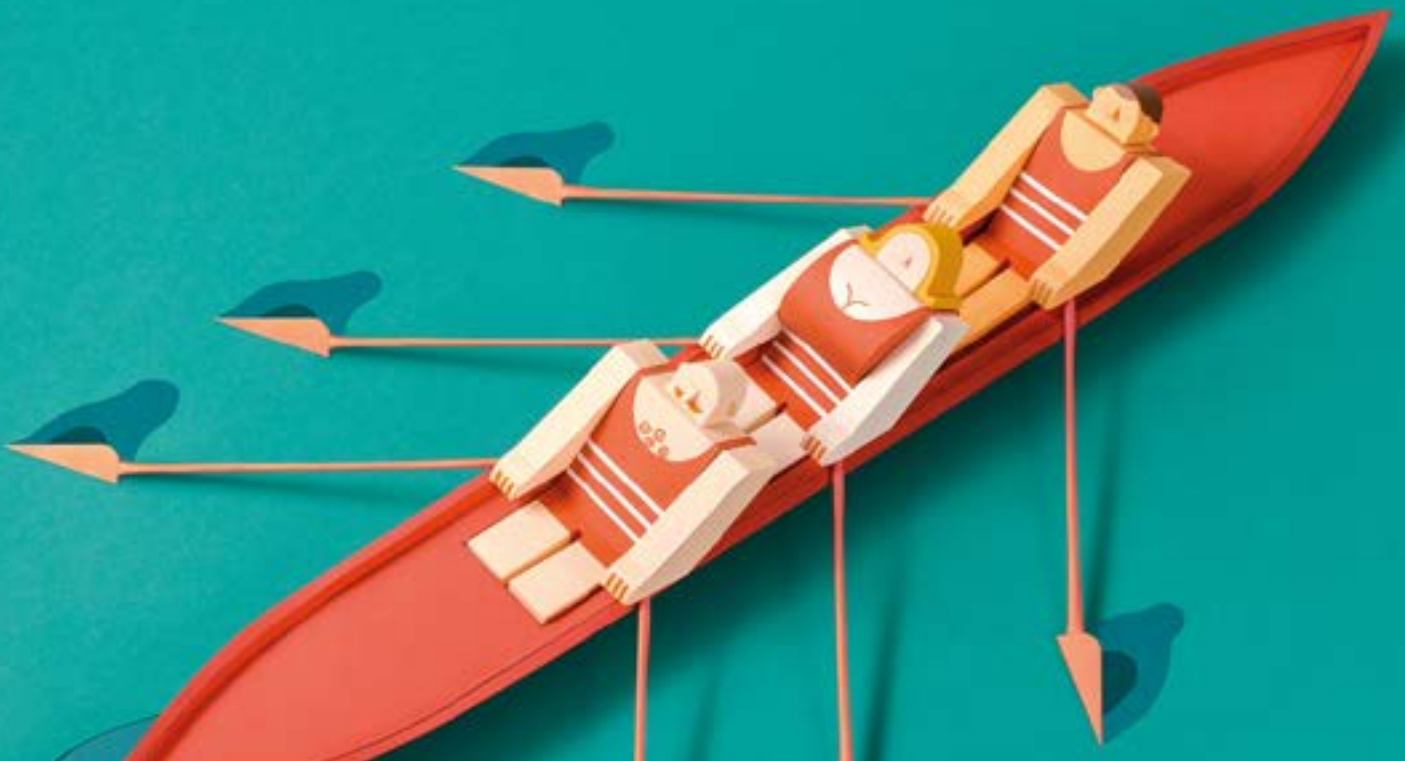
Services

- ▶ **Pearson Assured service:** a quality assurance framework that accredits your in-house learning and training programme.
- ▶ **Apprentice 360:** a digital platform for delivery of on-programme learning in specific subject areas.
- ▶ **Acclaim Digital badging:** a career progression pathway framework for your staff developed in partnership with you as an employer.

Assessments

End-point assessment is the final stage of the apprentice's learning journey. It is a synoptic assessment that evaluates the apprentice's skills, knowledge and behaviours developed during the apprenticeship programme.

We work closely with employers and training providers to plan, design and deliver end-point assessments that help apprentices successfully complete their apprenticeships.



How we can help with assessment delivery

Our assessment service includes:

A step-by-step process to support the organisation, the line manager and the training provider in preparing towards the end-point assessment. This involves:

- ▶ An end-point assessment service delivery contract.
- ▶ Access to a dedicated Account Manager as a single point of contact.
- ▶ Monthly touch-points for EPA planning starting at least five months prior to the estimated EPA delivery date.
- ▶ A Countdown to EPA service that is tailored to each individual standard.
- ▶ An EPA delivery management team to ensure a high-quality service delivery that is consistent and reliable.
- ▶ Trained and occupationally competent assessors carefully chosen and vetted to meet Pearson's quality standards.
- ▶ Detailed verbal and written feedback on each assessment completed.
- ▶ Re-assessment service.
- ▶ Certification claim from the ESFA.
- ▶ Data and management reporting on an annual basis to inform continuous improvement.

For a full list of full and emerging EPA standards from Pearson:
quals.pearson.com/apprenticeships

Learn more about apprenticeships

We provide a wealth of useful information and help online for businesses.

Take part in or watch a Pearson Insight webinar, download one of our useful topic guides or sign up for more information on funding and apprenticeships standards development.

quals.pearson.com/apprenticeships



Get in touch to start your apprenticeship journey

Arrange to speak to a Pearson apprenticeship expert about where you are with your current programme and levy investment strategy.

Call us now on **0845 630 6666** or
email **employerenquiries@pearson.com**

Work with us ▶

For more information about our apprenticeships please visit:
quals.pearson.com/apprenticeships

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