



APPRENTICESHIP STRATEGY

APPRENTICES, EMPLOYERS AND PARTNERS

2022 – 2027



ARENA
LEARNING

YOUR MATCHDAY PROGRAMME

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Relevance—What is the purpose of this strategy?

This strategy sets the direction of our travel and is our intent for our apprenticeships at Arena Learning. This is essentially a guide to focus our shared activities and enable our continuing success.

This is very much a practical tool to enable us to meet our shared ambitions for apprenticeships at Arena Learning.

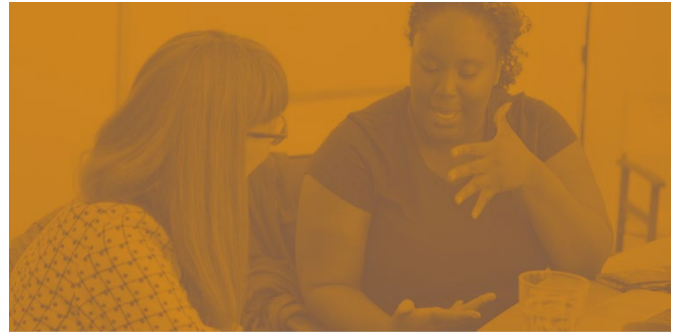
Introduction

Arena Learning apprenticeship strategy provides an overarching approach to enable each employer, and their apprentice, to engage with an outstanding experience.

Our continuing aim, working in partnership with employers, is to support their apprentices to successfully develop the knowledge, skills and behaviours required to complete their apprenticeship, positively contributing to their employer and their broader chosen career sector as a skilled professional.

All Arena Learning apprentice employers are enabled to fully engage in the co-creation, and successful delivery of the apprenticeship experience.

Our employer partners, and our engagement with industry, is at the heart of our learning community.



The Arena Learning apprenticeship overarching strategy is fully aligned to other key Arena Learning strategies, frameworks, and policies, which creates a comprehensive and cohesive set of statements that enable an outstanding experience for employers, their apprentices, and key stakeholders.

Arena Learning fully promotes the fundamental British Values and provides opportunities for employers and apprentices to better understand the application of fundamental British Values in the workplace and in their communities.



Arena Learnings'

Mission, Core Values, Destination Statement and Strategic Goals

Arena Learnings' Mission:

*'Connecting people who
want to make our even
safer for everyone'*

Arena Learning serves individuals, communities, and employers by providing outstanding learning opportunities that enhance social mobility and contribute to economic success.

Arena Learning Core Values

- **Learners First** - We put the learner at the heart of everything we do
- **Open to ideas** - We listen with an open mind
- **Inclusivity and Respect** - We treat everyone with respect and are inclusive
- **Flexibility** - We demonstrate flexibility and innovation
- **Partner growth** - We continually strive to deliver excellence through strategic and sustainable partnerships

This strategy aligns to each of Arena Learning's value with a clear focus on the quality of experience and the journey through high quality learning, teaching and assessment providing the very best opportunities and support for each employer and their apprentice.

Arena Learnings' Destination Statement

*'To bring education,
innovation, and
inspiration to
everyone'*



Director Policy Approval:

Mark Green - Director

Date: 01/08/2022

Sign:

Our Strategic goals

1. To provide education and **skills** that enhance economic & social prosperity.
2. Ensure students achieve their **full** potential through outstanding teaching & learning
3. Support our **employers** with their workforce development needs.
4. Provide a **safe**, welcoming, inclusive, and supportive environment for our students, staff, employers, and wider community.
5. Attract, develop, and retain a highly-skilled, value-driven, and **passionate** team of staff.
6. Maintain financial and regulatory **stability**.
7. Promote environmental **sustainability**

What is an Apprenticeship

An apprenticeship is about entry to a **recognised occupation**, involves a substantial programme of **on and off-the- job training** and the apprentice's occupational competence is tested by an **independent, end point assessment**.

Apprenticeships are **employer-led**: employers set the standards, create the demand for apprentices to meet their skills needs, fund the apprenticeship and are responsible for employing and training the apprentice.

The needs of the apprentice are equally important: to achieve competence in a skilled occupation, which is transferable and secures long term earnings potential, greater security, and the capability to progress in the workplace.



Apprenticeship Impact

Apprenticeships have the potential to offer great opportunities for people of all ages, but to do so they must be of the highest quality.

High quality mean that those undertaking apprenticeships have confidence that the skills they are learning will help them succeed, progress and thrive.

High quality means that employers engaged in apprenticeship delivery will see the positive impact and bottom line return from a workforce with the right knowledge, skills and behaviours.

Apprenticeships: An Agreed Partnership

To be high quality Apprenticeships must be built on an agreed partnership with Arena Learning.

High quality Apprenticeships require:

- + An **employer** with the intention and capability of employing the apprentice to completion of their training and end-point assessment and securing their longer-term future
- + An **apprentice** who is motivated to learn and work diligently to complete their apprenticeship – and add value to business

High Quality Apprenticeships with Arena Learning

Our aim is that

Every employer, who chooses to train their apprentice with Arena Learning, will be integral to a partnership approach that will have a positive and sustained impact on their business.

Every apprentice who, with their employer, chooses an apprenticeship with Arena Learning, at whatever level, successfully develops the knowledge, skills and behaviours which will enable them to be successful in their employment and their broader lifelong career goals.



Arena Learning Apprenticeships

At Arena Learning our mission is to provide an outstanding experience for both our employers, and their apprentices, in all aspects of the learning, teaching, coaching and assessment linked to the respective apprenticeship standard. This will be delivered through a highly responsive, relevant apprentice standard, with excellent learning, teaching and assessment enabling each apprentice to gain the knowledge, skills and behaviours they need to be successful in their role and fulfil their career goals.

At Arena Learning, our vision is to secure outstanding outcomes for our employers, enabling each apprentice to develop the rich knowledge, skills, and behaviours they need to achieve at the respective level, and to successfully contribute to their employer, and the broader sector in which they operate.

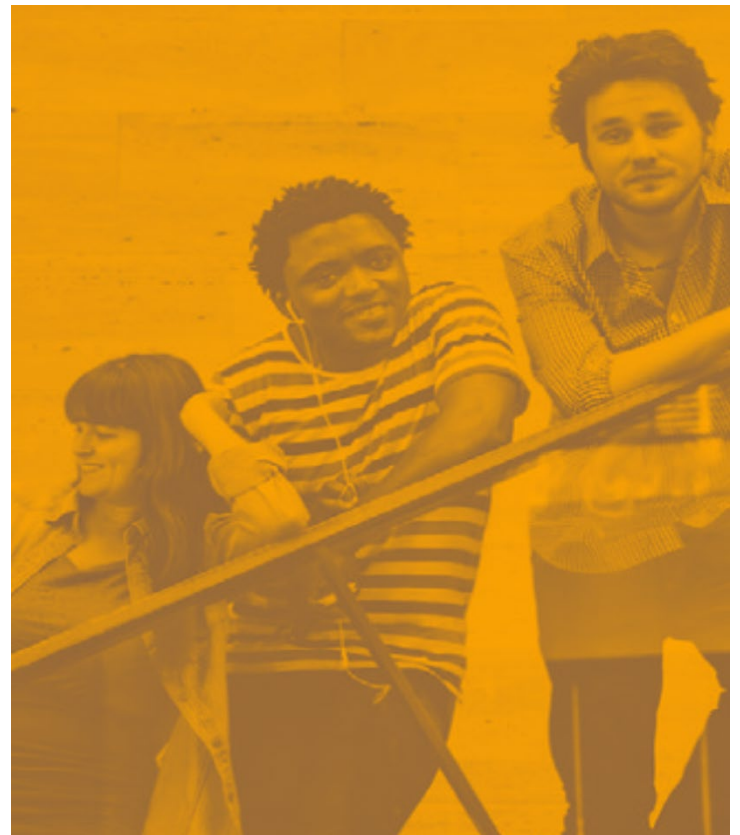
At Arena Learning, our vision is to secure outstanding outcomes for apprentices, regardless of age or demographic or any other characteristics, delivered in partnership with their employers which enables them to secure competence in a skilled occupation.

Arena Learning apprenticeships develop the rich knowledge, skills, and behaviours that apprentices need to achieve at the respective level, and to enable them to successfully contribute to their employer, and the broader sector in which they operate.



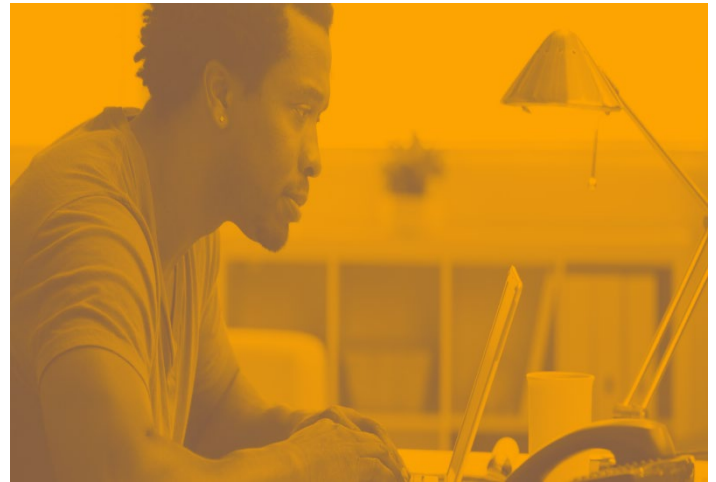
Arena Learning apprenticeship standards are set by industry and are approved by the Institute for Apprenticeships and Technical Education. The Arena Learning apprenticeship portfolio is closely aligned to the identified local, regional, and national skills requirements of industry.

Employers with Arena Learning apprentices are key partners in the development and delivery of relevant, personalised, and high-quality programmes of delivery.



Arena Learning Apprenticeships what do they include?

- + An named Arena Learning contact for each employer, and each apprentice, who will act as the primary contact for all aspects of the apprenticeship experience
- + Comprehensive and individual initial assessment against the knowledge, skills, and behaviours in the selected apprenticeship standard to inform the plan for learning
- + Comprehensive and relevant induction for employers, supporting every employer to successfully engage with the agreed learning plan
- + Engaging and comprehensive induction for apprentices, enabling apprentices to successfully engage with the agreed learning plan
- + An apprenticeship agreement and commitment statement between the employer, the apprentice, and Arena Learning, which sets out the agreed programme
- + An individual appropriately sequenced plan of learning, agreed in partnership with the employer and apprentice mapped against the relevant apprenticeship standard that identifies how knowledge, skills and behaviour will be developed and assessed
- + An extended period of on and off the job training (at least twelve months duration with a minimum of 20% of the time in off the job training) which develops knowledge, skills and behaviours
- + Development of English, math's, and digital skills
- + Access to additional support as identified through initial assessment
- + Opportunities for apprentices, as agreed with employers, to access additional learning resources to support progression to the next level of learning
- + Regular opportunities for employers to provide feedback on how well the ongoing delivery is meeting their expectations and business needs
- + Regular opportunities for apprentices to provide feedback on how well the ongoing delivery is meeting their expectations and their employers needs
- + Independent assessment at the end of the apprenticeship, carried out by a registered apprenticeship assessment organisation.
- + Certification by the Institute of Apprenticeships and Technical Education on completion of the whole apprenticeship.
- + Opportunities for employers and apprentices to engage in competitions, events, and awards
- + Employer and apprentices' access at any time to an electronic learning platform, providing access to materials, enabling self- paced and independent learning, and providing access to progress





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