

## **In conversation with Chris Jones webinar – delegate comments transcript**

Morning everyone, slides and recording will be send on afterwards

This is very true. I totally agree re specifications.

Absolutely agree, we had a monitoring inspection and they all at a course i'm involved with as an assessor. They looked at from the beginning, middle and were they are heading in their learning model. How I as an assessor is supporting both the apprentice and the employer.

Those who have raised your hands, do you want to put your comments in the chat

sorry I should of added both outside and inside on their qualification and all the elements

Absolutely. Curriculum intent is so important to good implementation. Do people think we need more and stronger initial teacher/trainer training to support the sector at this point?

What about those course which have students enrolling later in the year though?

Agree, that is how I felt on the monitoring inspection, when I was with the inspector.

surely every teacher should be a subject specialist?

Is that the same for nursing apprenticeships? because our inspection was undertaken by primary school teachers!

Having a subject specialist would aid understanding. In relation to Nursing Programmes it is important that in inspector understands that nurses are regulated by other professional bodies and subjected to rigours standards.

totally agree here.

Comes with experience!!

If you are not a subject specialist how can you judge if the CI has value/meaning?

those shiny class files that try to hide poor teaching

absolutely agree with this approach

Very new to all this, some of the acronyms are not helpful

would Ofsted work with professional bodies for apprenticeships to improve/seek that much needed subject expertise? OfQual will have to do the same to ensure EQA of EPA

I agree on the clearer initial assessment piece

What is progression? what does the mean....should we not refer to it as OTJ impact?

Full education circle 'Distance travelled'!

Progression I see as not just OTJ but progression into further employment or further training programmes ie

Initial assessment is an important part of the EIF in terms of the content and quality of initial assessment what are Ofsted looking for?

absolutely agree

High Expectations have to last, not just for the Ofsted build up. They should be there from start to finish.

agree

agree about the rate of expectation based on experience but you forget that more experience in that context means more responsibility and greater amount of physical work that could become a barrier to swifter progress

I personally think initial assessment is basic element before enrolling learners on study programs .

It appears to me that the starting point is the Apprentices job role or initial assessment against the standards, and then the suitable applied programme of KSBs. Stretch can be gained in peer learning and exploration and in tailored individual learning plans. This is where the added value learning takes place, and learners who need to be stretched should be accommodated by the provider and employer.

Looking at apprenticeship times will there be a reduction for completion due to someone having previous knowledge and experience, i.e. completed a high level at level 2 before moving on to level 3 instead of having to wait 12 months before being able to claim an outcome?

It's hard to balance the expectations of all parts of the EIF. Acknowledge that all learners come with different sets of abilities / achievements, so have to set individual targets / goals, but then you are expected to have the same aspirational levels for them all to achieve to the highest standard. It's contradictory. Starting to see comments in reports about how many are achieving at distinction, etc.

Agree with Glenn on 'High Expectations have to last, not just for the Ofsted build up. They should be there from start to finish.' applies to expectations of students, staff expectation of each others and indeed SLTs (bottom up to top down)...

Excellent question.

Thanks, Matt. You have hit the nail on the head here, as staff expectation's is key. It is not just about the teacher and their students. It's a team effort and we do need to have high expectations of our colleagues.

Totally agree with current discussion. I have seen this so many times.

If we had the full number be a 5

We are ready in general but there is pressure for a 1 and we are not ready for that!

The poll looks like Brexit.

I seem not to get poll to vote on so as been inspected already in Dec 19 I'd got for Bring it On!

Agree

As a new provider we are somewhere in the middle, we feel we are taking appropriate steps, but this cannot be supported at this stage without some sort of assessment being done, the fear of the unknown I suppose

There is no middle ground! To use the analogy in the picture your car would be able to pass a MOT or NOT!

Question

As a new provider, we have been self-assessing ourselves against the monitoring themes and not the EIF. Would you consider this a logical approach?

What's most concerning is reactivating learners who have been on breaks and the potential attrition

Agree the action is to carry out a self assessment on how you managed and implemented the Quality of Education throughout Lock Down and address the learning and improvements

I worry about students who may feel they are not 'worth' the predicted grades, having not sat exams.

yes

Don't forget employers here because there seems to be too much focus on training provider capabilities. Inspections do take into consideration the amount of affective training is taken into account within the workplace?? Am I mistaken here?? With apprentices on hold we will have to consider the time and skills lost during the lockdown.

I worry about the recruitment of apprentices, the opportunities, with employers, for individuals may be reduced.

Agree

good point. Apprenticeships may become a low priority for employers in the short to medium term

Knowing the handbook should be a given. I am experienced in ISO inspections and quality assurance and there seems to be that learning providers miss the concept of quality assurance and how this is measured!

Not may, will become a lower priority.

I agree I am constantly in touch with my employers and they are worried that they will be able to keep their apprentices if salons do not re open.

I think you could be right there..... care and hospitality

Apprenticeships will struggle re - engagement from both employers and learners.

Exactly they are protecting themselves first

Bigger tin. the concept of the science has not been understood. Rather like understanding QA scrutiny.

Certainly healthcare apprenticeships!

Lots of recruitment on hold for 12 months - and as employers will need to move business forward as a priority on return, skills development will be a lower priority

Depends. For large employer providers it will still be a priority, particularly in the public sector

Employers will be more inclined to invest in upskilling existing staff in new ways of working, in my opinion...

Correct level is all well and good, but what if there isn't one - I'm talking about L2 business...

Agree about BA L2

Even with grade 4 GCSE I am wary of assuming apprentice can meet skills, behaviours, knowledge for Level 3 if not in relevant job role

there is a level 2 business admin course funded under AEB

good point Trevor, this worries me. straight from school learners will struggle with L3 BAdmin stds, especially where employer isn't putting in the relevant skills / behaviours.

Employers will be focussed on making their businesses profitable again (those that have survived) so training and/or apprenticeships for some are likely to be the last thing on

their minds. That might run over into 2021 so a comprehensive plan with mitigations will need to be thought out.

Agree Trevor the way Standards have been developed and approved has not necessarily provided the pathways for career development and mobility

Agree with you on that Trevor, will be also losing the Maintenance Operations and making sure that the employer/apprentice is able to do Property Maintenance?

Agree

I hope there will be an emphasis linked to the importance of key workes i.e. more funding for Health and Social Care, Engineering, Product Design ...

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I think we need to get away from "levels". it's more about the occupation (clearly I'm referring to Apprenticeships!). is it/are they appropriate?

Again initial assessment is crucial before putting learner on apprenticeship otherwise expectations are unnecessary high and not fair on learners as well as training providers.

agree HSC undermined in standards and funding

I agree with that comment Louise. Apprenticeships are often a matter of a bum on a seat.. and this refers back to making sure that learners are on the right course and are motivated too.

I still feel that there should be a level1 or 2 for Business Administration as how can the individual apprentice straight from school go into a Level 3?

I agree, we need a L2 B&A to stay for the next two years until this can be sorted.

Totally agree Janet

competency qualifications are easily available outside apprenticeships which lessens the need for construction based companies to look at apprenticeships being the best way to recruit. We are mentally conditioned to think that apprenticeships are the be all and end all but in some cases money talks.

I agree that a lot of providers are concerned about bums on seats and the course may not fit the job role

Some employers turn up at the college with someone they have taken on as an apprentice. It becomes difficult if that apprentice is not at the right level eg Initial assessment

the emphasis has to be on job role -can they actually through the role that they are in demonstrate and have access to KSB-if the Job doesn't fit they can not demonstrate the required skills and behaviours

Right learner-right course-right employer

agreed

Totally agree

agree

You will need to know the business here!

Completely agree. The review is so important for the learner and the line manager to understand the link between the apprenticeship and the workplace, career development, application of skills and development of behaviours.

I agree but an issue might arise if the standards don't reflect the role - if the Trailblazers got it wrong.

It comes back down to the initial promotion of the programme and helping employers and apprentices understand what is needed. this combined with detailed initial assessment would be a starting point.

I agree emphasis has to be on the job role

totally agree the job role definitely needs to be right and the other key point would be to deliver functional skills at level 2 not level 1

Do you think that there is any worth in new training providers having a key contact at Ofsted, this may support them to interpret the EIF correctly and progress as you would want them to?

I have to leave now but good so far I will catch up on audio later. thanks

spot on about maths and English!

Still not getting poll pop up - 121 coaching

These polls are working.

Lou/Chris - the quick fire priorities you are sharing would be great summarised in a top 10 handout (or similar, checklist - action plan...)

Sorry I mean These polls aren't working

Involving employer / mentor as number show lack of real interest still

Love the sound effects!!!!

So recruitment is essential. The number of level 2 apprentices I have had over the last 15 years is shocking!

I agree Mark

challenge getting employer involved

I agree Karen

Thank you can we have copies of Q&A? Must go now sorry

Great idea Karen. That would be really useful.

Yes. This has been excellent. I need to go too, so would love to get copies of Q&A. Thank you to all.

I use many providers..and have only once been invited to join inspections.

Role of the employer and mentor can be difficult, especially if my apprentice moves around on different sites and have many supervisors

Some employers don't have a realistic vision of the ability of their new apprentice to complete their apprenticeship

Thank you really interesting, will have to leave.

agree - this is very common

Amazing session....loved the info, have to leave but please send over the recording

It is hard enough to involve the employer in the process let alone then having a mentor as well.

Some employers are not engaging with learner and mentor with the qualification

Very similar issue to Stephen. Learner regularly on different sites with ever changing reporting lines.

I agree Abbas

In our FE Establishment we must do a day with an employer in our own sector area as part of our individual CPD

Thats a great idea .

Great idea stephen

In construction the standards are all fixed firmly in traditionality. Flexibility to meet employers needs is poor which then reduces opportunity for employers to employ apprentices.

Really helpful session and I will request for the copy of questioners as unfortunately have to leave this session for now .

sorry have to leave - many thanks this was great

as an employer maybe I'm not invited to inspection as the provider is worried about what comments I might make. that's a question , rather than a judgement

Great idea

my experience, I have employers whose HR / Training dept have made decision to put staff on training courses but when I meet up with the learner's supervisor / manager / mentor, they have been given scant info about what is expected of them or weren't even aware of the need for their input. Shameful!

Very informative, thank you

Im afraid the levy has caused some issues in terms of employers defraying their contributions on inhouse not always reqd learning for progression

I have been delivering knowledge remotely for years and use lots of digital platforms that are free. This is a good opportunity to deliver digital skills.

Thank you, really enjoyed the session.

very good webinar lots of interesting information!

thank you

I agree Tim

this was a very interesting session many thanks

Thanks all - been really informative

Would love to join more Webinars. Really enjoyed this one. Thank you.

Training providers, especially FE couldn't distinguish an industry specialist from someone who has been in Fe for years.

Very interesting to see we are having similar issues...

we experience same with some of our larger employers e.g. local Councils

Very enjoyable and informative and also very well managed! Thanks all

Excellent session, many thanks

A great session. Very informative. Thank you.

thank you, this was one of the most useful webinars I have attended lately. Especially the advice. Thank you

Great session- very helpful. Please send all info from session.

Thank you, very interesting session

Thnakyou for a very interesting session. Take tips away. Staying until the end.

Many thanks for the session. Thank you

Hearing inspections may move online? I have to leave. A great session, thank you!

Excellent informative session, thank you

Very informative thank you very much and all take care at this time

Very informative session. Thanks

Has been a really useful and informative session with lots of food for thought! Thank you.

the key thing about engagement with employers is around setting expectations early and be prepared to get real commitment from employers - no surprises!

Yes I will like to join more webinars. I find this very informative.

Useful and interesting session

very true Paul

Great conversations. Thanks to all!

I agree.

thank you, great session

Thank you, really interesting session.. Keep safe and take care!

Louise, Tim useful as ever thank you.

Great session

Thank you - great session. Would love recording. Setting and managing expectations is key!

Great, thank you

Many thanks

Very useful thank you

Thank you all, very interesting.

great session as always

Thank you, really useful.

Brilliant seminar. Thanks Chris. Louise - lets catch up after this to share some of our work. We are so on the same page!

Thanks you, its been very useful. Take care all

stay safe

Developing full information sheets for employers as well as apprentices - will help

Excellent session. Thank you

this has been a good hour thank you

Thank you. Really interesting.

Enjoyed the session, thank you

Very useful session with areas and tips I can be working on. Many thanks

Thank you it's been a fantastic session and a wonderful insight

excellent session. thank you

Very informative and enjoyable. Thankyou

This is one of the most useful webinars I have attended in while - thank you

Excellent session, very useful. Thanks very much.

Thank you, Great session.

Great Session, many thanks

Very useful session thank you

Great, really interesting thanks

Really useful Thank you

Very useful session. I would be interested in a session focusing on early monitoring visits  
- preparation, what to expect etc

incredibly helpful to have Ofsted insight, thank you

great webinar. many thanks! see you on Twitter...

Many thanks

Thankyou very informative

thank you for today

Thanks so much for all your time, really valuable session! Much appreciated!

Very interesting - thank you.

Thanks for the session

Thank you, have come away lots great advice.

excellent thank you

Thank you

Very insightful, with some great guidance. Thank you

Interesting session. Thank you.

thank you for your time and expertise this morning

Interactive and very informative and up to date content and information-brilliant

A really useful session. An hour well spent, on my part. Thank you very much.

useful and interesting thank you.

Many thanks

Thank you. Very Informative

thank you, very much

Another great webinar!

really useful session- thank you!

Thanks all

Thank you, I have found this very useful and informative.

great session thank you

Thank you

thank you

Thanks for the very informative session.

Informative webinar. Thank you

Enlightening, thanks

Very informative and insightful. Thanks!

I've got lots to think about....thank you.

Thank you great session

This has been a very useful session. I have taken away some key points to share with my team. Thank you.

thankyou for the information

Thanks all, great session

Thanks to all

Excellent session - thank you all very much.

Really interesting and excellent information. Thank you so much.

More information on the deep dive map would be great if possible?

Thank you, great session.

Thank you a real insight , form a provider, and assessor point of view . Good overview of the EIP . liked the clear imagery used .

Thank you, very informative and interesting

Thank you all for today's session, really useful and I loved the honesty

Thanks, love the fact teach to level 2 and level 1 will fall out of the learners. Great webinar

A great informative session-very focused and well facilitated.

Really useful, thank you!

thanks

Thank you very much, very sharp and insightful. Stay safe

Thank you very much. Very beneficial.

Excellent session thank you

Thank you!

thank you for an interesting session

thank you very interesting.

Really good session, thanks

Thanks everyone

Thank you

Chris I would like to do that walk in Spain , good luck when you get there.

ok for some!!

Thank you

some great food for thought

thanks guys

thank you again

stay safe

Great thank you

Thank you

excellent webinar

Thank you everyone for a very informative webinar. Please all be safe and take care.  
Chris wishing you all the best for the future career

Really useful

Brilliant session, thank you

Thank you.

Thank you

Excellent session thank you

Thank you very much

Thank you.