



The World of Hybrid Working

WHAT DOES THIS MEAN FOR APPRENTICESHIP PROVIDERS?

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Introductions





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Introductions



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QUANTUM RISE Talent Group

"Taking your Digital Learning, Coaching and, Engagement Strategy from Good to Great"



Welcome



Webinar Structure

- Introduction
- Interactive presentation
- Q&A
- Next steps

Q&A

- Use the chat panel to submit questions
- Focus your questions on webinar topics
- You'll receive the webinar recording and slides after the session





- What is the future of work and skills looking like?
- What will our employers and learners demand from us?
- What are the opportunities and challenges for apprenticeship providers?
- What impact does this have on our offer to employers and how we deliver it?



What does it look like?

CHOICE

BALANCE

REVOLUTION





What does it look like?





What examples are we seeing already?

Smart systems

The rise of the sharing economy

Use the chat box to answer





What skills are needed for the fourth economic revolution?

Use Poll Everywhere or Chat to answer





What skills are needed for the fourth economic revolution?





What does it look like?

Developments in;

Genetics

Artificial Intelligence

Robotics

Nanotechnology

3D printing

Biotechnology

Critical Thinking

Complex Problem Solving

Coding

Emotional Intelligence

Cognitive Flexibility





Jobs growth in several sectors



Skills instability





What percentage of primary school children will ultimately end up working in a completely new job which doesn't exist yet?

Use the Zoom Poll to answer





Employers and Learner Demand



How will business, government and individuals react to these developments?

"While much has been said about the need for reform in basic education, it is simply not possible to weather the current technological revolution by waiting for the next generation's workforce to become better prepared."

World Economic Forum



So what does Hybrid Working have to do with all of this?



Choice

"Employers have an opportunity to reshape work around individuals, their roles, preferences and even personal lives, enabling workers to better serve the collective goals of the organisation"

Howard Lewis as sited in HR Review 2021







Balance

Needs of the Business

Hot desks
Productivity
Open Offices
Reduced Capacity
Carbon Footprint



Needs of the Individual

Change of Location
Socialisation
Child and Pet care
Work / Life balance
Wellbeing

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Revolution

"So what do you think (or hope) will be the intended and lasting legacy of the 2020–2021 people / organisation crises - that won't just fade?"

Dave Ulrich, Thought partner on HR, Leadership and Organisation

Use the chat to answer





Revolution

"...advancing the digital revolution, redefining work boundaries to include virtual work, increasing social citizenship with an emphasis on diversity, harnessing uncertainty through agility, renewing relationships with family and friends, managing emotional resilience..."

Dave Ulrich, Thought Partner on HR, Leadership and Organisation

SDN STRATEGIC DEVELOPMENT NETWORK

Revolution

"For me, I hope the lasting legacy is personalisation."

Dave Ulrich, Thought Partner on HR, Leadership and Organisation

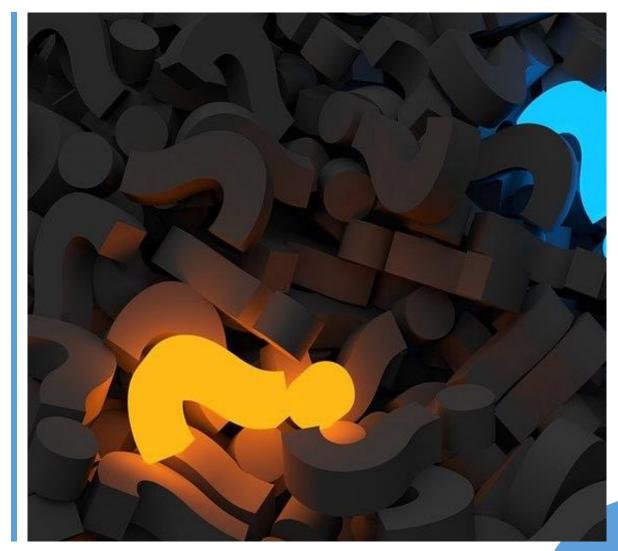




What are the **opportunities** for Apprenticeship Providers?

What are the **challenges** for Apprenticeship Providers?

Chat, hold and send





Opportunities in the Transactional

Fresh curricula

Flexible and remote learning

Logistics

Advise and guidance

Manager training and support





Opportunities in the Transactional

Remote-Optional ...

Most employees return to working on-site most of the time, returning to monolithic offices in major cities.

Hub-And-Spoke

Smaller satellite
offices are
dispersed
geographically &
employees are
encouraged to
come and go as
they please.

Remote-Suggested

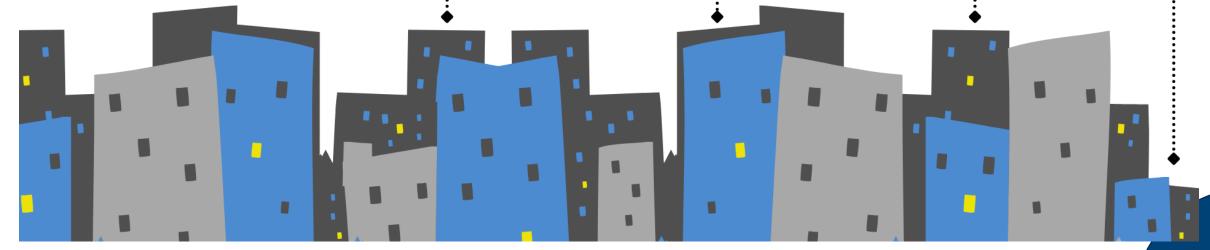
The firm still has offices, but for employees who do not require in-person time, they are suggested to work remotely.

"Thematic" Days

Company's employees
are divided into
"themes" or coinciding
"departments" that
require in person time
on certain days, rotating
throughout the week

Essential Only ...

Offices are repurposed & become a space for essential inperson collaboration only.





Opportunities in the Strategic

Build a Hybrid Working Framework - The 5 Cs

Customer / Employer Need

Coaching / Feedback

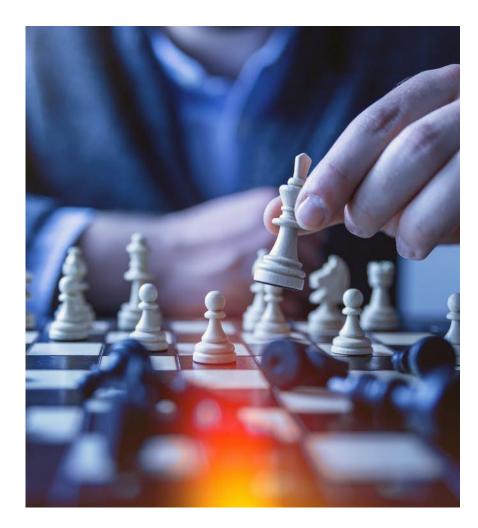
Co-Creating / Curation

Collaborating / Connecting

Colleague Preference / Wellbeing



Opportunities in the Strategic



Learning at the point of need

Learning technology

Stretch and challenge

Skills for the future

Help your L&D get the seat at the table

Restructure and skill up if you need to



Opportunities for thought leadership

Future thinking

Manging uncertainty

Empathetic and compassion management

Inclusive cultures

On demand skills

Expert partners

Flexible delivery models





Opportunities for thought leadership

Digital engagement

Generation Z

Recruitment

Virtual work experience

Digitising the classroom

Hybrid learning opportunities

Flexible assessment

Online safety



Challenges for Apprenticeship Providers



No more 'sheep dipping'

No more paper

No more 100% classroom

No more boring models

No more poor apprentice line managers

No more doing what we've always done



Challenges for Apprenticeship Providers



Fixed Mindset vs Growth Mindset

Challenges for Apprenticeship Providers



What does this mean to your organisation?

Stop and reflect



Our Offer to Employers



How does this impact our offer to employers?

Use the chat box to answer



STRATEGIC DEVELOPMENT NETWORK

Revolution

You have an opportunity to revolutionise your employers digital and future skills strategy

STRATEGIC DEVELOPMENT NETWORK

Score each of the next items from 1-10





Knowledge of employer's 5 year plan





How to build in more technology and creativity in 20% off the job



Implementation of innovation such as flexiapprenticeships



Alignment of the previous points to your Organisational Strategy

Summary

SDN STRATEGIC DEVELOPMENT NETWORK

Our Three Key Themes

CHOICE

BALANCE

REVOLUTION



Coming up!

3-PART WEBINAR SERIES (starting 17 Nov)

Apprenticeships in a hybrid world – meeting the needs of employers

- Get under the skin of changing working practices
- Explore what this means for your employer relationships and strategy
- Reflect on your curriculum and offer to employers

More details here

3-PART WEBINAR SERIES (starting 9 Dec)

Delivering training in a hybrid world – techniques and technology

- Rethink how you design and deliver great hybrid sessions for apprentices
- Explore the tools and techniques that can really drive high-quality hybrid sessions
- What this means across the apprenticeship from initial assessment to EPA







THANK YOU FOR JOINING US

After This Session

You will receive:
Access to the webinar recording
Full slide deck

Evaluation survey

Please forward any comments or questions to: events@strategicdevelopmentnetwork.co.uk 01622 962 411

Visit: www.strategicdevelopmentnetwork.co.uk