

# Apprenticeships Trailblazers

## One year on

### Key directions for employers

The Apprenticeship Trailblazers aim to achieve greater employer ownership of Apprenticeship training, as recommended by the Richard Review. Trailblazers are networks of employers and other sector and industry bodies, working together to design Apprenticeships for jobs in their sector.

IES was commissioned to lead an evaluation of the early Trailblazers, which comprised interviews and surveys with those involved in Trailblazer development. The final report was recently published by the Department for Business, Innovation and Skills.

### Outcomes and benefits

Employers feel they have control and ownership of Apprenticeships

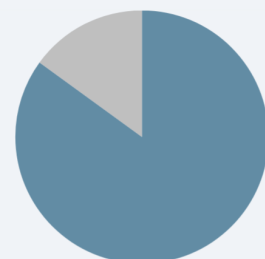
Employers predict increased engagement with training: new models meet industry needs

Employers valued a safe space to develop cross-industry collaboration

Increasing parity of esteem: more opportunities for higher-level Apprenticeships



Nine out of ten said that they would consider training an apprentice to the Standard



85 per cent said they would employ an apprentice trained in another company to the Standard

## Lessons learned

### Grow the network with the task

To define assessment and training plans, Trailblazers need expertise from assessment organisations and training providers, but...

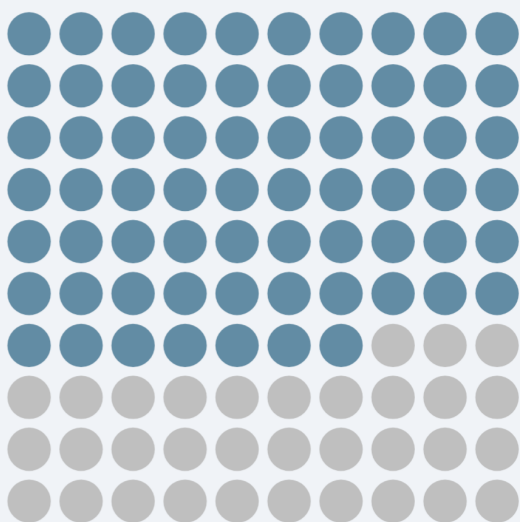
Employers remain at the heart and hold specialists to account.

### Start small to ensure the training is right

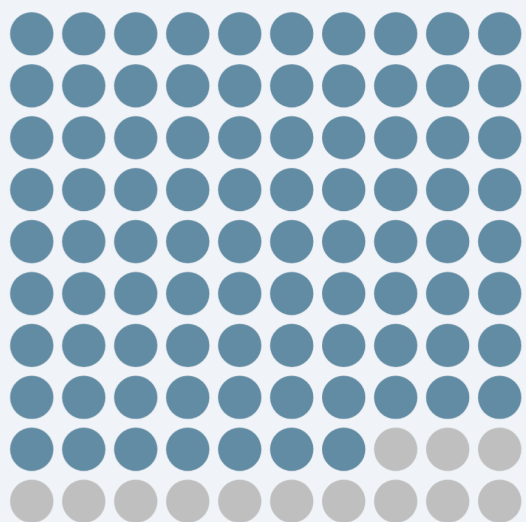
Networks have begun to test the new models through small-scale starts, pre-pilots and soft launches.

This ensures the training is on track with industry requirements before major launch.

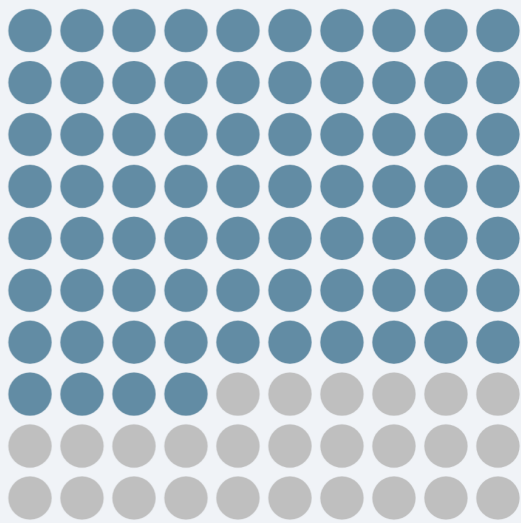
### There is huge interest in being part of Trailblazers – and some untapped support



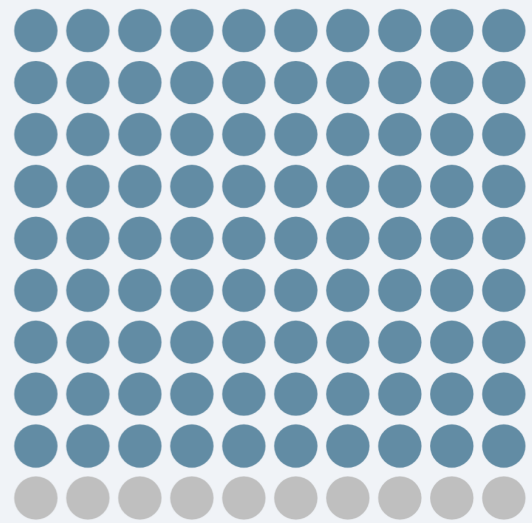
67% were involved in consultations



87% would like to be part of future consultations



74% were directly involved in the networks



90% would like direct involvement in networks in the future

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This research was published in: Newton B, Miller L, Williams J, Buzzeo J, Hinks R (2015) Process evaluation of the Apprenticeship Trailblazers, Department for Business, Innovation and Skills, Research Paper 256.

<http://www.employment-studies.co.uk/resource/process-evaluation-apprenticeship-trailblazers>