

Interactive Workshop for NFEC

Understanding Behaviours in the new Apprenticeship Standards

Introduction

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Aims



- Explore effective delivery of Behaviours in the new Apprenticeship Standards
- To highlight the opportunities and challenges in delivering behaviours
- Share best practice

The new Apprenticeship Standards

All Apprenticeship Standards have been updated and are required to include

- Knowledge
- Skills
- Behaviours

All standards will have an independent
End Point Assessment (EPA)

Background...



Brathay are specialists in designing and delivering Behaviours Training modules across all Apprenticeship Standards.

- Registered as approved sub-contractors via the levy for Behaviours delivery
- Registered to deliver Lev 3 & 5 Apprenticeships in Leadership and Management; Knowledge, Skills & Behaviours
- Design and deliver bespoke apprentice development programmes with multiple touchpoints including experiential learning residentials on behaviours and organisational values.

Workshop

Example of Apprenticeship Standard Behaviours

Maintenance & Operations Engineering Technician

Health & Safety – follows health & safety policies and procedures and be prepared to challenge unsafe behaviour using appropriate techniques to ensure the protection of people and property when working alone and/or with appropriate supervision

Quality focused – ensures that work achieves quality standard both occupationally and personally

Working with others – works well with people from different disciplines, backgrounds and expertise to accomplish an activity safely and on time

Interpersonal skills – gets along well with others and takes into account their needs and concerns

Critical reasoning – uses resources, techniques and obtained facts to develop sound solutions while recognising and defining problems

Sustainability and ethical behaviour – behaves ethically and undertakes work in a way that contributes to sustainable development

Risk awareness – demonstrates high concentration, the desire to reduce risks, ability to be compliant and awareness of change, through regular monitoring and checking of information

Interactive session topics

How can apprentices be supported to demonstrate behaviours in the workplace ?
(...to ensure successful End Point Assessments?)

What are the various ways to deliver
Behaviours training?

What are the opportunities around the inclusion of behaviours in the new apprenticeship standards?

What support do tutors need to deliver behaviours to meet the Standard criteria?

What support can be provided to prepare apprentices for the behaviours section of an EPA?

How can behaviours in the new standards benefit the apprentices and their learning journey?

How do you address the wide age range of apprentices and the criteria for behaviours?

How can you maximise the levy to create the best possible delivery of behaviours within the new apprenticeship standards ?

What are the opportunities around delivering behaviours in the new apprenticeship standards?

What are the challenges around delivering behaviours in the new apprenticeship standards?

How can behaviours be integrated into the apprenticeship journey?

What do we know about the learner's perspective in regard to behaviours?

What do we know about the employer's perspective in regard to behaviours?

How can behaviours delivered within an apprenticeship standard benefit an organisation?

Are the behaviours in Standards meeting the criteria for engineering?

If you could make any changes what would they be?

Feedback and learning

Behavioural Programme Elements



- Inclusion in induction with apprentices and/or mentors
- Residentials to develop behaviours
- Creation of additional workplace activities to ensure application of learning
- Supporting employers and training providers in behavioural standards reviews
- Developing templates and exercises to develop behavioural evidence for portfolios
- EPA readiness review and assessment
- Learners distance travelled – tools and psychometrics