

APPRENTICESHIP

WORKFORCE DEVELOPMENT

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The following exemplar action plan provides some suggestions as to the issues you might want to include in your action plan based on your learnings from the Rise to the Challenge: How to Motivate Apprentices course. Your action plan will be a working document which you will want to add to and amend. It is, however, helpful to include some initial dates so that you can monitor your progress and amend accordingly.

TO NOTE: The roles identified in this action plan and the dates included are for illustrative purposes only. It is important that you work collaboratively across your organisation to identify who has the accountability, capacity, and capability to undertake the actions required.

AWD course and date	Issues/ gaps identified from awd course/ session	Proposed actions I commit to undertaking following this course	By whom	By when	Status
Rise to the Challenge: How to Motivate Apprentices 26/03/24	How to spot Low Motivation Indicators early on, in order to ensure apprentices stay focussed and able to learn	1. Compile list of low motivation indicators 2. Assess all apprentices against this list 3. Set up urgent reviews with all that are exhibiting low motivation indicators	Trainer and/or coach	10/04/2024	Not Started
Rise to the Challenge: How to Motivate Apprentices 26/03/24	How to ensure that low motivation traps are avoided.	1. Review training and delivery plans to ensure: Trap 1, Values Mismatch: <i>the big picture, benefit to all and benefit to the individual of this apprenticeship standard are revisited.</i> Trap 2, Lack of Self-Efficacy: <i>rich dollops of regular feedback are given that celebrate the knowledge skills and behaviours and that the overall structure of the apprenticeship is clear.</i> Trap 3, Disruptive Emotions: <i>pastoral support is regularly available and clearly sign posted to all apprentices, and those with disruptive events in their life are supported.</i> Trap 4, Attribution Errors: <i>apprentices can learn from failure, assignments that don't meet the standard and can be reconnected to the overall structure of the apprenticeship</i>	Trainer	17/10/2024	Not Started

Rise to the Challenge: How to Motivate Apprentices 26/03/24	How to ensure that intrinsic motivation is worked on to ensure that apprentices have the deep motivation needed to complete complex tasks	Write a short training session (using the slides for the AWD session) outlining intrinsic motivation, to include a discussion with individual apprentices about their sources of motivation. Work on review with apprentices that assess and develop: Autonomydesire to direct our own lives. Purposedesire to do things in service of something larger than ourselves. Masterydesire to continually improve at something that matters.	Trainer/Coach	24/04/24	Not Started
Rise to the Challenge: How to Motivate Apprentices 26/03/24	How to encourage Growth Mindsets in apprentices	Write a short training session (using the slides for the AWD session) on Growth and Fixed Mindsets Ask each apprentice to work on the list below and share it with you: • What are the conditions that need to be in place for an apprentice to be in a GROWTH MINDSET? • What are the conditions that need to be in place for an apprentice to be in more of a FIXED MINDSET?	Trainer	10/052024	Not Started

		What could we do to move out of a FIXED MINDSET?			
Rise to the Challenge: How to Motivate Apprentices 26/03/24	How to plan Progress Reviews to encourage Intrinsic motivation, avoid low motivation traps and move to growth mindsets	Build in the issues above to all forthcoming progress reviews	Trainer	17/05/24	Not yet Started