

# APPRENTICESHIP WORKFORCE DEVELOPMENT: VIGNETTE GUIDE

**Project Title – Exploring barriers to apprenticeship study**

**Organisations/Partnership Names: University of Portsmouth (UoP), Hampshire County Council (HCC), Defence Science & Technology Laboratory (DSTL)**



Hampshire  
County Council



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## Vignette Guide

Vignettes are an excellent way to showcase descriptive episodes, real events and case studies and in this project apprentices' lived experiences while on a Break in Learning (BIL), returning to learning or joining an existing cohort due to recognised prior learning or timetabling.

*“A common purpose for using vignettes is to elicit information through inviting responses, encouraging discussions, and probing for understandings to gain insights to participants’ beliefs, emotions, judgments, attitudes and values”*  
(Skilling & Stylianides, 2019)

A vignette is like a camera lens that zooms in for a closer look at certain situations or experiences. It is important that this is at the fore of the vignette and that the author stays true to the participant by utilising verbatim narratives to showcase the experience.

### How to create a vignette

- Start by anonymising your interview data and ensuring your records accurately capture what was shared
- Identify what the focus, situation or problem is that you wish to capture with your vignette
- Highlight the key points that you would like to use verbatim within the vignette
- Set the scene, provide a brief background/context for the reader. This should not be too lengthy, just an introduction
- Decide on what you will add to these quotes to support the reader in understanding or making sense of the situation. Ensuring the participant's voice is at the forefront of the vignette and avoid any unnecessary details that detract from the main focus of the vignette
- Consider leaving a lasting impression, is there a key point you would like to highlight or a final thought for the reader
- Finally, double-check that the vignette is a true representation of the participant's story and that any personal identifiers (name, workplace) are removed or anonymised.

### Vignettes as a training tool

A well-created vignette provides trainers with an effective resource to facilitate discussion, empathy and understanding of other's experiences. It allows an opportunity to explore experiences but importantly create strategies and steps that could be utilised to improve practice and experiences. Depending on the themes that arise from the vignettes a range of relevant questions can be created to facilitate meaningful discussion and positive change.

## References

Skilling, K., & Stylianides, G.J. (2019). Using vignettes in educational research: a framework for vignette construction. *International Journal of Research & Method in Education*, 43(5), 541-556. <https://orcid.org/0000-0003-1770-8753>

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