

The Building Blocks to Success

Improving Apprenticeship Retention and Achievement

Training Powerpoint

Weymouth College



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Department
for Education

Presentation summary

Audience: Providers, curriculum managers and leadership teams

Overview: This workshop walks us through the themes and areas that impact success data. It explores what can impact long term success and identifies strategies for managing these.

Resources Required: Groups, discussions, note taking

Aims of the session

01. Recognise the key challenges to improving apprenticeship outcomes

02. Explore the reasons why apprentices fail to complete their apprenticeship

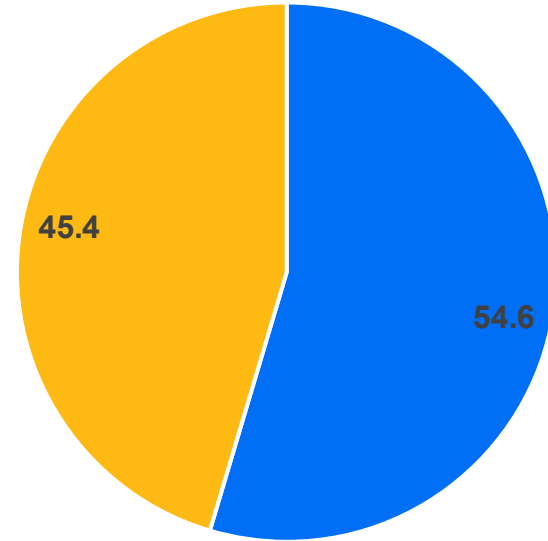
03. Identify how to mitigate the risk of apprentices leaving their programme early

Apprentice success data



Current National Average overall
Apprentice Outcomes 54.6%

45.4% of apprentices starting an
apprenticeship fail to achieve their
qualification/apprenticeship
standard



Achievement data

Fact: Out of every 10 apprentices enrolled, 4.5 do not achieve their apprenticeship.

Task: Identify reasons why apprentices do not achieve (5 minutes)

Nationally we need to decrease our fail rate by at least 12.4% to meet 67% Target

Task: How can we ensure that more apprentices complete their chosen apprenticeship? (5 minutes)

Achievement data

Current National Average Overall Apprenticeship Achievement 54.6%				
	2019/20	2020/21	2021/22	2022/23
Retention Rate	58.70%	58.80%	54.80%	56.20%
Pass Rate	97.90%	98.10%	97.50%	97.20%
Achievement Rate	57.5%	57.70%	53.40%	54.60%
Weymouth College 4 Year Overall Apprenticeship Achievement Rate				
	2019/20	2020/21	2021/22	2022/23
Achievement Rate	64%	56%	61%	66.9%

Factors affecting achievement data

The key challenge is retention

But...over 97% of apprentices remaining on programme do achieve their EPA

Why do so many apprentices leave before completing their apprenticeship?

Task: Consider and list possible factors contributing to apprentices leaving before they complete their apprenticeship?

Possible reasons for apprentices leaving

Loss of job - Unable
to find a new
employer

Struggling
with workload

Financial
reasons

Lack of
employer
support

Certificated for
mandatory
qualification

Lost interest in the profession
/disengaged

Change of
personal
circumstances

Functional skills

Relocation

Not enjoying
the work

Travel issues

Weymouth College: Withdrawal Data 23/24

28.6% Resigned/redundant/dismissed by employer/decided not to continue

10.7% Unable to achieve FS at required level

10.7% Health issues -

10.7% Lack of attendance or engagement

10.7% Failed exam/EPA – decided not to continue

7.1% Chose a career in a different sector

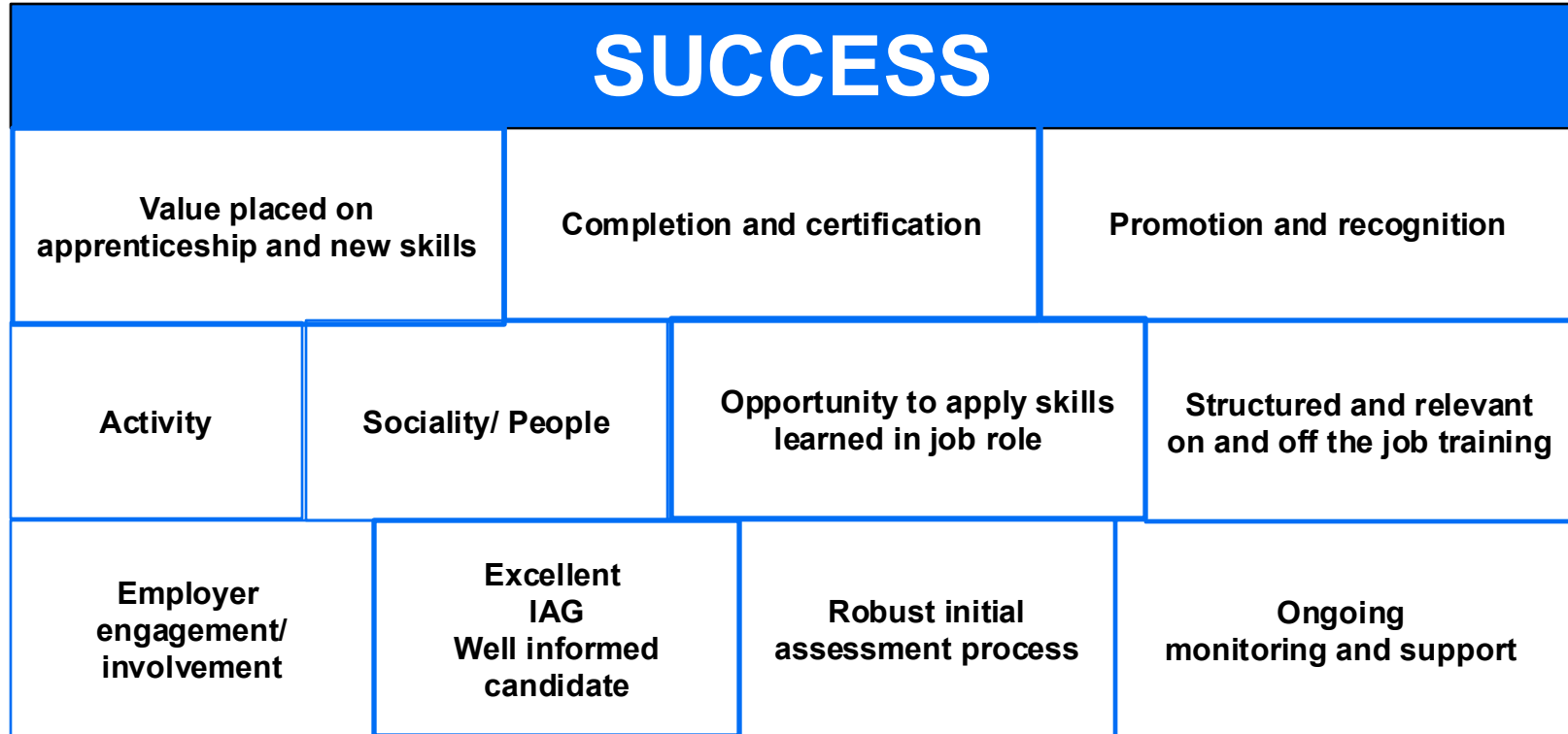
7.1% Needed to earn more money

7.1% Relocated - decided not to continue

3.6% Transferred to full time

3.6% Dismissed - unable to find another employer

What factors could improve retention?



The importance of success



Success is not just about achieving goals, it supports personal growth, increased confidence and it brings with it a sense of achievement

Weymouth College: Strategies to Improve Retention

**Improved Initial
assessment of
candidates**

**Standardised
Induction
process**

**Robust screening of
employer setting**

OneFile Workshops

**Increased
frequency progress
reviews**

**Early intervention
"at risk"
apprentices**

**Regular Student
focus groups**

**Increased Employer
involvement**

**Improved
collaboration with
the curriculum teams**

**Designated
SEN Lead**

**Ofsted style Deep Dive
Reviews**

**Designated
Q of E Lead**

Getting it right!

Right candidate

Right employer

Right apprenticeship

Right support

Right time!

Gill Lenga
Gina Wood
Lauren Vine
ETFOUNDATION.CO.UK

Thank you
Any Questions?

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