

OFSTED SAYS WE ARE GOOD!!!

The week before Christmas we got a phone call to say that Ofsted wanted to do our first full inspection.

Since our new provider monitoring visit in May 2021 we have been working very hard on improving our systems and procedures so it was not as stressful as you might expect.

It was particularly noted that teachers successfully link on- and off-the-job learning and work closely with employers to identify and agree the skills that apprentices need to practise in the workplace.

Both the inspectors said that they would send their own children to us for training if they wanted to go into construction - high praise indeed. They said that our students "get a good deal" and were very impressed with our outcomes.

What can we do to get Outstanding next time?

Leaders should make sure that quality assurance processes have a robust emphasis on the quality of teaching.

Leaders should ensure that they provide ongoing career advice and guidance. This is so that apprentices recognise the differing career paths available to them.

Leaders should ensure that **all** apprentices have the opportunity to continually develop their English and mathematics skills.

We should do more enrichment activities.



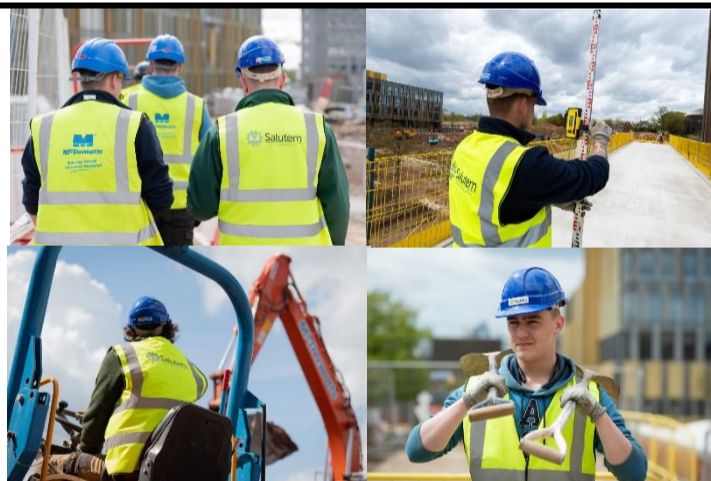
Our September 2021 cohort success...

In September 2021 we started 18 learners on the groundwork apprenticeship.

Five apprentices left and all the remaining 13 reached EPA early or on time and all passed first time. 3 got distinction overall and 7 got distinction in Knowledge tests and professional discussions.

We will be working even closer with our employers this year to recruit learners who want to complete the course.

Our last 2 bricklayers are due to finish in May 2023 and are on target.



Some of our learners hard at work



Do you pay the CITB levy?

Apprenticeship grants are available of £2,500 per year and £3,500 payable on achievement.

Is your apprentice age 16-18?

If you recruit an apprentice aged between 16 and 18 you will be eligible to receive a £1,000 payment.

When is this paid?

You will receive £500 after 90 days and a further £500 after twelve months

What do we intend to do with our Ofsted report?

We have already taken steps to improve our quality assurance processes to take more account of the craft of teaching.

All our learners now have regular maths and English mini lessons throughout the programme to ensure they have the necessary skills for their future career.

We asked our apprentices about ways they could support the local community and they chose Mind as their chosen charity – more on this below.

We discuss career options throughout the apprenticeship and will be inviting former students back in to speak to current learners about their career since completing their apprenticeship.

We will also be adding in more information about careers outside of construction.

Our inaugural apprentice employer Network Meeting

Thank you to all of you who attended this. It happened to coincide with our Ofsted visit so it was a little hectic that day, but feedback from everyone who attended suggests it was useful and we will see if there is appetite to run another one in December. It was a great opportunity for us to hear your feedback and for you to share best practice.

What happens next to the Autumn 2022 cohort?

This is the first time that we have delivered the programme over 10 block weeks. It is going well, and we will have completed all our planned training by the end of August. ALL students can complete within 53 weeks of starting, providing they have been uploading evidence of off the job training on site to their portfolio. Any support you can give with this is much appreciated.



Remaining	Dates	2022 cohort
Week No	Group 1	Group 2
Review day	05/06/23	23/05/23
9	03/07/23	10/07/23
10	01/08/23	08/08/23



Enrichment Activities

Responding to Ofsted we had a discussion with our apprentices and they decided after a democratic vote that they would like to raise money for Birmingham Mind.

Football match

Our Autumn groups came up with the idea of holding a charity football match to kick off their fundraising. One of the behaviours required for successful completion of the apprenticeship is team building skills and it was great to see the lads working together to develop these skills.

Dave was the referee during the close match and we even had Gary Shaw ex Villa and England striker deliver the prizes

Community project at St Nicholas School in Boldmere

Apprentices from Hobday Solutions and McDermotts spent a week at a local school building a prayer garden. They cleared the site and laid block pathing and turf to create a peaceful space in the middle of the school for pupils to retreat to.

If any of our employers want to talk to us about future community projects please get in touch.

THANK-YOU CORNER

Thank you to Malcolm and Marie McDermott

Who already gift us the training centre space where we deliver to all our apprentices. This year they went a step further and gave us additional space at the back of our training centre so that we can now deliver End Point Assessment at our premises rather than having to go out to Mere Green for the three-day skills tests. This is much better for all the students as it reduces some of the stress around testing by allowing them to take the test in familiar surroundings.

Thank you to Dave and Zoe at HOBDAV SOLUTIONS

Who kindly agreed to donate the roof over our new EPA area. This means that EPA will never be delayed due to poor weather.

If you ever have spare materials or tools at the end of a job, please bear us in mind – we are always grateful for anything that can be used for our apprentice development.

Thank you to everyone who completed the learner and employer voice survey.

We analyse the responses, and they are really useful in helping us write our annual self-assessment report and quality improvement plan. More on this in the next issue.

