



APPRENTICESHIPS

Supporting the WinR Webinar on Apprenticeships and Training

A snapshot of apprentice provision in the UK in June 2020
considering the impact of lockdown and changes to
provision for Roofing Apprentices post Covid-19



Women in Roofing

Introduction

This study has been prepared to support discussions in the Women in Roofing Webinar Series (3) concerning Apprenticeships and Training.

Political Landscape

In the Government briefing on Wednesday 3rd June 2020, Prime Minister Boris Johnson, mentioned an Apprentice Guarantee for young people, particularly in light of the Coronavirus crisis and the impact this could have on youth unemployment.

“for young people in particular, for whom the risk is highest of losing jobs, I think it’s going to be vital that we guarantee apprenticeships”

Although the Government offered little detail with this statement, it could be funded by the £3 billion skills budget announced in the Conservative manifesto at the General Election.

A recent report from the Sutton Trust suggested that up to two-thirds of apprentices have lost out on work experience or learning, with more than a third being furloughed. Eight percent have been made redundant and 17 per cent have had off-the-job learning suspended.

The Roadmap to Recovery

The CLC document, which sets out the Construction Industry’s response to the coronavirus crisis, and proposes actions to encourage recovery, discusses training – and has the following aims, objections and actions (with ownership define)

Restart 2: Maximise employment of all those working within the construction industry and its supply chain.

There are 2.3m workers in construction contracting, who are relatively well remunerated, and labour costs are a very high proportion of the industry cost base – cash flowing into construction will help restart the wider economy, and maintain skilled jobs throughout the UK, as well as ensuring the next generation of apprentices continue to be trained.

Actions and Owners

- Industry to move workers off JRS as soon as possible, and to restart the training of apprentices (**CITB/Industry**).
- Explore the introduction of a **Talent Retention Scheme** for workers in the construction sector and related professions, to match individuals at risk of employment with roles in other firms (**Industry/HMG**).
- Implement CITB Industry Stabilisation Plan to reduce cash flow pressures, including suspending Construction Levy payments and accelerating the award of grant funding (**CITB/HMG**).
- Develop distance learning tools to support apprentices and other learners to continue their learning until workplace training can resume (**CITB**).
- Building on the Government’s announcement (11/5), develop a more flexible Job Retention Scheme to enable support to continue to be provided during a phased return to work from July-Dec 2020 (**HMG/Industry**).

Outcomes & Benefits

- **Reduced cash flow pressures on firms, increased industry employment and retention of workers.**
- **Minimising disruption to the delivery of apprenticeships and training.**

How can we, in the Roofing Industry, contribute to or develop these aims?

Webinar Research

Fourteen roofing training providers from across the UK were contacted and replies were received from seven. Respondents included colleges, training groups and private training providers. Responses were received from England, Scotland and Wales.

The sample is considered to be a reasonable representation of the provision available, including those delivering frameworks, Specialist Applied Skills Programmes (SAPS), Specialist Upskilling Programmes (SUPS) and Trailblazer. Where figures are given these are based on a 50% response: ie figures have been doubled to provide a UK estimate.

In addition to statistical information, WinR sought to identify changes to the Apprenticeship landscape and identify whether lock-down had changed the way qualifications are delivered.

Numbers

Total 480 Roofing Apprentices on Programme

Year 1 Students 300
Includes Trailblazer and SAPS

Year 2 Students 130
Level 2 Framework

Year 3 Students 50
(Level 3 or Advanced Craft in Scotland)



Currently 150 New Entrants Expected

Starting in
August September October or January 2021

Comments

Comments from respondents are included in full without amendment

Please tell us how tutors and students have dealt with their studies during lockdown?

Great. We created an apprenticeship What's app group so we could all keep in touch. We have also had zoom meetings

We have quickly switched to online remote delivery. OTJ weeks have been conducted via ZOOM to ensure engagement of apprentices. We have front loaded theoretical work due to limitations of delivering practical, however the tutor has created videos of himself carrying out practical demonstrations to our apprentices.

Regular contact by Tutors by phone and email, also using Learning Assistant electronic Portfolio

Friendly contact only, no study.

Really good, we have developed a new way of working remotely. Setting tasks and demo's online, which students have responded to very well. We shall be encouraging this a lot more in future. However it will mean a lot of practical sessions once things are safe to return.

Excellent ! Using 'Teams' student uptake has been 100%

Our tutors have been reviewing the current slides ensuring they are all up to date and ensuring they themselves are also fully up to speed with their CPD and also reviewing how training will look now we have to deal with COVID 19. The students who all seem to be on furlough have been asked to keep reading through material they have been given and also online H S training has been arranged which is part of their programme

What has the most positive thing that has come out of lockdown?

That the apprentices are looking forward to coming back to college

Our ability to quickly shift to online learning and the benefits this brings. Whilst face to face delivery is critical to the delivery of our pathway and apprenticeships, online learning adds another dimension to ensuring our provision is flexible. We have incorporated more online learning delivery into our curriculum model than we otherwise would have. This is particularly helpful for those apprentices who may be working away and can log in to complete OJ tasks as and when they are able to.

First Year apprentices have completed NVQ knowledge second year work in their first year and are in a good position with their workload starting their second year

Zoom meetings. Zoom teaching is difficult with a practical course such as roofing

The use of remote working. Allowing the learners a lot more time to research, and if a session is missed they can easily catch up.

To witness the professional relationship between Lecturer / students during this challenging period.

Definitely the use of zoom and similar conference facilities and also which not might be classed as a positive any students who have been made redundant working with them to relocate them to other member roofing companies.

What has your greatest challenge been?

Getting the trailblazer off the ground

Ensuring all students have IT access in order to participate in sessions. We work with some very disadvantaged students who don't necessarily have mobile phones/laptops and computers.

Keeping apprentices on board due to CITB Apprentice Officers being furloughed and becoming their only link to inform them they are still on a qualification and what is required to keep them on task. Also the lack of laptops and internet options the apprentices have access to outside of college and also employers putting apprentices on furlough cannot ask the apprentices to complete any college work due to been on furlough

Not being able to pass skills on

Adapting to a new way of working outside the classroom.

Recruiting students, encouraging employers to take on apprentices.

Keeping the training centre going with limited funds / ensuring that student will return to a safe environment

Do you think that the method of training might change in the future, and if so how?

No our training is 90% practical hands on. We could introduce online learning for the H&S elements

Yes, I think online learning will become a requirement to offer a bespoke, flexible curriculum offer using virtual reality as a means of delivery. Face to face training in the sector however, I believe is and will always be critical to ensure the relevant skills are acquired and support mechanisms are in place.

Yes as class sizes will be reduced in workshop and classroom, also new RAMs will have to be adhered to and this is unknown at this time, also as many apprentices travel great distances and use public transport, stay in hotels the future is very uncertain for RST

Some training, theory only, could be done in a Zoom type situation. Practical elements must be hands on

I think the training might change for the better as a result of this. Online portfolios are a much better way of working. It makes setting of tasks and lessons more beneficial to the learner, as very often employers want to keep the learner at work instead of college on occasions which is harder for the learner to catch up on missed sessions.

Theory will be mostly be e learning from home.

Possible more use of Zoom where possible to deliver training

Comment

Considering the responses received, it seems that there is an appetite across the industry to explore more virtual and e-learning options for delivery of the theory elements of courses.

Despite of the restrictions of lockdown, and the stresses of this unparalleled period, providers have carried out some excellent work to support their students, both personally and professionally.

Most providers appear to have made carried out some virtual or online learning, most notably those who already had learning environments in place.

It seems that there is a unique chance for providers of roofing training to work together to collate and share on-line resources and take this unexpected opportunity to progress to true blended learning and set the standard for other sectors of the construction industry.

Denise Cherry MIO

Group Training Officer – Yorkshire Independent Roof Training Group

Co-Founder - Women in Roofing

Director – Roofing Industry Alliance