



# Measuring the Success of Apprenticeships: Working in Partnership to Assess Apprentices

Borders College Department of Enterprise and Business Innovation  
November 2022

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# Borders College Background

- One of the smallest colleges in Scotland
- Apprenticeship programme has grown from 84 places in 2016/17
- 322 starts in 2021/22
- 20 different subjects
- SCQF levels 5-11
- Pandemic Challenges

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# Themes



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# Communication

- Clear, concise and consistent
- Open, honest and transparent
- Manage expectations
- Provide information
- Be responsive



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# Support

- Personalised, individual, tailored assessment
- Team around a student (employer, assessor, ASN)
- Provide equipment & time
- Communication
- Identify issues early
- Clear lines of escalation



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# Feedback

- Provides information
- Supports reflection
- Motivates
- Encourages dialogue
- Supports planning process
- Be constructive and supportive – brevity is key
- Part of process



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# Success

- KPIs
- Employer feedback
- Student survey
- Repeat business
- Good news stories
- Development of skilled, competent workforce
- Growing own talent
- Strong brand



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# Success

- Employer comment:

“Excellent support throughout for both the employer and the candidates, we have all been very lucky to work with a professional department that provide excellent support. Very thankful as this makes it more relaxed for the candidate, very approachable.”

- Student comment:

“This course allowed me to have an income, study and gain practical experience at the same time. Definitely recommend this route. “



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Any questions?

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