

THE EFFECT ON DELEGATES' PERFORMANCE IN THE WORKPLACE

To demonstrate the medium-term effects of our work on apprentices' and graduates' performance, we present case studies from three organisations where a follow-up evaluation was conducted between one and six months after their programme.

APPRENTICE DEVELOPMENT PROGRAMME: BAE SYSTEMS PLC

We've worked with BAE Systems for over thirteen years to help their apprentices become dynamic, effective employees. The programme takes place during the first six weeks of their apprenticeship and focuses on building their self-awareness, self-confidence, self-management and skills in working with others, from communication to leadership. It also aims to enhance their understanding of BAE Systems' values and ethical principles.

In 2012, 219 apprentices attended a five-day Outward Bound programme. Six months afterwards, training staff, line managers and apprentices completed an online survey regarding the programme. 150 apprentices and 14 staff (who we refer to as 'observers') completed the survey.

The evaluation showed that the programme is regarded as a highly positive experience that helps prepare apprentices for the many requirements of their apprenticeship. It develops their capacity for independent learning, collaborative working and self-management, and gives them a deeper understanding of the organisation's values and ethical principles. When asked "What was the most useful part of the Outward Bound programme?", 84% of apprentices clearly described the opportunity to develop skills in working with others, from getting to know new people and developing strong personal relationships, to learning to communicate openly, to consider, respect and trust others, and to be patient towards others.

The programme also appears to have had a positive effect on the apprentices' behaviour at work, in particular in relation to safety and attendance.



There seems to be a link between the skills and attitudes developed on The Outward Bound Trust's programme and the behaviours of our apprentices demonstrated in the workplace. The course has enabled these groups of apprentices to have an enhanced sense of responsibility and this has been reflected in an improved safety record and also on our overall rates of absenteeism. Safety awareness has stopped being a 'tick box' procedural chore and become a very real thing. +

Ted Creighton, Head of Learning and Development, BAE Systems

BAE SYSTEMS

Key highlights from the evaluation included:

93% of apprentices and 100% of observers agreed that the programme had developed the apprentices' skills in working with others.

"I have become more vocal within my group when we are completing tasks and planning. Also I have become more confident with my leadership abilities and know what techniques and qualities it takes to be a good leader."

94% of apprentices and 89% of observers agreed that the programme had given the apprentices a better understanding of why it is important to be motivated and committed at college and / or work.

"It has helped greatly in getting me to understand the preparation and skills required to work well in college and in work life."

87% of apprentices and 94% of observers agreed that the programme had developed the apprentices' skills in self-management.

"I find myself persevering more when I am finding things hard or demanding. I also see myself working harder towards my goals as I know that the more hard work and dedication I put into the work or task I am doing, the more I will get out."