

# Level 5 Trailblazer Management Apprenticeship Programme

## What it is

This new Trailblazer Apprenticeship Programme is a well-rounded, management programme that develops the knowledge and transferable skills/behaviours that will enable candidates to transform people and performance. This accredited programme is delivered over 24 months and combines a blend of on and off-the-job learning. It is designed to meet the new Level 5 Trailblazer Apprenticeship Standard for Operational and Department Managers, written by employers for employers. The funding cap for this Standard is £9,000 per Apprentice.

## Who it is for

Operational/departmental managers or similar roles. Candidates are those who manage teams and/or projects, with responsibility for achieving operational or departmental goals and objectives, as part of the delivery of the organisation's strategy.

The entry requirements for this programme is for apprentices to hold or be studying towards Level 2 functional skills or GCSE qualifications at grade A\* to C (or 4-9) in English and Maths.

## What they achieve

- The Level 5 Apprenticeship standard for Operational/Departmental Managers
- A Level 5 Diploma in Management and Leadership (equivalent to a foundation degree).

## Benefits to employers and apprentices

People don't leave companies, they leave people. Great managers and leaders transform people and performance. Sometimes this can be a chicken and egg situation; after all, becoming a great manager/leader isn't something that just happens with a promotion. 'Doers' need to learn how to become 'managers and leaders'.

These Management Apprenticeships have a number of benefits for employers and apprentices:

- Levy tax can be used to cover full programme costs
- Helps create a pipeline of qualified managers
- A careful blend of learning ensures that theory is quickly translated into practical action to drive immediate business benefits
- Practical tools and templates to help line managers support apprentices
- Can map and evolve existing management development programmes to the Standard.

## Why put your trust in us?

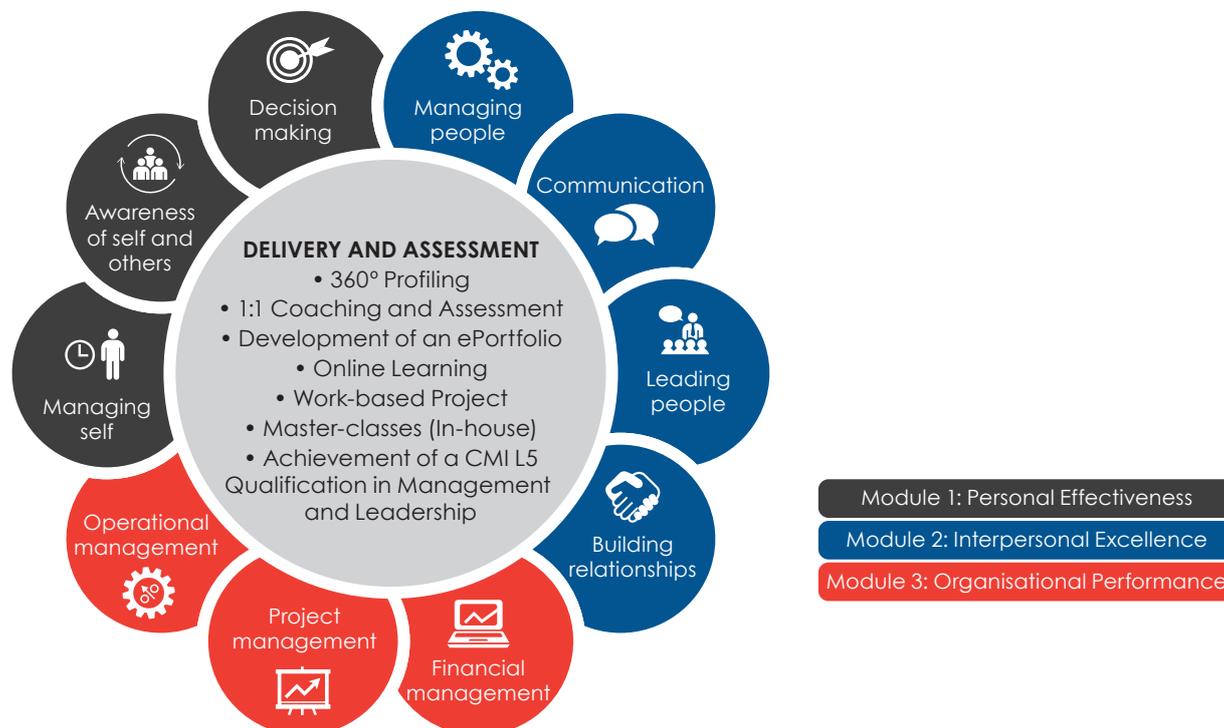
You can expect a lot from our alliance with our partners Adalta, such as:

- Significant flexibility in how Apprenticeship programmes are delivered for individuals/ groups (eg mapping existing programmes to new trailblazer management standards, integrating relevant internal training, agree flexible delivery methods)
- Assurance of quality in dealing with one of the select ESFA approved end point assessment (EPA) providers in the UK
- A practical rather than academic approach
- A high-calibre team of qualified professionals with a wealth of occupational management experience and knowledge of current management best practice to support apprentices
- Dedicated Programme Managers who will oversee the process and provide a single point of contact
- Efficiency, great service and value for money (we research other providers to ensure we consistently represent unrivalled value and support for employers/ apprentices).

## Level 5 Trailblazer Management Apprenticeship Programme Overview

The aim of this Level 5 Trailblazer Management Programme is to enable apprentices to develop industry recognised management knowledge, skills and behaviours that will enable them to achieve the standard and gain a professional management qualification.

The programme is centred on the following core management competencies:



There are three key stages to the delivery of the Apprenticeship programme as follows:

1. Programme delivery and assessment - to develop the knowledge, skills and behaviours required to meet the standard, apprentices will spend 20% of their time 'off-the-job' to complete learning activities
2. Gateway Assessment - to determine whether the apprentice is ready for final assessment
3. End Point Assessment (EPA) - aims to test the entire apprenticeship and is the final synoptic assessment.

Apprentices focus on one competency at a time. To help provide a clear road-map, Adalta provide a structured learning plan for each competency which details clearly the 'off-the-job' learning activities required to meet the requirements of the Standard.

Part of the Level 5 Standard also requires apprentices to identify, plan, implement and evaluate a work-based project.

### Outcomes

This programme will help apprentices to:

- Benchmark their management capability and set personal development goals for the programme
- Gain a deeper understanding of management and leadership principles and techniques
- Adopt a structured approach to optimise individual and team performance
- Obtain the most from their team in a way that taps in to the strengths and diversity of each individual
- Develop strategies and techniques that will improve productivity
- Communicate with greater impact at different levels to successfully engage with others, build relationships and influence positive outcomes
- Grab 'change' by the horns and lead initiatives with confidence
- Balance operational and strategic demands to ensure the achievement of key business results
- Gain greater awareness of operational and business management principles
- Successfully deliver a work-based project that positively impacts their work area
- Gain an internationally recognised professional management qualification.