



# Institute of Apprenticeships at NCL

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**NEW  
COLLEGE  
LANARKSHIRE**  
Bringing Education Closer



A photograph of a dental professional, likely a dental nurse, wearing a dark blue scrub top, a light blue surgical mask, and clear safety glasses. They are wearing blue nitrile gloves and are focused on a task, possibly a procedure on a patient's hand. The background is a clinical setting with dental equipment and bright lights.

# Executive summary

The establishment of an Institute of Apprenticeships within our college represents a significant step to prioritise academic learning, practical and real-world skills training aligned to the needs of local and national industry. By developing strong partnerships with employers, third-party stakeholders, funding organisations and sponsors, we aim to offer high-quality apprenticeships that cater to the needs of both learners and businesses. This initiative places our institution at the forefront of workforce development and innovation.

This document outlines the strategic framework for establishing and sustaining the institute, highlighting key objectives, stakeholder engagement, funding and long-term sustainability. Our mission is to provide a flexible, dynamic platform for apprenticeships that equips learners with the skills necessary to thrive in a competitive and evolving workforce.

## Vision

To be the leading centre for apprenticeships within the region and nationally that offers innovative, industry-relevant training and empowers learners to achieve their full potential, while addressing the skills gaps in key sectors.

## Mission

To deliver high-quality, employer-led and data-driven apprenticeship programmes that meet workforce demands, enhance career progression for apprentices and develop collaborative relationships between the college, employers, and other stakeholders.



## Strategic Objectives

- 1. Enhance Apprentice Experience and Support:** Provide tailored support for apprentices, including career guidance, access to health and wellbeing provision and clear progression pathways.
- 2. Build and Maintain Employer Relationships:** Engage actively with local and regional employers to ensure apprenticeship programmes are codesigned, relevant, informed by latest data on skills shortages and aligned with workforce requirements.
- 3. Secure Sustainable Funding and Partnerships:** Collaborate with funding bodies, seek sponsors and work with industry partners to secure ongoing financial support for the institute's activities.
- 4. Foster Collaboration with Third-Party Stakeholders:** Establish relationships with trade and professional bodies, sector skills councils and other stakeholders to ensure our apprenticeship offerings remain current and responsive to industry changes.



# Engagement Strategy

## Engaging with Apprentices

**Objective:** Create a learner-centric environment where apprentices feel supported, engaged, and motivated.

### 1. Professional Development Opportunities:

Provide additional workshops or short courses to enhance skills such as leadership, financial literacy, project management, entrepreneurship and digital skills to complement on-the-job learning.

### 2. Apprentice Community Building:

Organise networking events, forums, or peer-support groups to promote a sense of belonging and encourage knowledge sharing among apprentices from different sectors.

## Engaging with Employers

**Objective:** Build strong, long-term relationships with employers to ensure apprenticeship programmes meet industry needs.

### 1. Flexible Delivery Models to Support Fair Work:

Offer flexibility in delivery models (on-campus, online, or blended) to accommodate the needs of employers and apprentices, who seek to support and require fair work practices and sectors where shifts or irregular hours are common.

### 2. Employer Advisory Boards:

Create sector-specific advisory boards to ensure continuous employer feedback and involvement in strategic decisions related to apprenticeship offerings.

Engage employers in the development and ongoing review of apprenticeship standards and curricula to ensure relevance to industry requirements.

### 3. Post-Apprenticeship Progression:

Work closely with employers to support the transition of apprentices into full-time roles or further learning opportunities including Graduate Apprenticeships.

## Engaging with Third-Party Stakeholders

**Objective:** Leverage external expertise and partnerships to enhance the apprenticeship offerings and stay aligned with sector-specific developments.

### 1. Partnership with Sector Skills Councils:

Collaborate with sector-specific councils to stay informed on emerging industry trends and requirements, ensuring our apprenticeship offerings are future-focused.

### 2. Engagement with Trade and professional Associations:

Develop links with trade bodies to facilitate recognition of apprenticeships, promote our programmes within industry circles, and enhance opportunities for apprentices' progression.

### 3. Work with Local Authorities and Community Organisations:

Engage local authorities and community groups to promote apprenticeships to a wider demographic, particularly underrepresented groups.



## Engaging with Funding Bodies and Sponsors

**Objective:** Secure diverse and sustainable funding streams to support the development and growth of the institute.

### 1. Government Funding Schemes:

Maximise access to government funding for apprenticeships, and other local or national grant programmes.

### 2. Corporate Sponsorships:

Develop relationships with corporate sponsors, particularly local employers or industry leaders who may benefit from sponsoring apprenticeship programmes or specific cohorts.

### 3. Collaborative Funding Bids:

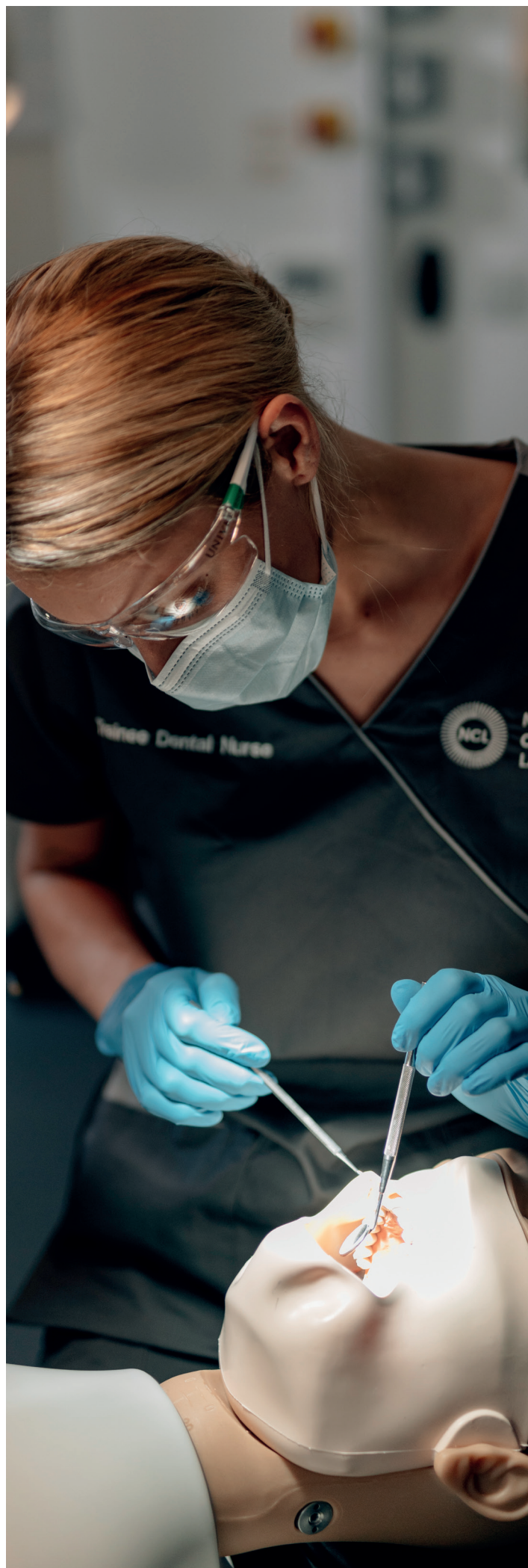
Partner with employers, local authorities and other educational institutions to submit joint funding bids for large-scale projects that will enhance the apprenticeship offerings.

### 4. Alumni and Philanthropic Support:

Explore opportunities for philanthropic funding from alumni or local business leaders who have a vested interest in supporting skills development.

## Governance and Operational Structure

**Governance Model:** Establish a governing board that includes representatives from the college's senior leadership, key employers, funding bodies and other relevant stakeholders. The board will provide strategic oversight and ensure that the institute aligns with its mission and objectives. The board will elect a President who will serve for an agreed term. Importantly, apprentices will be represented on the board through the Learner Engagement Team.





## Marketing and Outreach

**Objective:** Raise awareness of the Institute of Apprenticeships and promote its programmes to a broad audience.

### 1. Targeted Campaigns:

Develop marketing campaigns aimed at potential apprentices, parents, schools, and employers, emphasising the value and opportunities offered by apprenticeships.

### 2. Digital Presence:

Create a strong online presence, including a dedicated website and social media channels to showcase the institute's achievements, highlight success stories, and provide information on enrolment.

### 3. Employer Outreach Events:

Organise regular events such as employer open days and recruitment events, where businesses can learn about the benefits of apprenticeships and how to get involved.

### 4. Collaborate with Local Schools and Careers Advisors:

Partner with schools and career services to inform young people about the benefits of apprenticeships, particularly in sectors facing skills shortages.

## Monitoring, Evaluation, and Continuous Improvement

**Objective:** Ensure that the Institute of Apprenticeships remains relevant, high-quality, and aligned with industry needs.

### 1. Performance Monitoring:

Track apprentice completion rates, employer satisfaction, and post-apprenticeship outcomes to assess the effectiveness of the programmes.

### 2. Feedback Loops:

Regularly collect feedback from apprentices, employers, and other stakeholders to identify areas for improvement. Implement changes based on this feedback in a timely manner.

### 3. Quality Assurance:

Ensure all apprenticeship programmes are aligned with awarding body standards and other relevant accreditation bodies.

### 4. Continuous Professional Development for Staff:

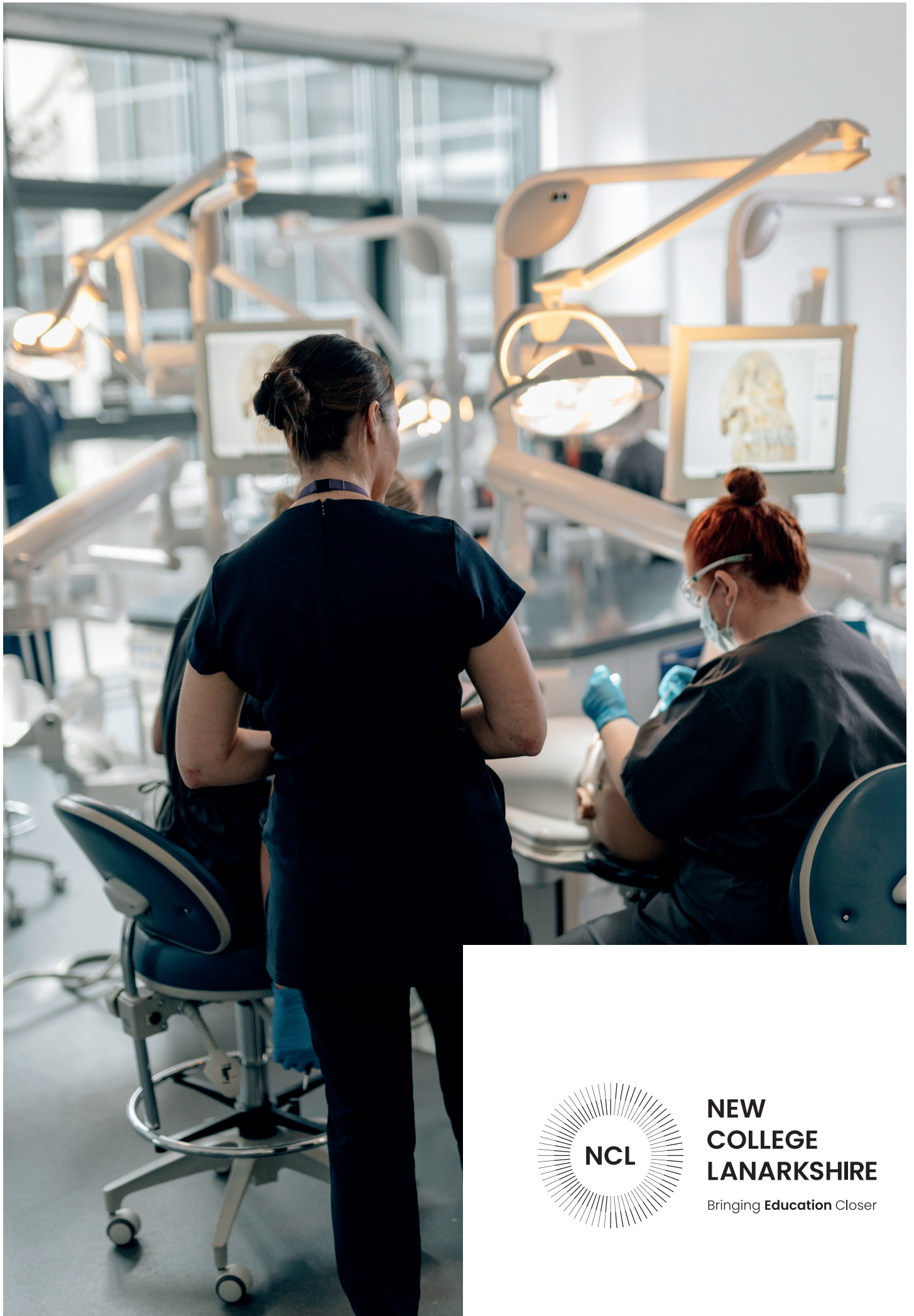
Provide ongoing training and professional development opportunities for tutors and programme leaders to ensure they remain up-to-date with industry and pedagogical best practices.

## Conclusion

The establishment of the Institute of Apprenticeships at New College Lanarkshire will create a vital bridge between education and industry, providing learners with practical, relevant skills and businesses with the workforce they need to thrive. Through strategic partnerships, robust funding mechanisms and a strong focus on the apprentice experience, the institute will become a cornerstone of our college's contribution to local and regional economic growth.

With a clear focus on innovation, collaboration and quality, the Institute of Apprenticeships is poised to play a transformative role in the lives of apprentices and the success of businesses in the years to come.





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