



## WHAT NEEDS TO HAPPEN?



### LEADERSHIP

- Engage an executive sponsor to take responsibility for work-based learning.
- Executive sponsor to lead an ongoing discussion with the board about their role in work-based learning.



### INFRASTRUCTURE

- Introduce a lead to co-ordinate and manage work-based learning.
- Build capacity to supervise learners.
- Develop supervision and assessment skills across the organisation.



### MANAGER BUY-IN AND UNDERSTANDING

- Offer line manager and staff training on the benefits and good practice.
- Showcase where work-based learning is working well.
- Promote work-based learning programmes to line managers to grow skills in their teams.



### RELATIONSHIPS WITH EDUCATION PROVIDERS

- Develop a suite of learning programmes which map to future skills needed.
- Have open and honest conversations about which delivery models work best for you.



### WORKFORCE STRATEGY AND PLANNING

- Embed work-based learning approaches into workforce strategy.
- Use as a supply route to grow your workforce.
- Develop work-based learning programmes across all levels of the workforce.

Embedding these underpinning elements can enable a good culture of work-based learning in your organisation, which:

- ❶ **Inspires** regular learning in teams.
- ❷ **Empowers** learners to maximise skills.
- ❸ **Commits** to work-based learning.

