

Leadership & Management Apprenticeships

As a leading learning solutions provider, we work in partnership with our customer organisations to develop and deliver blended learning programmes aligned with business goals and strategic objectives.

Ashorne Hill is a registered Apprenticeship Training Provider, and will support organisations to maximise their leadership and management capability using levy funding.

As specialists in leadership and management development, we offer:

- Level 3 – Team Leader/ Supervisor Apprenticeship
- Level 5 – Operations/ Departmental Manager Apprenticeship

Programmes are enhanced by a CMI or ILM qualification.



Ashorne Hill apprenticeships offer high-quality materials and delivery methods including a broad variety of digital support materials created by our specialist in-house team. These give participants an individual, rich learning experience, available at the point of need, providing the best opportunity for them to achieve the apprenticeship standard they are aiming for.

Our leadership and management apprenticeship programmes will be designed to the needs of your organisation, adding value by upskilling your employees in line with your organisation's strategy, culture, systems, processes and procedures.

With programmes funded from your Apprenticeship Levy digital account, our Team Leader Apprenticeship provides a head-start into leadership and management for your early careers talent pool, providing clear career pathways and progression routes.

Our Operations/ Departmental Manager Apprenticeship builds on the early careers pathway and progression route aimed at your aspiring and established middle managers.

For further information please call Nicola Hall on 01926 488068 or email: laura.hughes@ashornehill.co.uk

The Apprenticeship Standards

Apprenticeship standards are made up of knowledge, skills and behaviour requirements. The participant must be able to demonstrate these to achieve their apprenticeship.

Knowledge	What they need to know and understand	Know it
Skills	What they need to do and demonstrate in their work practice	Show it
Behaviours	How they act or conduct themselves in the work environment	Be it

Our Apprenticeship programmes provide learning pathways that support the participant in enhancing capability using blended learning including:

- Online learning
- Work-based projects
- Business research tasks
- Experiential learning
- Role-playing
- Case studies
- Coaching
- Action learning groups
- Facilitated workshops
- 360 degree feedback
- Job shadowing
- Reflective practice
- Sharing peer to peer learning experiences

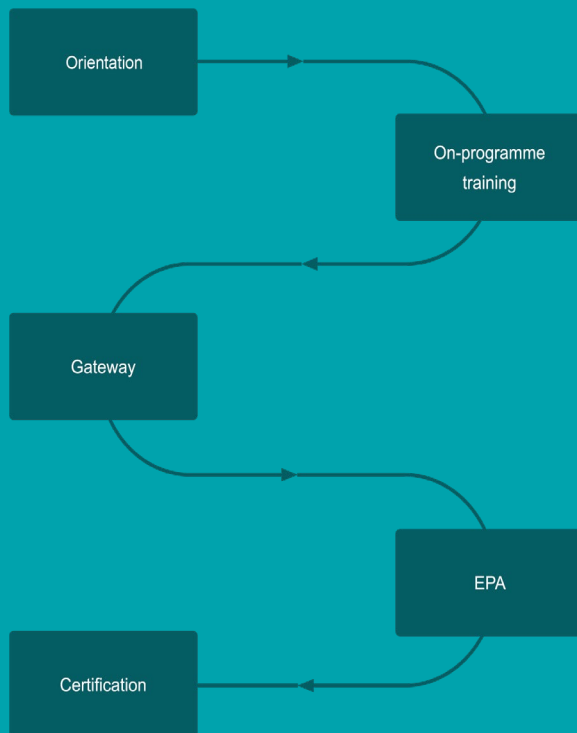
Ashorne Hill apprenticeships offer the opportunity to use our award winning venue, with dedicated learning facilities and accommodation in the heart of Warwickshire during face to face workshops. Alternatively these can be delivered at your premises.

Using experiential learning activities, these face to face workshops are used to challenge and apply new skills at key points throughout the programme.

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The Apprenticeship Journey

Throughout the apprenticeship journey, participants will be supported by a business mentor from your organisation which enhances the participants' application of learning into the workplace, their role and immediate practice. We provide development and support to business mentors as part of the programme.



Ashorne Hill Apprenticeship Team and Trainer Coaches will support the participant, the line manager and business mentor throughout all aspects of the apprenticeship programme.

This support includes planning and conducting on and off the job training, assessments and learning support, ensuring a consistent team approach throughout the learning experience, right through to Gateway.

End Point Assessment (EPA) is the final step before the participant achieves their apprenticeship and is an assessment of competence against the standard, testing knowledge, skills and behaviour. There is support throughout the programme to ensure participants are ready for EPA, including Gateway Milestone Reviews and a mock EPA event.

EPA will be carried out by an external organisation not affiliated with Ashorne Hill, to ensure rigour and individual participant competence.

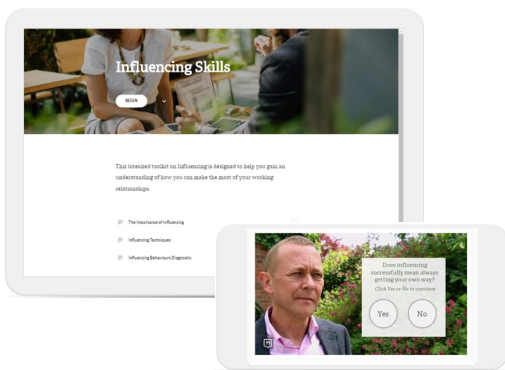
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Why Ashorne Hill

Our well established, high performing team offers subject matter expertise, highly qualified facilitators, advanced digital capability and innovative approaches to leadership and management development, all housed under one roof at our dedicated learning environment in Warwickshire.

Apprenticeship programmes at Ashorne Hill provide added value with:

- A business-focused approach, aligned with organisational context, goals and priorities
- Our experience and pedigree in leadership and management development, certification and accreditation covering 60 years
- Business mentor and line manager support included in the apprenticeship offer
- High quality digital content blended within the programme design



Our digital learning approach

Ashorne Hill's specialist in-house learning design experts have created a range of digital content, tailored for our apprenticeship programmes.

Materials include expert and interactive videos, bitesize introductions to concepts designed for smartphones, e-learning, digital toolkits and resources.

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