

Group Discussion BA Apprenticeships

Hiring the right apprentices

<p>What will you look for?</p>	<ul style="list-style-type: none">• People from within our company• External hires including graduates• Problem solving/inquisitive• Challenging themselves/ability to influence• Dynamic/energy/able to think outside the box• Ability to articulate ideas• Leadership (sport etc.)• Can they summarise well and present?• Enquiring mindsets – appetite for learning• Positive behaviours• What they've been doing in school (e.g. business initiatives)• Experience of change• Diversity – age/gender etc.• Ownership for own development• Work experience – working with people• Understanding of business (internal hires)• Attitudes• Team work• Work ethic• No age restriction<ul style="list-style-type: none">➤ School/college learner➤ Career changes➤ Women returning to workplace• Personality fit with the team• Internal vs external<ul style="list-style-type: none">➤ Work experience-time to learn BA➤ Understood individual➤ Lower risk (fit/culture)
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How will you achieve this?

- Assessment centres
- Check if they have researched what a BA does?
- Strength-based questions
- Marketing the profession – ‘apprenticeship’ may have negative connotations
- Aptitude tests/psychometrics (recruitment)
- Insight days
- Testing
 - 15 minutes
 - Problem scenario to assess their thought process
- Presentation
- Research ability

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Employer challenges and solutions

Challenges faced by employers in running an apprenticeship scheme – what are they?

- Business case acceptance
- Departments competing for funds
- Line management availability to coach and mentor (18-month programme)
- Impact on existing team – time available.
- A changing environment – stability and no risk of losing staff
- Balancing short-term project needs and long-term benefits
- Identifying the right training provider
- Finding things for apprentices to do – some jobs can be tedious
- No guarantee of a job at the end of the programme
- Setting appropriate development tasks
- Investment in on-the-job training for the apprentice and line manager
- Apprentice ‘type’ may not be led by traditional analyst attributes
- Maturity of team (support network, mentors etc.)
- Getting support and buy-in from other stakeholders
- Sense of entitlement from colleagues who may not have received training
- Understanding the contribution levels that apprentices can make and timescales
- Selling benefits to senior management
- Need to cater for apprentice development (which may be fast)
- Miss-match of demand to apprentice ability
- Adapting the internal charging model.
- Consistency of assessment.
- Blocks of learning fitting with agile sprints – alignment and pace.
- Line manager skills
- Achieving 20% off the job training

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<p>Possible solutions</p>	<ul style="list-style-type: none">• Working with the other business areas to gain support e.g. HR/Legal/Business• Partnering with other areas• Make use of existing processes (e.g. graduate recruitment processes)• Development opportunity for existing staff members (mentoring apprentices as a career step for seniors)• Use young apprentices as focus groups potentially in the business – Generation Z• Potential Agile attitude inbuilt – not frightened of failure• Articulate the long-term gap in resources• Align intentions to the capability of the organisation and what they're trying to improve• Business case – contractor vs apprenticeship• Work with L+D to build case with senior management
<p>What further information do you need?</p>	<ul style="list-style-type: none">• Who offers training?• The best sales pitch for internal buy-in/take-up• How to choose a provider?