

# Transitioning to the Business Administrator apprenticeship standard

Presenters:

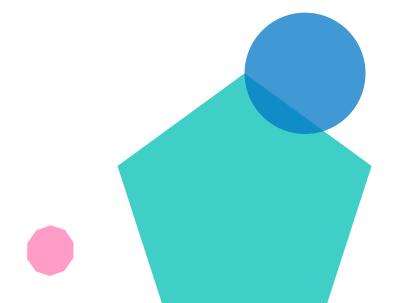
Mandy Slaney, Industry Manager Dominic Green, Technical Advisor

14 June 2018

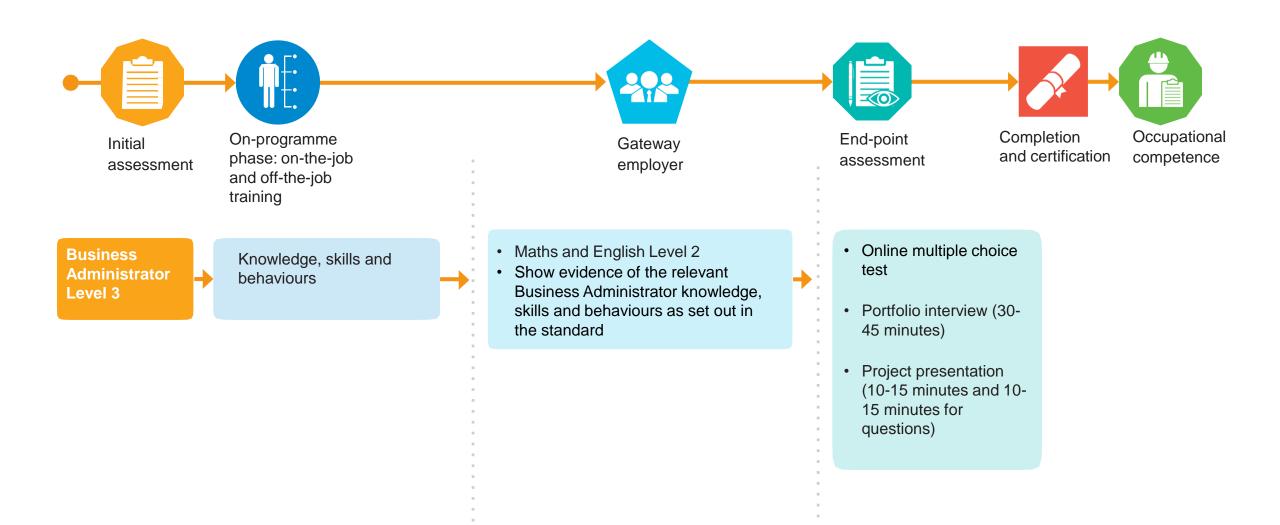


### Contents

- A re-cap of the Business Administrator apprenticeship standard what you need to know.
- How we can support your 20% off-the-job learning a range of teaching and learning resources to support on-programme.
- Our EPA service for Business Administrator.
- Next steps.
- · Question and answers.



## The Business Administrator apprenticeship standard



## Entry requirements for EPA

- A business administrator must have achieved Level 2 maths and English before taking EPA.
- Gateway can be triggered after 12 months of starting the apprenticeship.
- Complete gateway declaration form.
- Book EPA 60-90 days in advance of EPA taking place.
- Pre-gateway learning progress to be supported by regular one-to-ones between the apprentice and the employer.
   Typically meet every six weeks for 30 minutes to review progress. These sessions should:
  - set learning goals
  - track apprentice progress
  - · create a forum on coaching and guidance
  - co-ordinate 20% of apprentice time spent in off-the-job training.

## Learning objectives for Business Administrator apprenticeship standard

#### Knowledge "know it"

- The organisation
- Value of their skills
- Stakeholders
- Relevant regulation
- Policies
- Business fundamentals
- External environment factors

#### Skills "show it"

- IT
- Record and document production
- Decision making
- Interpersonal skills
- Communication
- Quality
- Planning and organisation
- Project management

#### Behaviours "live it"

- Professionalism
- Personal qualities
- Managing performance
- Adaptability
- Responsibility

## What's being looked for?

Section	Item	Requirement					
	Decision making	Exercises proactivity and good judgement. Makes effective decisions based on sound reasoning and is able to deal with challenges in a mature way. Seeks advice of more experienced team members when appropriate.					
Skills	Interpersonal skills	Builds and maintains positive relationships within their own team and across the organisation.  Demonstrates ability to influence and challenge appropriately. Becomes a role model to peers and team members, developing coaching skills as they gain area knowledge.					
Knowledge	The organisation	Understands organisational purpose, activities, aims, values, vision for the future, resources and the way that the political/economic environment affects the organisation.					
	Relevant regulation	Understands laws and regulations that apply to their role including data protection, health and safety, compliance etc. Supports the company in applying the regulations.					
Behaviours	Personal qualities	Shows exemplary qualities that are valued including integrity, reliability, self-motivation, being proactive and a positive attitude. Motivates others where responsibility is shared.					
	Adaptability	Is able to accept and deal with changing priorities related to both their own work and to the organisation.					

## Key documents for this standard

## The Business Administrator apprenticeship standard

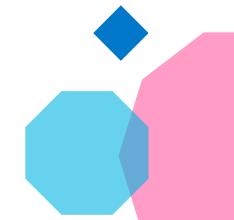
- Short, easy to understand document that describes the competencies required to undertake that occupation well.
- Designed by the employer group.
- Approved by IfA

#### The assessment plan

- Describes the apprentice journey and EPA for that particular apprenticeship standard.
- What will be assessed; how it will be assessed; who it will be assessed by.

#### The EPA customer pack

- Available to customers who have registered for Business Administrator EPA
- Describes the EPA process in detail.
- Contains the requirements to prepare for EPA.



## Off-the-job training, the vital 20%

Off-the-job training must be directly relevant to the apprenticeship standard and must take place within the apprentice's normal working hours. It can include:



Teaching of theory - lectures



Simulated exercises and role play



Attendance at competitions



Manufacturer training e.g. new equipment or technologies



Learning support provided by employer or the provider



Some online learning e.g. webinars or blended learning



Shadowing or being mentored



Practical training



Visiting the employer's other departments



Time spent by the apprentice writing assessments/assignments



Industry visits or visiting other companies or suppliers

## Our offer designed around centres, employers and apprentices



Improving the delivery and success of your apprenticeships, particularly when focused on...

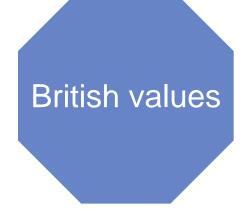
Portability and visibility Learner experience Learner motivation

## **Essential content**



Our blend of e-learning and core content covers:





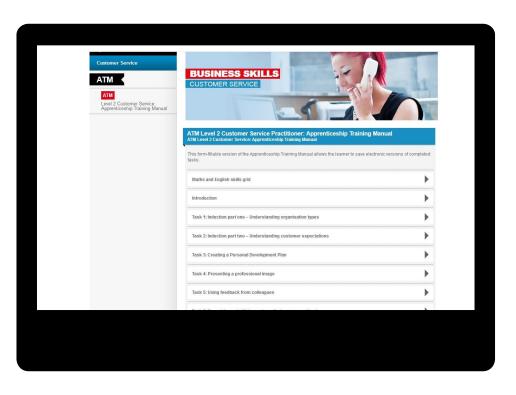


Health and safety

## Apprenticeship training manual







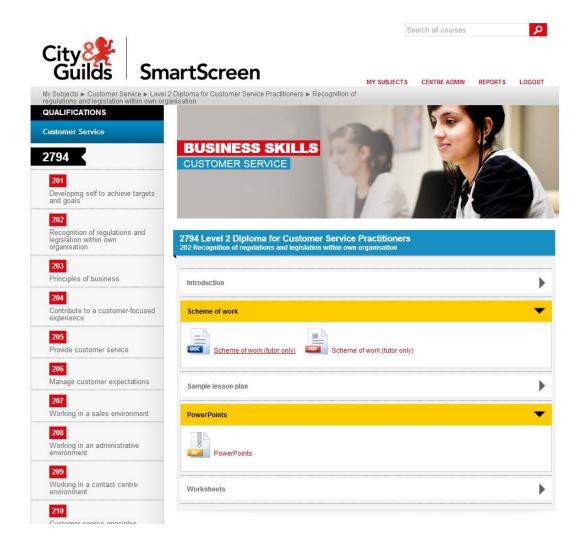


## Apprenticeship training manual



																											A	City & Gu	ds Group	Business
Some of the language and	Task 1		Task 2	_	Task 3		Task 4		Task 5		Task 6		Task 7		Task 8		Task 9		Task 10		Task 11		Task 12	,	Task 13		Task 14	1	Task 15	
communication skills that you might develop	Inductio Understr organisa types	anding	Induction Understa custome expectal	anding r	Creating	nal	Presenti a profes image	ng sional	Using fe	leagues	Organisi prioritisi monitori workloa	ng and ing your	Using	and	Meetin	ion .	Treating custome equality as indivi-	ers with and	Interacti effective oustome	ng Sy with	Providing a custom focused experien	g ner-	Knowing product services	gyour is and	Using di media		Improvir your cus service o	ng stomer	Dealing conflict	with
Where could you develop and/or demonstrate these skills?	Т	Е	T	E	T	Ε	т	Е	т	E	T	E	T	E	T	Е	T	E	т	Ε	Т	E	т	Ε	т	E	т	Е	т	Ε
Speaking and listening	_		_		_		_	_	_		_		_	_	_	_	_		_	_	_		_	110000	_				_	- 100
isten for relevant information	_	1	_		-	1	_	-	-	.,	-	.,	-,	-	_	_	-	.1		.,	-			-	_	1	_	1	_	1
isten to and respond to questions	_	7	_		-	7	_	7	1	1	-	1		1			-	1	7	1	1	1	-	1		7	-	1		7
istervrespond to criticism and	_		_		_	_	_	-	-		-	-	-	-	_			-	-	-	-		_	-		-	-			
constructive feedback Use strategies to check and confirm		1			1	1		1	1	/	-	1	/	1			1	1	1	/	1	1		1		1		1		1
use strategies to check and confirm understanding – ask questions, use facial expressions and body language		1			1	1		1	1	1	1	1		1			1	1	1	1	1	1	1	1		1		1		1
Follow discussions	_	1			1	1		1	1	1	1	1		1			1	1	1	1	1	1	1	1		1		1		1
Make useful contributions to discussions		1			1	1	_	1	1	1	1	1		1			1	1	1	1	1	1	1	1		1		1		1
ask questions to obtain information		1	_		1	1	_	1	1	1	1	1	1	1	_		1	1	1	,	1	1	-	1		1	1	1		1
xpress yourself clearly	_	1	_		-	1	_	-	-	-	-	-	1	-	_		1	-	-	-	1	1	-	-	1	-	-	1	_	1
Present your ideas clearly and logically	_	1	_		1	1	_	1	-	1	-	1	-	1	_	_	1	1	-	-	-	1	<u> </u>	1	1	1	_	1	_	1
Reading	_	•	_	_	_				_		_		_	-		_	_	•	_	_	_		_		_	-	_		_	-
Use different reading strategies – skimming, scanning, detailed reading	1	1	1	1	1	1	1	1	1	1	1	V	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Identify and understand the main points of what you are reading	1	1	1	1	1	1	1	1	1	1	1	V	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Identify and understand the important details in what you are reading	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Use organisational features to help you find the information you need	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Use knowledge of grammar and punctuation to help you understand what the text means	1	1	1	V	1	1	1	,	1	1		1	1	1	1	1	1	1	1	V	1	1	1	V	1	,	1	1	,	1
Read and understand unfamiliar words and technical terms – check the meaning	1	1	/	1	1	1	1	1	,	,	1	,	1	1	,	1	1	1	1	,	1	1	1	/	1	~	1	7	1	1
Writing			_				_				_						_							_			_	_		
fan and draft writing	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
resent information in a logical way	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Write in complete sentences	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Ise paragraphs	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Jse suitable language for purpose and audience	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Jse the right layout/format and tructure for the text you are producing	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	7	1	1
Theck and proofread writing for scouracy and sense	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Jse correct grammar and punctuation	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
ipell familiar and technical words correctly	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
roduce clear and legible text	1	1	1	1	1	1	1	-	-		-		1	1	1	1	1	1	./	,	1	1	-	.1	1	1	1	1	1	1

## Tutor support in SmartScreen





Level 2 Diploma for Customer Service Practitioners



SmartScreen

Unit 202 Scheme of work

Session	Objectives/learning outcomes	Activities and resources	Assessment	
1 3 hours	Be aware of the content of Unit 202     Be able to locate the SmartScreen webpage  Learning outcome 1: 1.1 Identify the different regulations and legislation that affect own organisation	Activities:  Discussion on the range of legislation and regulations that have an impact on customer service provision  Completion of Worksheet 1  Completion of Worksheet 2, Task 1  Presentation of PowerPoint 1 including equality legislation video https://www.youtube.com/watch?v=UcuS5glhNto  Discussion of all legislation  Discussion of customer charter examples  Learners to review worksheets in pairs and make any amendments on basis of the other's experience and presentation  Resources:  Sample lesson plan 1  PowerPoint presentation 1  Worksheet 1	Worksheet 1 Worksheet 2	
2 3 hours	Recap previous session  Learning outcome 1:  1.1 Identify the different regulations and legislation that affect own organisation	Activities: Review worksheets completed by learners during Session 1 Discuss any issues raised Discussion on customer charters, service level agreements, ethics and morals, and codes of practice Presentation of PowerPoint 2 Introduction of role play — Worksheet 3 (customer and employee briefs)	Worksheet 3	

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## **Enhanced SmartScreen**

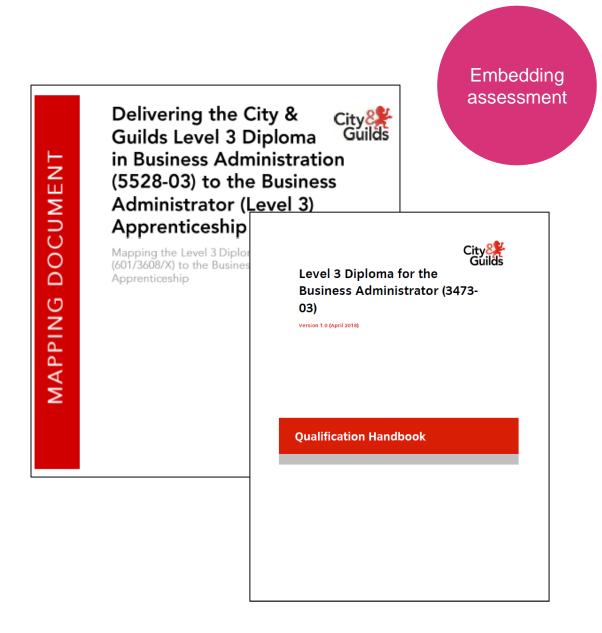




## Level 3 Diploma

#### **Qualifications to support on-programme learning**

- City & Guilds Level 3 Diploma in Business Administration (5528)
- New City & Guilds Level 3 Diploma for Business Administrators (3473)



## New qualification – 3473 Level 3 Diploma for Business Administrators (not fundable from levy)



- Mapped to the apprenticeship standards.
- Graded pass or fail.
- Can use evidence that may have been gathered for the project/portfolio but can not be the same.

#### Seven mandatory units - 301 to 207

City & Guilds number	Unit title	GLH
301	Principles of business administration (online e-volve knowledge MCQ test)	90
302	Personal and professional development	15
303	Managing performance	15
304	Your organisation	10
305	Communication in a business environment	20
306	Project management	20
307	ICT for business	60

## New qualification – 3473 Level 3 Diploma for Business Administrators (optional)



Must complete one optional unit – 308 to 314.

City & Guilds number	Unit title	GLH
308	Providing services in an administrative environment (online e-volve test)	30
309	Legal administration	30
310	Medical administration	30
311	Social media for business	30
312	Marketing and sales	40
313	Human resource environment	40
314	Providing administration in the educational environment	40

## Maths and English – what can we offer?



#### **Qualifications**

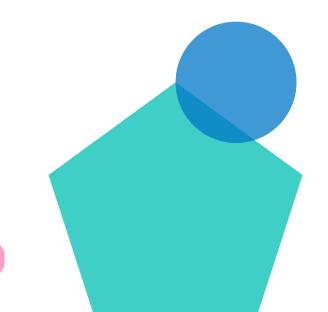
- Full suite of Functional Skills qualifications (3748).
- 'Bite-sized' maths qualifications (3847 and 3844)
  - can be used to support progression towards Functional Skills or GCSE.

#### **Learning resources**

- e-Functional Skills.
- Maths and English e-Toolkit.
- Functional Skills SmartScreen resources.

#### **Workforce support**

- Qualifications for literacy and numeracy practitioners.
- · Specialist support, especially with maths and English integration.

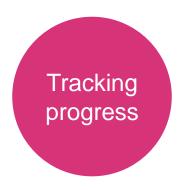


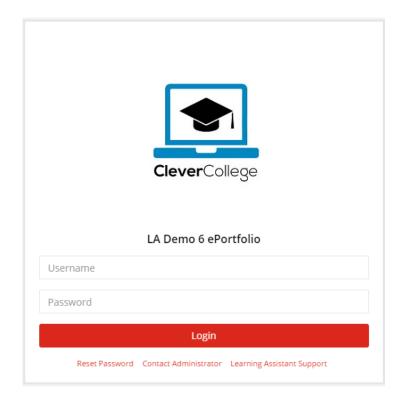
## Embedding assessment and monitoring progress with our e-portfolio

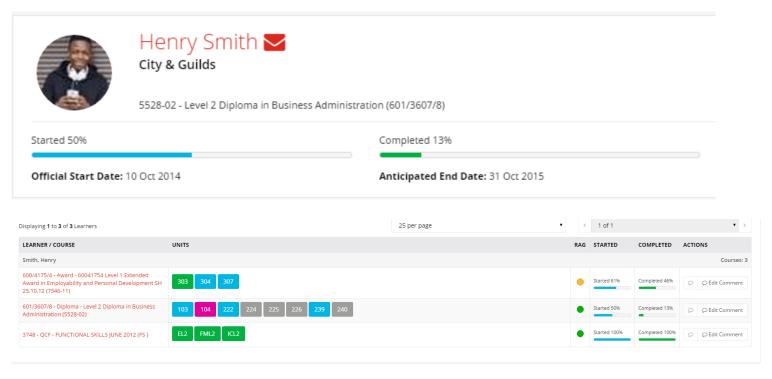




## Our e-portfolio





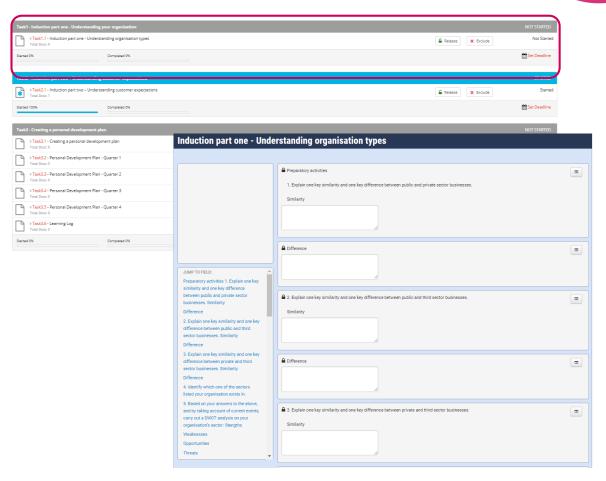


## e-portfolio – embedded resources

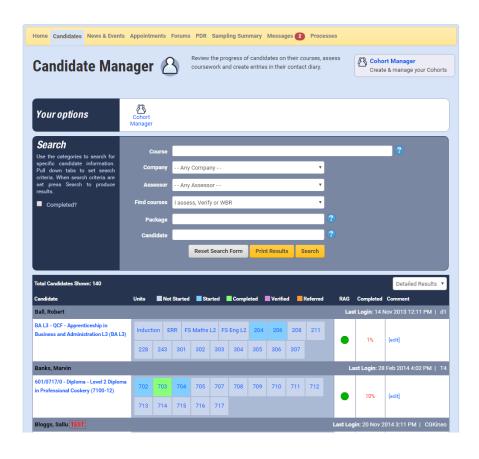
Tracking progress

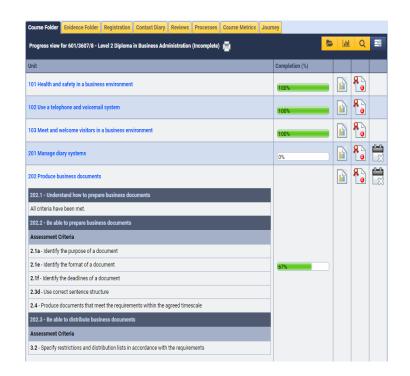
Your Learning Assistant licence lets you have access to some of the most popular City & Guilds apprenticeship training manuals for no additional charge.

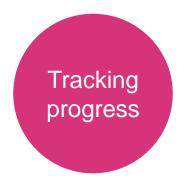




## e-portfolio - reporting and tracking









EPA preparation tool – helping your apprentice calmly approach EPA

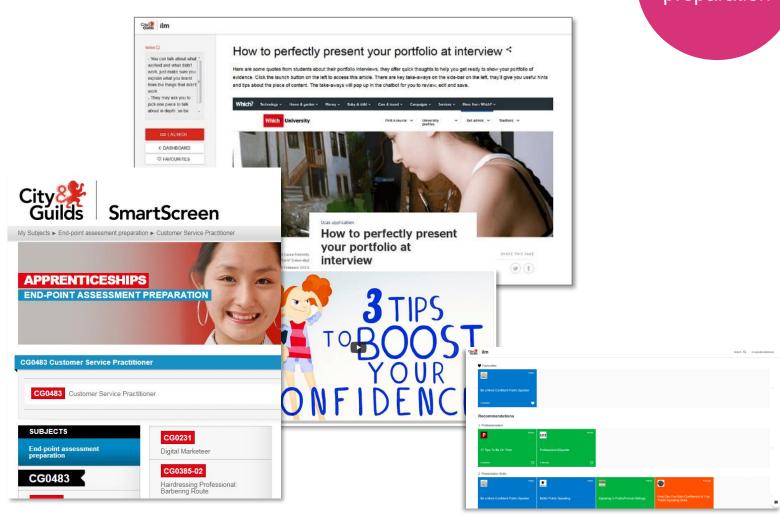
EPA preparation

Personalised to each apprentice with up to six hours of generic content per standard

Useful and relevant learning resources relevant to the standard and assessment method

Organised by assessment skills most relevant to the apprentice and to the standard

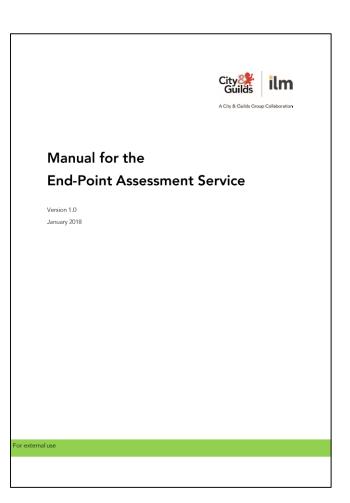
Apprentices can gain confidence in areas like interviews, presentation skills, writing and exam revision



### Our EPA service

- The Manual for City & Guilds and ILM EPA service is available on our website.
- Catch up on <u>our recent webinar</u> about the EPA booking process and support on assessment methods.





## **EPA for Business Administrator**



Online multiple choice test (e-volve test)



**Portfolio interview** 



**Project presentation** 

Conducted remotely.

The events can be on the same occasion or separate.

Our EPA team will work with you to agree.

## EPA and overall grading

Each assessment method is graded as follows:

Assessment method	Grade and boundaries	Weighting to overall grade			
Knowledge test	Fail (less than 60%)	Pass (60-79%)	Distinction (80% and over)	20%	
Portfolio-based interview	Fail (less than 60%)	Pass (60-79%)	Distinction (80% and over)	40%	
Project/presentation	Fail (less than 60%)	Pass (60-79%)	Distinction (80% and over)	40%	

- Each assessment has a pass mark of 60% and must be passed in order to achieve an overall pass for the apprenticeship.
- The achievement in each assessment is aggregated based on the weighting and grading boundaries, in order to give the
  overall grade for the apprenticeship.

### Our EPA service

- Simple pricing two charging points:
  - EPA registration fee non-refundable £25 when the apprentice is registered for EPA on City & Guilds system
  - balance after assessor enters results.
- The registration fee releases our EPA preparation tool and any related materials during the on-programme learning phase.
- You'll have received nearly all of your funding from employers by this point so helps cash flow.
- No hidden charges includes any third-party fees related to external quality assurance.



EPA reservation request

EPA event

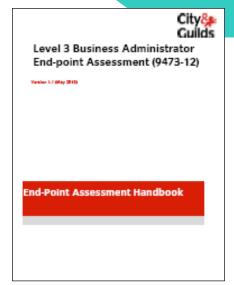






## Preparation at the heart of our service

EPA customer packs for every standard





Key document for centres/customers/employers for the planning and delivery of the apprenticeship.

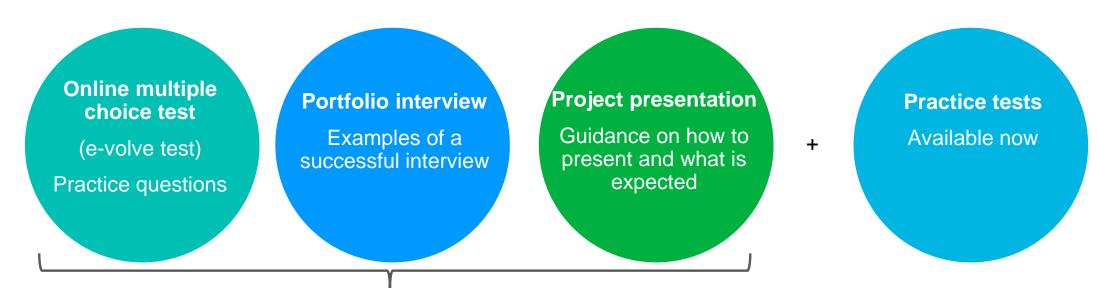
#### It will include:

- the standard
- guidance on how to book EPA
- guidance on how to prepare for the portfolio-based interview and project/improvement presentation and how they will be assessed – against relevant sections of the assessment methods and grading criteria (annex)
- guidance on examples of possible evidence
- separate pack with recording forms.

We can also support with subject specific on-programme learning. Find out more at <a href="https://www.cityandguilds.com/apprenticeships/on-programme-learning">https://www.cityandguilds.com/apprenticeships/on-programme-learning</a>

## EPA exemplar material – Available August 2018

- Aimed at the assessor/tutor.
- Easy to access.
- Standard specific.
- Best practice guidance for relevant EPA components.



Underpinned by overarching tutor notes to pull all the different elements together.

## Results and resits

- If the apprentice passes, then we will issue a 'Statement of Achievement' to the customer.
- We then claim the apprentice certificate from the Institute of Apprenticeships who in turn, post certificates to the employer.
- If the apprentice fails, we will issue a formal notification and feedback to the customer on which areas were failed.
- Booked through Walled Garden on a component by component basis. City & Guilds reopens access for the apprentice's EPA portal record or gives them a resit course.



### Our assessors

- We've recruited over 100 high-quality assessors across a range of standards.
- Our assessors are industry experts.
- We train them to help apprentices feel relaxed and show their best in assessment.

#### Join our assessor team:

For a list of standards that we're recruiting in, visit our <u>IEPA assessor page</u>.



## Further support and events from us

Mandy.Slaney@cityandguilds.com Dominic.Green@cityandguilds.com

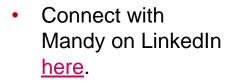
Sign up for our new events and watch our pre-recorded webinars on EPA, funding, on-programme resources:

https://www.cityandguilds.com/apprenticeships/events-and-webinars

#### **Network events**

We are always looking for centres to help us host a network event. Please contact us if you're interested.







## Thank you

#### **Customer queries**

Please contact your local business manager.

#### **General apprenticeship enquiries**

Please contact <a href="mailto:apprenticeships@cityandguilds.com">apprenticeships@cityandguilds.com</a>.

Keep up to date – register for email updates: <a href="http://www.cityandguilds.com/what-we-offer/centres/email-updates">http://www.cityandguilds.com/what-we-offer/centres/email-updates</a>.

For more information on the new standards, our learning resources (including demos), and how we can support your business: <a href="mailto:directsales@cityandguilds.com">directsales@cityandguilds.com</a>.



Any questions?

