

# TAILORED SOLUTION

Premium apprenticeship service for businesses looking to take on a cohort of diverse talent



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# OUR LEVY OFFER

**A premium service for large, levy-paying businesses looking to develop a successful talent pipeline with apprentices.**

We understand that there is a need for employers to build sustainable and diverse pipeline within their business to ensure that their growth is maintained. Apprenticeships are a key part to any corporate growth strategy and Creative Alliance have developed an offer that will help you build a tailored apprenticeship service that will be right for your needs.

This is for Levy Payers or Large businesses looking to take on 5 or more apprentices on within a month. Bear in mind, this is not for a company that potentially want to take on 5 apprentices across the year as it is difficult to create the tailored approach without thinking about a cohort!

With the Levy offer you will have a:

- Dedicated account manager,
- Free, flexible, and extensive recruitment process
- Tailored training plan for your needs as an organisation.
- Face-to-Face meet-ups from training staff
- Dedicated onboarding process for managers and learners
- Training Reviews with apprentice line managers to discuss changes to all aspects of the apprenticeship.



# THE DEEP DIVE

## Tailored Plan for your needs as an organisation.

We know that your needs for new talent are specific to your organisation. We look at your business and speak with your line managers to make sure the training is right for you. This can come in a variety of ways:

### What you get

#### *Dedicated Account Manager.*

As part of taking on a cohort of learners it can take some management navigating your way through the myriad of rules and regulations, government online platforms and logistics of working with people. Each client that will engage with our Levy offer will have someone that is always there to help make sure it runs as smoothly as possible.

#### *Free, Flexible Recruitment Service.*

This is exactly what it says on the tin. It can be as involved as you want:

- You can recruit and we check for eligibility.
- We can take a job description, advertise recruit, screen and send a shortlist and we will even organize the interviews for you.

This can be perfect to open the doors for a more diverse range of talent to be a part of your organisation.

#### BLENDING LEARNING METHOD

We offer a unique blended learning method – Our curriculums are built around our spiral staircase theory ([read more here](#)).

#### SEMINAR DELIVERY

All of our courses have traditional training delivery programmes or seminars. These last around 3 months, depending on the course. These offer a safe place for learners to work with peers.

#### 1-2-1 DELIVERY

All our Learners will have a development coach that will support them through their apprenticeship. Our development coaches will meet with the learner (online/ in-person) and set them assignments and projects to complete.

## 1 PROJECTS

Projects and Assignments built around the learners work programme so that all learning is relevant and adds value to the company.

## 2 DC's

Additional Face-to-Face time with development coaches. The consistency and frequency of these meetings is tailored to the way the learner works.

## 3 INDUCTION

Our development coaches and your account manager will deliver formal training and induction at your work place for your learners.

These can be totally flexible to your needs and discussed with your account manager.

## 4 REVIEWS

We also offer mid training reviews with all managers and line managers to discuss the current training plan in case we can look to improve or realign in any way. This can also extend to changes with the End Point Assessment Organisation, delivery plans and assignments.



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# CASE STUDY



Global approached us in 2022 to discuss their need for a large caseload of apprenticeships for their company. They were dedicated in building in a healthy, consistent and diverse talent pipeline through apprenticeships. They were looking for a partner to work with.

## We presented a solution that was tailored to Global:

- Additional face to face time at their workplace for the learners that needed it
- Review sessions with managers to discuss adaptations and changes to the course.
- Onboarding sessions with face-to-face time – Sessions with learners and managers.

## We are now in our second year of apprenticeships with Global. And the results from the previous year as follows:

- Increased intake this year of apprenticeships.
- Courses have been adapted and tailored to the employer
- Exams have been adapted to suit the workplace in a more realistic fashion
- Production Assistant course was changed and adapted to add in more relevant seminars for learners.



*Working with Creative Alliance has been a **game changer** for how we take on apprentices at Global. The team have been a real partner for us to explore the right fit programmes, to make sure our learners are reaching their full potential. From onboarding, to our apprentices passing their EPA – **and everything in between has felt seamless!***

**Global Talent Manager - Aimee Barby**



# TAKE ACTION

## Success thrives on engagement

Creative Alliance is an outstanding provider. We expect dedication from our learners, staff and also our employers. We know that the more you as an employer are dedicated to develop staff and being involved in the process, then the more successful it will be. We expect insight and contribution from the line managers of apprentices and from training managers.

This can be achieved in different ways but a few examples would be:

- Attending some of the 121 meetings with Learner and Development Coach
- Being involved with the setting of briefs and projects.
- Feedback on development
- Supporting your learner through End Point Assessment
- And More



## Details of an apprenticeship

**An apprenticeship is someone working for your company that is on a government-approved standard. They work under your employment policies and HR procedures. There are a few elements that are unique to an apprenticeship.**

- They must have a contract lasting, at least, the length of the apprenticeship
- Learners must be given 6 of their contracted hours as “off the job” to complete apprenticeship training
- They must have a line manager who mentors them and attends review sessions with the training provider.
- Embrace the learning in the apprenticeship, protect it and value it
- Work with us and our staff to make the best program we can for your company.

**If you have any questions or a chat with a member of our team, contact us here:**

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