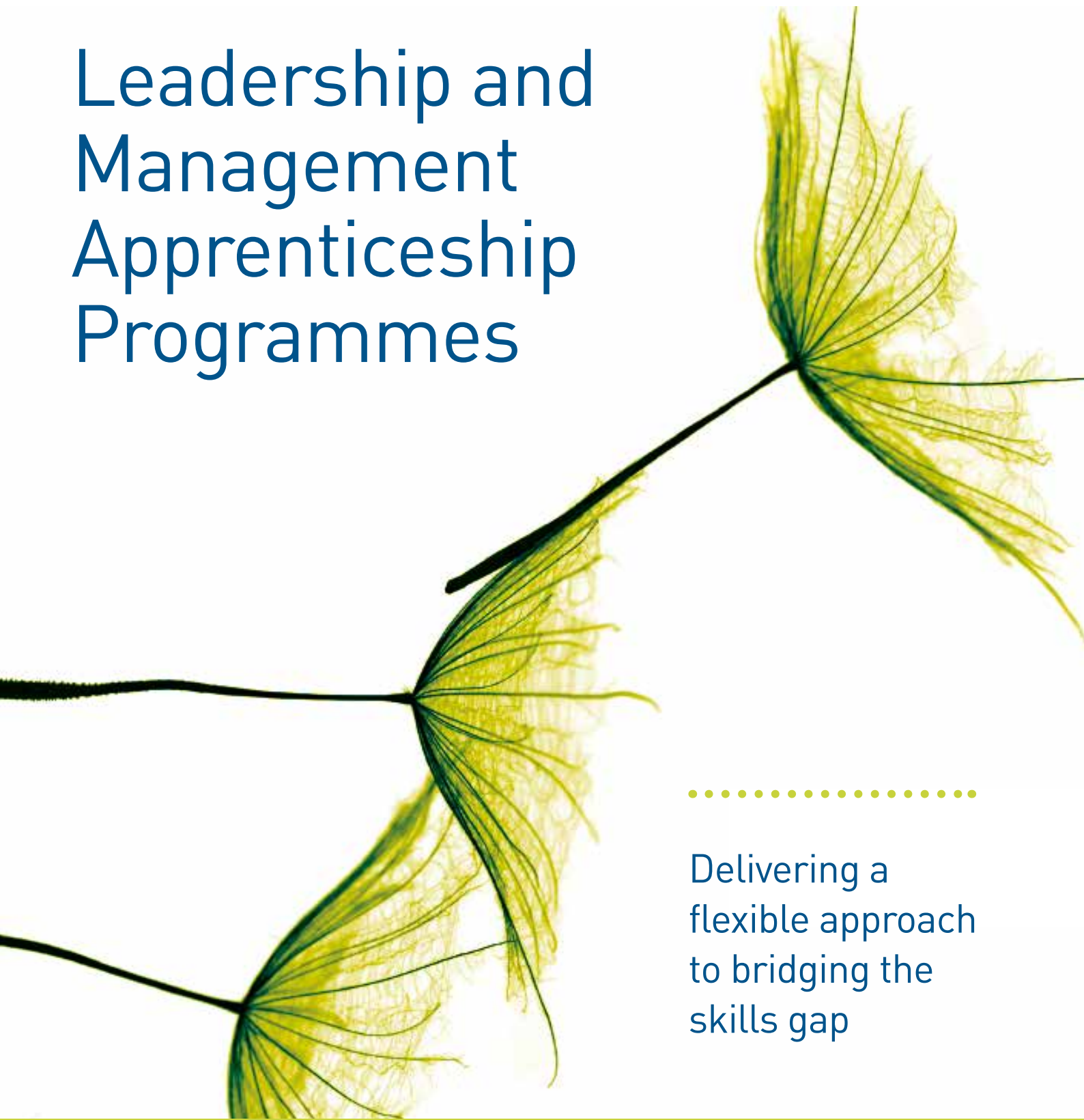


Leadership and Management Apprenticeship Programmes



Delivering a
flexible approach
to bridging the
skills gap

Enable your team to grow and flourish



1: SET GOALS TO ACHIEVE SUCCESS

BUSINESS: Boost performance, production and competitiveness

MANAGER: Improve engagement, productivity & management skills



2: REDUCE BUSINESS COSTS

BUSINESS: Strengthen and retain talent pipeline

MANAGER: Advance career opportunity and skill set



3: GROW BUSINESS PIPELINE

BUSINESS: Retain employees and improve competitiveness by attracting and recruiting new skills for the future

MANAGER: Fast track career advancement and pass on skill set to new talent recruited



4: ACHIEVE OVERALL GOALS

BUSINESS: Achieve return on investment of your levy through a results based embedded management training programme

MANAGER: Achieve on the job skills and knowledge, and improve personal growth in productivity, agility and innovation

Why Oakridge?

Oakridge is an award winning, internationally recognised, training and organisational design development consultancy. With over 20 years' experience, we work extensively with companies on strategy implementation and leadership alignment with a focus on people performance throughout each of the organisations we work with in the private, public and NGO sectors.

We specialise in developing people by focusing on the attitudes and beliefs that underpin effective behaviours. We bring leading edge thinking and work within organisations to provide bespoke training, consulting, coaching and occupational psychology across a full range of blended learning solutions. We co-create our management apprenticeship programmes to ensure both the managers' and organisations' objectives are achieved.

This is delivered under the strong values we uphold of; integrity, excellence and customer focus to ensure the expected return on investment of your apprenticeship levy is achieved.

“Such engagement has never been so important nor such a critical factor for achieving the results you need from the people you value.”

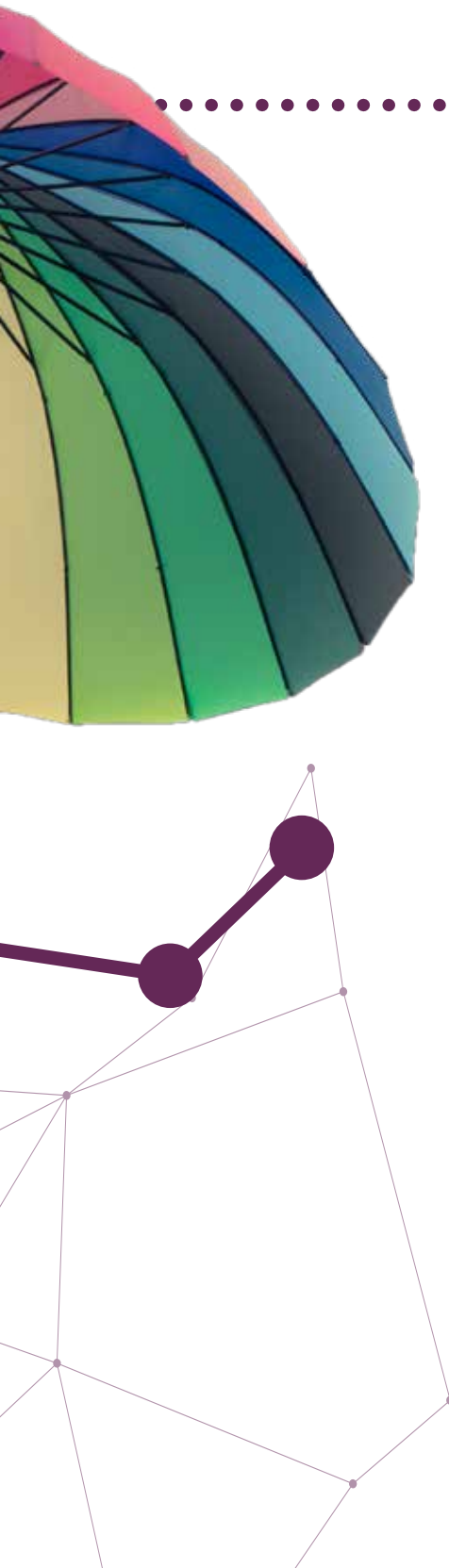
Fly high with a management apprenticeship

At Oakridge we provide a flexible approach to the delivery of the apprenticeship programme to allow the learner and employer, with the best environment to gain maximum benefit from the qualification.

We provide two-types of apprenticeships:

- **Level 3:** Team Leader/ Supervisor
- **Level 5:** Operation/Departmental Manager

Management apprenticeships that provide personal and business solutions



Oakridge's management apprenticeship programmes deliver a flexible approach to bridging the skills gap, blending knowledge with skills and behaviours in order to increase the managers' potential and capability to enhance their overall effectiveness.

The management apprenticeship programme improves talent retention and agility, increases engagement and commitment and boosts overall performance and competitiveness.

Our programmes combine a blended and flexible learning experience to ensure employees maintain their productivity whilst ensuring minimum disruption to the organisation throughout the programme.



Approved
Centre

Oakridge is a RoATP registered apprenticeship provider and an ILM approved centre. ILM is the UK's leading provider of leadership, coaching and management qualifications.

Level 3

Team Leader/Supervisor apprenticeship outline:

Oakridge's Team Leader/Supervisor apprenticeship is for people in a first line management role, with operational/project responsibilities or responsibility for managing a team to deliver a clearly defined outcome. They provide direction, instructions and guidance to ensure the achievement of set goals.

Working in the private, public or third sector and in all sizes of organisation, specific responsibilities will vary, but the knowledge, skills and behaviours needed will be the same whatever the role.

Key Responsibilities:

These include supporting, managing and developing team members, managing projects, planning and monitoring workloads and resources, delivering operational plans, resolving problems, and building relationships internally and externally.

Roles/Occupations may include:

Supervisor, Team Leader, Project Officer, Shift Supervisor, Foreperson, and Shift Manager.

Entry Requirements:

The entry requirement for this apprenticeship will be decided by each employer, but may typically be five GCSEs at Grade C or higher.

Duration:

12 – 18 months
(Including 20% off the job training)

End Point Assessment:

Learners will need to pass an End Point Assessment to successfully complete the apprenticeship.

Employer Commitment:

An employer must be prepared to provide the learner with the opportunity to carry out work which allows them to produce evidence to pass the 'end point assessment' (EPA). Employers must also meet the 20% off-the-job training requirement for all learners.

Level 5

Operations/Departmental Manager apprenticeship outline:

Oakridge's Operations/ Departmental Manager apprenticeship is for those who manage teams and/ or projects, and achieve operational or departmental goals and objectives as part of the delivery of the organisations strategy. They are accountable to a more senior manager or business owner.

Working in the private, public or third sector and in all sizes of organisation, specific responsibilities and job titles will vary, but the knowledge, skills and behaviours needed will be the same.

Key Responsibilities:

These include creating and delivering operational plans, managing projects, leading and managing teams, managing change, financial and resource management, talent management, coaching and mentoring.

Roles/Occupations may include:

Operations Manager, Regional Manager, Divisional Manager, Department Manager and specialist managers.

Entry Requirements:

The entry requirement for this apprenticeship will be decided by each employer, but may typically be five GCSEs at Grade C or higher.

Duration:

24 – 30 months
(Including 20% off the job training)

End Point Assessment:

Learners will need to pass an End Point Assessment to successfully complete the apprenticeship.

Employer Commitment:

An employer must be prepared to provide the learner with the opportunity to carry out work which allows them to produce evidence to pass the 'end point assessment' (EPA). Employers must also meet the 20% off-the-job training requirement for all learners.

For further information

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