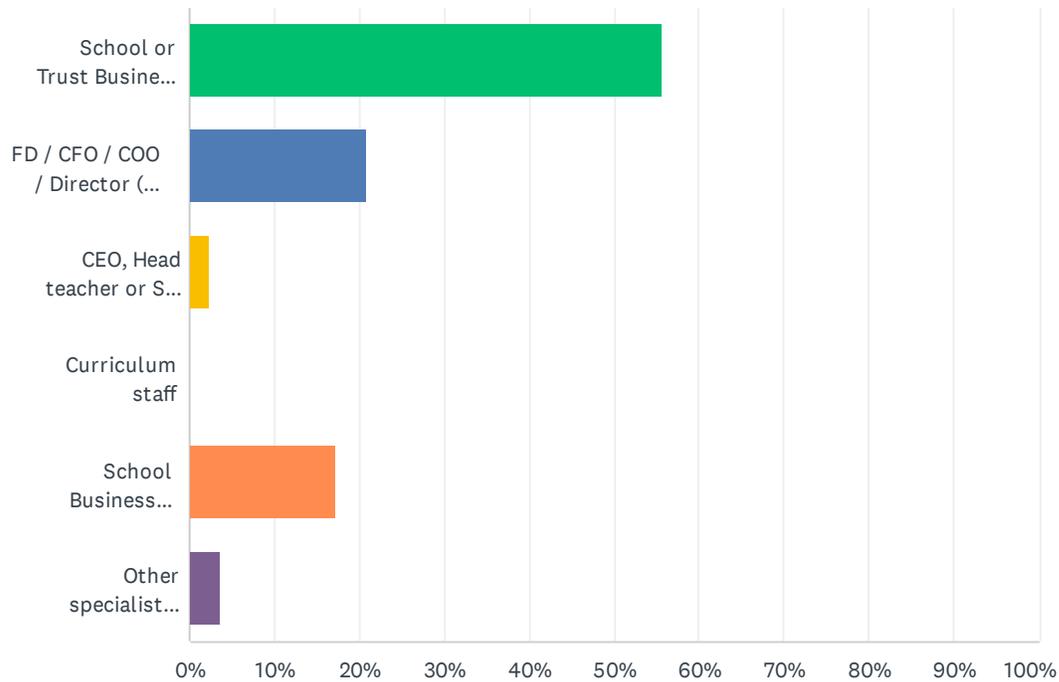


Q1 What is your current role?

Answered: 167 Skipped: 8



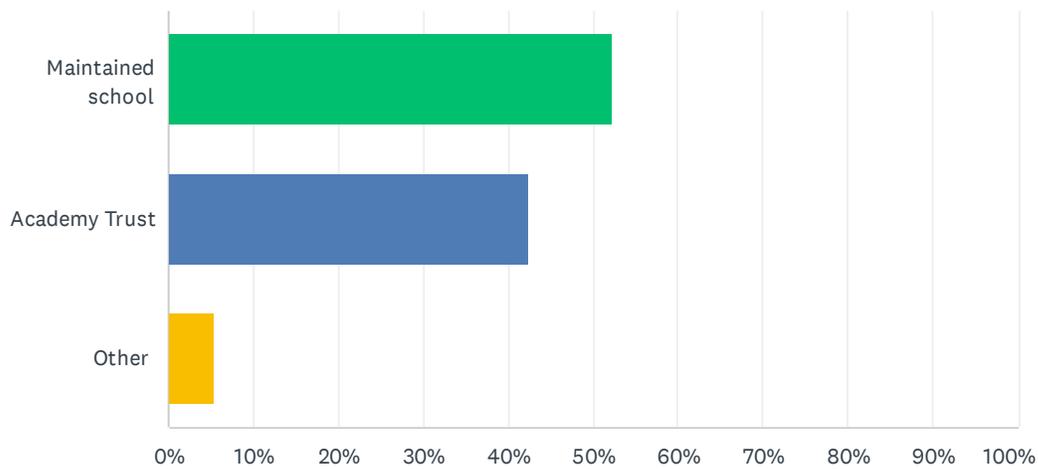
ANSWER CHOICES	RESPONSES	
School or Trust Business Professional	55.69%	93
FD / CFO / COO / Director (or equivalent)	20.96%	35
CEO, Head teacher or SLT member	2.40%	4
Curriculum staff	0.00%	0
School Business support staff	17.37%	29
Other specialist (e.g. procurement, estates, digital director)	3.59%	6
TOTAL		167

#	OTHER (PLEASE SPECIFY)	DATE
1	Business Manager	4/27/2023 4:17 PM
2	Assistant School Business Manager	4/26/2023 9:31 AM
3	Also SLT	4/26/2023 1:06 AM
4	Consultant	4/25/2023 8:47 PM
5	Deputy CEO	4/25/2023 7:01 PM
6	Maintained School Business Manager	4/25/2023 5:33 PM
7	School Business Manager	4/25/2023 5:00 PM
8	Consultant	4/25/2023 1:57 PM

9	Senior Finance Officer	4/25/2023 1:26 PM
10	Trust Facilities Manager	4/25/2023 1:20 PM
11	School Business Manager	4/25/2023 1:13 PM
12	School Business Manager	4/25/2023 12:53 PM
13	Partnership Development Manager PE, Health & Wellbeing	4/22/2023 10:25 AM
14	Business Manager	4/21/2023 9:52 PM
15	Bursar	4/20/2023 6:37 PM
16	School Business Manager	4/20/2023 4:33 PM
17	School Business Manager	4/20/2023 2:27 PM
18	School Business Manager	4/20/2023 12:54 PM
19	Office manager	4/20/2023 12:23 PM
20	School Business Manager	4/20/2023 12:12 PM
21	Assistant School Business Manager	4/20/2023 12:09 PM
22	Federation Business Manager	4/11/2023 2:23 PM

Q2 What type of school or trust do you currently work in?

Answered: 172 Skipped: 3

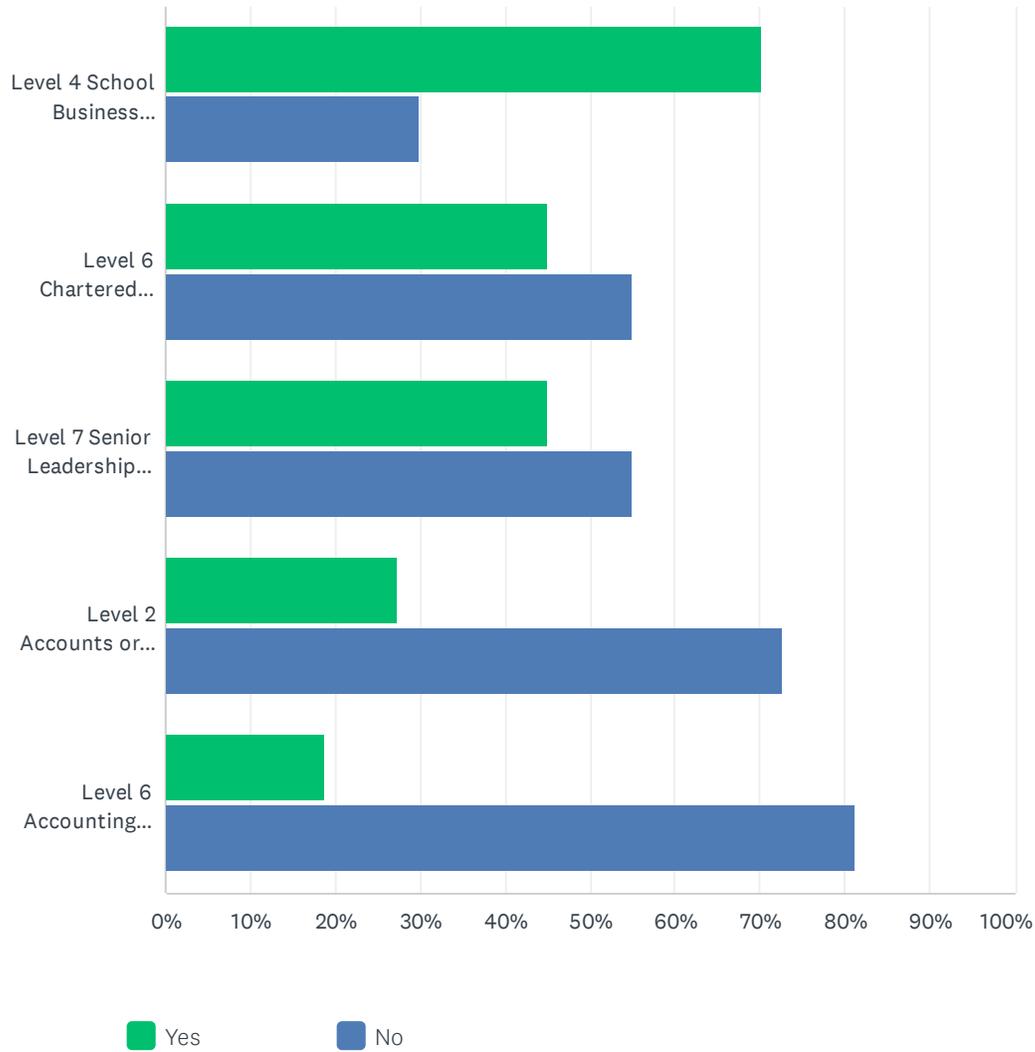


ANSWER CHOICES	RESPONSES
Maintained school	52.33% 90
Academy Trust	42.44% 73
Other	5.23% 9
TOTAL	172

#	OTHER (PLEASE SPECIFY)	DATE
1	Voluntary Aided	4/28/2023 11:20 AM
2	Foundation special school	4/28/2023 9:36 AM
3	Multi Academy Trust	4/28/2023 9:26 AM
4	Foundation Special School	4/27/2023 9:23 PM
5	Federation of three maintained schools	4/27/2023 1:34 PM
6	Private sector consultancy supporting maintained, academies and private schools	4/25/2023 8:47 PM
7	Academy part of a MAT	4/25/2023 4:45 PM
8	Both sectors	4/25/2023 1:57 PM
9	Community Trust	4/25/2023 1:51 PM
10	Federation	4/25/2023 1:06 PM
11	Voluntary Aided	4/25/2023 12:48 PM
12	Stand alone academy	4/24/2023 10:28 AM
13	x2	4/11/2023 2:23 PM

Q3 Were you aware that the apprenticeships noted above in the introduction are currently available to school business professionals?

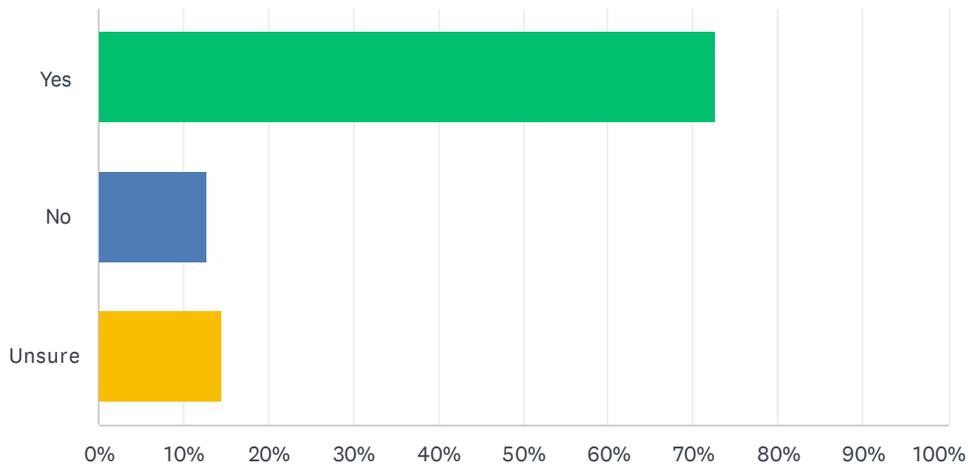
Answered: 175 Skipped: 0



	YES	NO	TOTAL
Level 4 School Business Professional Apprenticeship	70.11% 122	29.89% 52	174
Level 6 Chartered Manager Degree Apprenticeship	45.03% 77	54.97% 94	171
Level 7 Senior Leadership (Degree) Apprenticeship	45.09% 78	54.91% 95	173
Level 2 Accounts or Finance Assistant	27.33% 47	72.67% 125	172
Level 6 Accounting Finance Manager	18.71% 32	81.29% 139	171

Q4 Do you and your colleagues have access to apprenticeship opportunities / funding through the apprenticeship levy?

Answered: 172 Skipped: 3



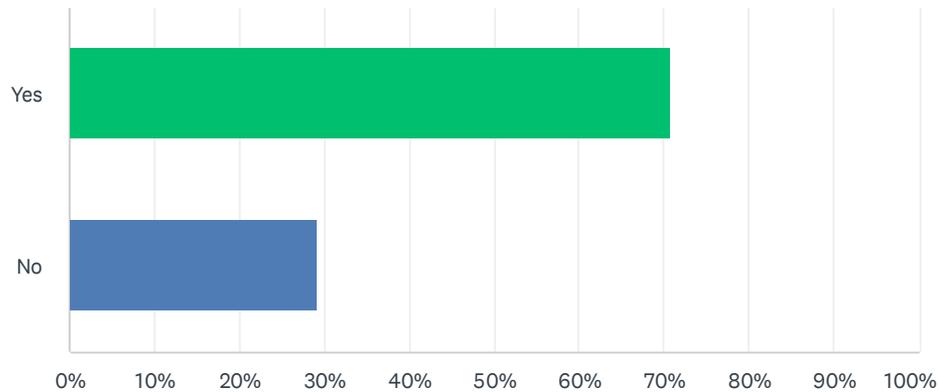
ANSWER CHOICES	RESPONSES
Yes	72.67% 125
No	12.79% 22
Unsure	14.53% 25
TOTAL	172

#	OPTIONAL COMMENTS:	DATE
1	not currently used by our school	4/28/2023 3:05 PM
2	only via the LA	4/28/2023 9:36 AM
3	We've been told that as NCC completes our payroll and we are a separate entity we are unable to access the levy funding	4/27/2023 1:34 PM
4	The time off is the issue	4/27/2023 9:06 AM
5	But information not readily available	4/26/2023 1:58 AM
6	I am currently reading for the level 7 apprenticeship and masters through the NCE	4/25/2023 6:34 PM
7	Limited to the menu offered by LCC which does not offer a full suite of specific business management funded qualifications	4/25/2023 5:33 PM
8	From the county council	4/25/2023 3:25 PM
9	Voluntary Aided school so really difficult to understand and access the funding	4/25/2023 2:56 PM
10	Not applicable in current role	4/25/2023 1:57 PM
11	VA school so not eligible	4/25/2023 1:48 PM
12	Some members of staff have used this but it is not widely advertised amongst the schools or central team	4/25/2023 1:20 PM
13	As we are a maintained school we are unable to access a apprenticeship levy through the	4/25/2023 1:12 PM

	council	
14	Don't have enough information on how it works	4/25/2023 12:53 PM
15	The value of the degree courses means that others would be unable to access funding	4/25/2023 12:46 PM
16	My role is as a casual member of staff	4/20/2023 12:12 PM
17	But I have tried to access this, the Gov Gateway is difficult to navigate	3/30/2023 1:43 PM

Q5 Would you consider doing an apprenticeship personally?

Answered: 175 Skipped: 0



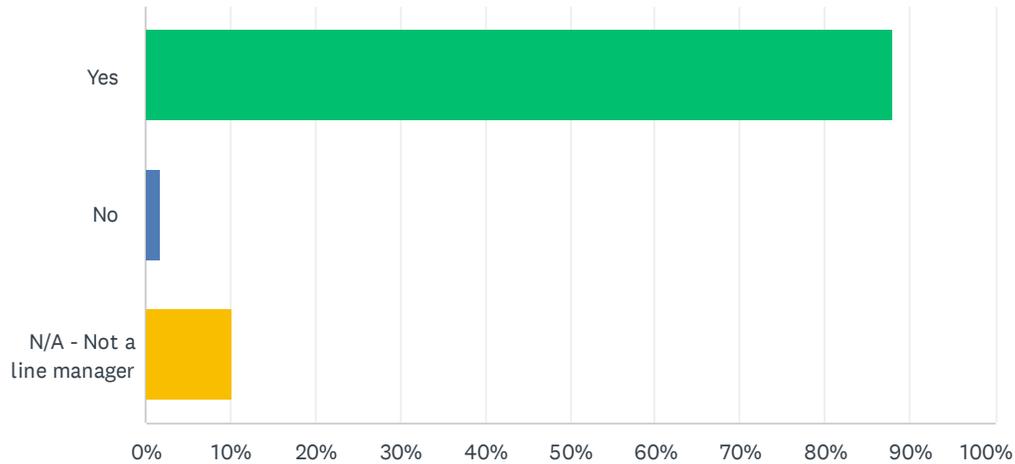
ANSWER CHOICES	RESPONSES
Yes	70.86% 124
No	29.14% 51
TOTAL	175

#	IF NO, WHY NOT:	DATE
1	Wouldn't be available at the level I would require next in a school my size	4/28/2023 2:05 PM
2	Take too long to complete, not all units useful	4/28/2023 10:16 AM
3	looking to retirement not taking on more	4/28/2023 9:36 AM
4	Answer No - largely because I haven't looked into it plus I'm not currently looking for any more formal qualifications.	4/28/2023 9:26 AM
5	Time off. Not sure I would qualify	4/27/2023 9:06 AM
6	already qualified	4/26/2023 5:23 PM
7	Retiring in the summer!	4/26/2023 9:57 AM
8	I'm coming towards the end of my career and feel it wouldn't be worth it	4/26/2023 9:51 AM
9	Stage in career and age	4/26/2023 9:49 AM
10	Pay	4/26/2023 1:58 AM
11	Have one already	4/25/2023 8:47 PM
12	Currently doing one - but never again!	4/25/2023 6:34 PM
13	I already have a masters degree in education management	4/25/2023 5:45 PM
14	I would worry about the extra work load as my in school responsibilities would not reduce just the time I had to complete them.	4/25/2023 5:00 PM
15	Already have professional qualifications	4/25/2023 4:32 PM
16	Have the correct qualifications for my role	4/25/2023 4:31 PM
17	I'm nearly at retirement age!	4/25/2023 4:11 PM

18	Not supported by employer	4/25/2023 3:49 PM
19	Due to current family circumstances, but would like to in the future	4/25/2023 3:25 PM
20	It is very hard when working full time to make time for on the job study/training especially at Degree level	4/25/2023 3:09 PM
21	Not appropriate for current employment	4/25/2023 1:57 PM
22	I am coming to the end of my Level 7 senior leader masters apprenticeship	4/25/2023 1:46 PM
23	qualified to level 6 with over 10 years experience. I also work a reduced week to support my mental health and wellbeing. I do not feel that it would benefit the school or myself to add another aspect to my workload at this time.	4/25/2023 1:44 PM
24	Level 7 qualified already, no further qualifications at the moment which I am interested in	4/25/2023 1:37 PM
25	I haven't found one that matches my needs without re-studying modules from my business degree	4/25/2023 1:22 PM
26	I am due to retire in the next year or so	4/25/2023 1:20 PM
27	Don't feel like I need to	4/25/2023 1:09 PM
28	I hold a BA Hons in SBM and am also approaching retirement	4/25/2023 1:01 PM
29	I hold an ADSBM and BA Hons in Educational Administration	4/25/2023 12:47 PM
30	Already have equivalent qualifications	4/24/2023 10:40 PM
31	Age - retirement	4/24/2023 11:42 AM
32	Already have degree and masters level qualifications	4/24/2023 10:30 AM
33	Too long in the tooth	4/24/2023 10:28 AM
34	Age consideration - due to retire in 2 years but would have welcomed this opportunity	4/24/2023 8:22 AM
35	Already qualified and other professional qualifications outside this route are better	4/24/2023 8:10 AM
36	Remuneration is too low	4/23/2023 11:56 AM
37	I am just completing the L7 Senior Leadership qualification & have found it invaluable for my role & would highly recommend it for others	4/22/2023 10:25 AM
38	Not sure it's relevant to my role	4/21/2023 7:57 PM
39	Already an FCCA	4/21/2023 3:53 PM
40	I already have level 7 qualifications in relevant areas.	4/21/2023 12:23 PM
41	Pay	4/21/2023 6:57 AM
42	To old	4/20/2023 5:50 PM
43	i don't qualify as I have a degree	4/20/2023 12:52 PM
44	I am retiring but my colleague would be interested	4/20/2023 12:40 PM
45	The additional time involved on the Apprenticeship portfolio on top of the actual qualification	4/20/2023 12:38 PM
46	having already done 4 apprenticeships i find a lot of the apprentice side of the work very repetitive	4/20/2023 12:28 PM
47	I think it would involve a pay cut	3/30/2023 1:56 PM
48	I have my Diploma in SB (L5), I would like to encourage others for succession planning	3/30/2023 1:43 PM

Q6 Would you consider offering an apprenticeship to staff (if you are a line manager)?

Answered: 175 Skipped: 0

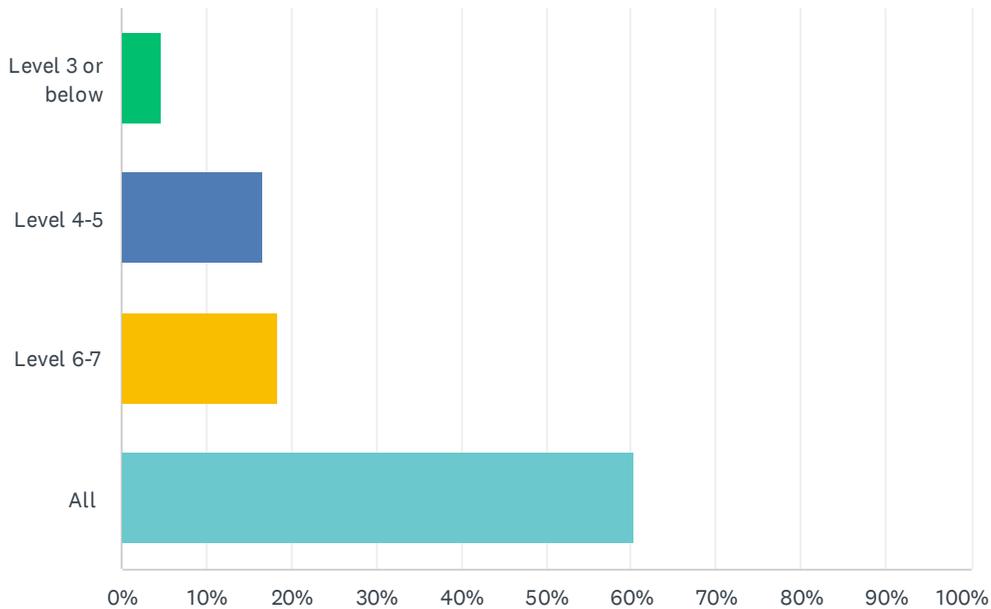


ANSWER CHOICES	RESPONSES	
Yes	88.00%	154
No	1.71%	3
N/A - Not a line manager	10.29%	18
TOTAL		175

#	IF NO, WHY NOT:	DATE
1	Time off	4/27/2023 9:06 AM
2	Although not the level 7 with masters - doing both together is too much	4/25/2023 6:34 PM
3	We are keen to use the apprenticeship offer and have a TA apprentice this year with many other staff accessing the training in previous years. We would like to offer other opportunities if we could access a broader offer. The headteacher is also accessing a MA qualification	4/25/2023 5:33 PM
4	If we were eligible	4/25/2023 1:48 PM
5	unable to accommodate at present	4/25/2023 1:10 PM
6	It is a maybe rather than an outright no	4/25/2023 1:01 PM
7	Yes we currently do & again find them invaluable	4/22/2023 10:25 AM
8	We are a small school - I dont see who or how we would over see it	3/30/2023 1:56 PM

Q7 What level of apprenticeship would you prefer to be available?

Answered: 174 Skipped: 1



ANSWER CHOICES	RESPONSES
Level 3 or below	4.60% 8
Level 4-5	16.67% 29
Level 6-7	18.39% 32
All	60.34% 105
TOTAL	174

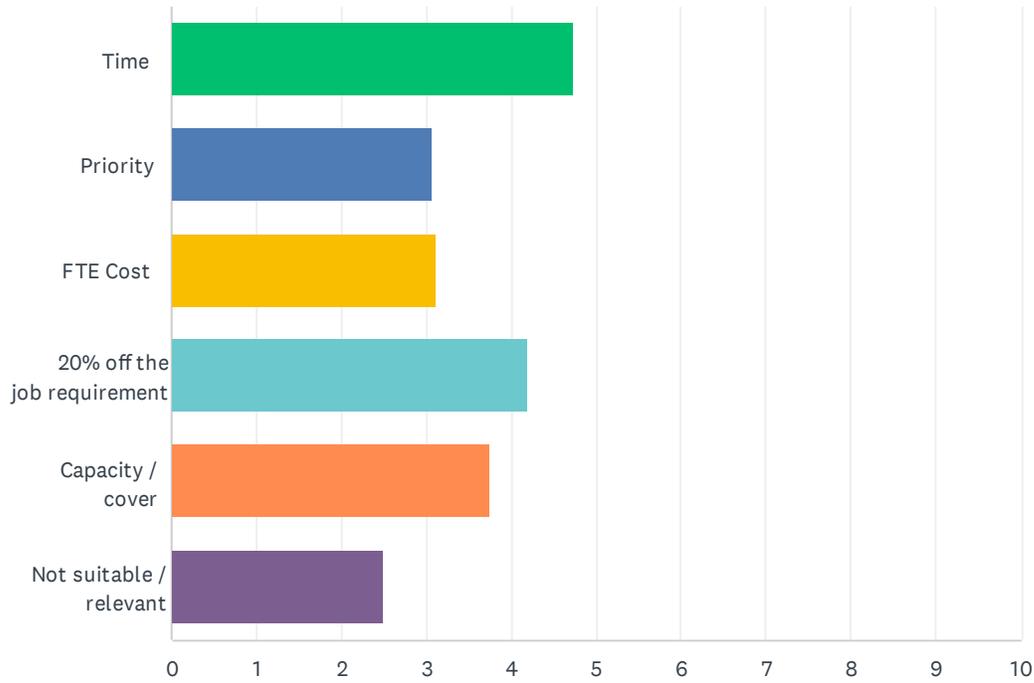
#	PLEASE INDICATE WHY THIS WOULD BE YOUR PREFERENCE:	DATE
1	help all levels in school access relevant training	4/28/2023 3:05 PM
2	Because at this stage I don't know enough about the apprenticeships to make a call.	4/28/2023 9:26 AM
3	To enable all staff to access relevant and suitable cpd	4/27/2023 5:36 PM
4	Currently hold CIPD level 5 and BA (hons) degree	4/27/2023 4:17 PM
5	I currently hold AAT and if I want to apply for a different trust, I won't hold the necessary qualifications (although I have 17 years of school finance experience)	4/27/2023 8:55 AM
6	different levels of skills and experience	4/26/2023 5:23 PM
7	Apprenticeships are a great way to learn skills on the job	4/26/2023 9:51 AM
8	We offer apprenticeships at all levels as staff development is important through all career stages	4/26/2023 9:49 AM
9	Already have Level 5 SBP Qualification	4/26/2023 1:06 AM
10	Our finance and ops consultants and transactional staff need a range of appropriate training opportunities	4/25/2023 8:47 PM

11	To be able to provide it to a wide range of staff	4/25/2023 7:30 PM
12	To support more specific school business functions such as finance / HR	4/25/2023 6:34 PM
13	Choice to suit individual people and schools	4/25/2023 5:45 PM
14	LA offer L3 Business Admin but then only a L6 Degree with nothing in between as an example	4/25/2023 5:33 PM
15	HR and Finance Assistants are not always keen to do these higher level qualifications. Having done the SBM level 4 myself, I appreciate that they won't be dealing with a school budget etc. Would be great if there was a Level 3 School HR Administrator and a Level 3 School Finance Administrator courses available. This will reflect the level of knowledge you want this person to know.	4/25/2023 4:48 PM
16	Broadest range for school staff	4/25/2023 4:45 PM
17	Primarily the position would be a junior support role	4/25/2023 4:32 PM
18	all staff should be given the opportunity to progress	4/25/2023 4:11 PM
19	Options for team development	4/25/2023 3:49 PM
20	I think it is important for everyone to be able to upskill themselves professionally and personally	4/25/2023 3:09 PM
21	I think an an apprenticeship is a great way of learning and is flexible enough to be offered to all types of learners. Working in a school is unique and the best way to learn is to be in a school setting which an apprenticeship allows	4/25/2023 3:05 PM
22	Nothing available for HLTA which would be great for retention and development of staff	4/25/2023 2:37 PM
23	Useful for all levels - so that staff have the opportunity to progress.	4/25/2023 1:54 PM
24	Available to more people, not all have the skillset to achieve at the higher levels	4/25/2023 1:48 PM
25	There need to apprenticeships targeted at each stage of the career pathway	4/25/2023 1:46 PM
26	To allow us to provide the necessary qualification for the role requirement.	4/25/2023 1:44 PM
27	Caters for a wider number of staff	4/25/2023 1:26 PM
28	I already have level 5 qualifications	4/25/2023 1:26 PM
29	not everyone is confident enough to start with the level that they "should" be on, so being able to offer an entry level or foundation would be useful	4/25/2023 1:22 PM
30	There should be opportunities available to all staff, in particular support staff who often feel undervalued.	4/25/2023 1:20 PM
31	For myself I hold a FCCA qualification and my Finance Officer holds an AAT qualification, so Level 6 and 7 would be preferred	4/25/2023 1:13 PM
32	We have had difficulty recruiting for a permanent finance vacancy, i am now considering this as an opportunity	4/25/2023 1:04 PM
33	To allow progressive development for all staff at all levels	4/25/2023 12:52 PM
34	Varying staff members	4/25/2023 12:48 PM
35	In job qualifications can be a benefit to all levels	4/25/2023 12:48 PM
36	I've already completed the L4 and am looking for the next step	4/25/2023 12:47 PM
37	Different skill sets required for different roles. I am a current CMDA apprentice	4/25/2023 12:46 PM
38	I am currently doing the level 4 apprenticeship and would like to do the level 7 next (I already have an undergrad degree)	4/25/2023 12:45 PM
39	Potential to offer at different levels	4/24/2023 10:40 PM
40	Level 6-7 would be too high for current staff	4/24/2023 10:30 AM
41	i have a wide range of staff members in different levels of capability	4/24/2023 9:02 AM

42	To be honest they are not great qualifications, the other business mainstream qualifications need to be offered on an Apprentice route. EG CIMA, masters in Business MBA etc	4/24/2023 8:10 AM
43	Different staff at different levels can all benefit	4/22/2023 10:25 AM
44	Or a level 4-5	4/21/2023 12:06 PM
45	To allow staff in various stages of their careers to develop professionally	4/20/2023 10:16 PM
46	Equal opportunities for everyone to progress	4/20/2023 4:33 PM
47	applicable to support staff	4/20/2023 2:27 PM
48	i really value on the job learning and development	4/20/2023 12:52 PM
49	My colleague has experience and I believe would be more suited to this level	4/20/2023 12:40 PM
50	but take some of the apprenticeship admin from the higher levels	4/20/2023 12:38 PM
51	different levels of staff with varying education background	4/20/2023 12:28 PM
52	Time management	4/20/2023 12:23 PM
53	I have a business degree	4/20/2023 12:12 PM
54	I already have a 1st class BSc so want something similar or above	4/11/2023 2:23 PM
55	dont know	3/30/2023 1:56 PM
56	I have a breadth of abilities, encourage them all.	3/30/2023 1:43 PM

Q8 What is the main barrier to you currently doing an apprenticeship? Please rank below (1 being biggest barrier / 6 being the least)

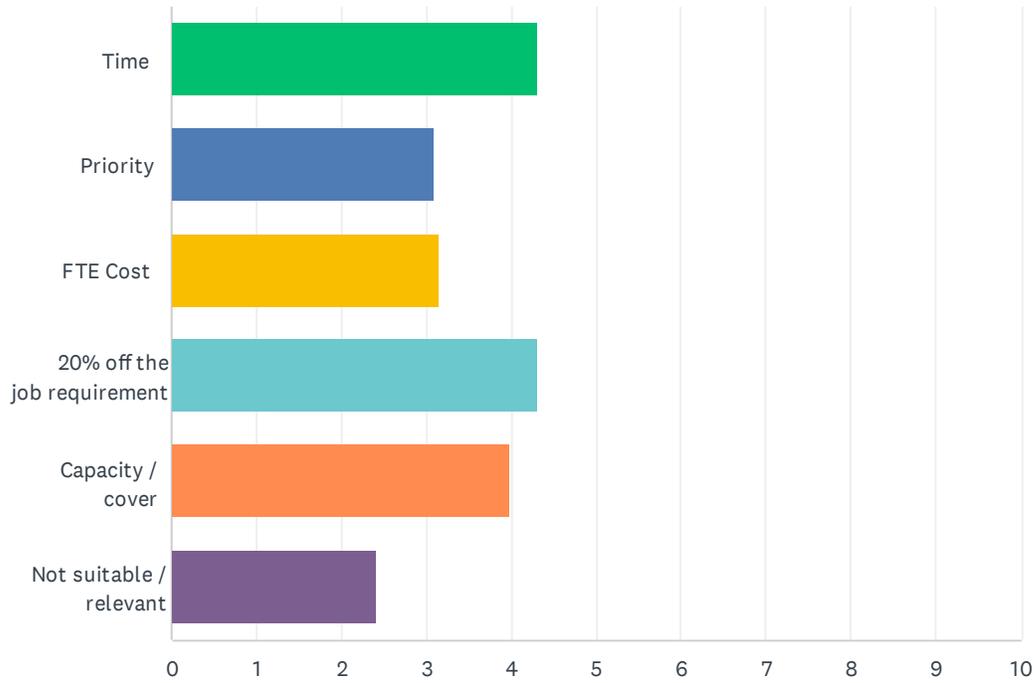
Answered: 171 Skipped: 4



	1	2	3	4	5	6	TOTAL	SCORE
Time	44.10% 71	24.22% 39	11.18% 18	7.45% 12	8.07% 13	4.97% 8	161	4.74
Priority	0.67% 1	16.00% 24	16.67% 25	33.33% 50	22.00% 33	11.33% 17	150	3.06
FTE Cost	13.25% 20	7.95% 12	15.89% 24	17.88% 27	30.46% 46	14.57% 22	151	3.12
20% off the job requirement	20.26% 31	28.10% 43	20.26% 31	15.69% 24	13.07% 20	2.61% 4	153	4.19
Capacity / cover	7.19% 11	25.49% 39	30.07% 46	15.69% 24	16.34% 25	5.23% 8	153	3.76
Not suitable / relevant	22.67% 34	2.67% 4	3.33% 5	4.67% 7	6.67% 10	60.00% 90	150	2.50

Q9 What is the main barrier to you offering an apprenticeship to staff? Please rank below (1 being biggest barrier / 6 being the least)

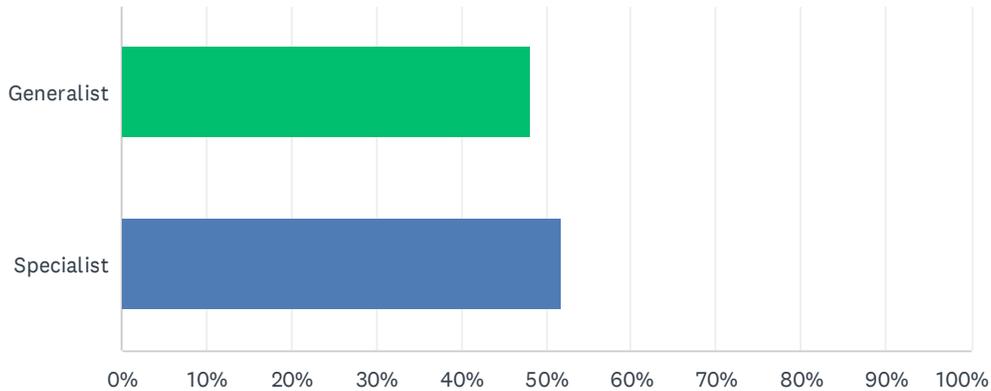
Answered: 172 Skipped: 3



	1	2	3	4	5	6	N/A - NOT A LINE MANAGER	TOTAL	SCORE
Time	28.66% 45	15.29% 24	17.83% 28	10.83% 17	11.46% 18	3.82% 6	12.10% 19	157	4.31
Priority	3.95% 6	11.18% 17	16.45% 25	23.68% 36	24.34% 37	8.55% 13	11.84% 18	152	3.10
FTE Cost	10.19% 16	10.83% 17	11.46% 18	21.66% 34	18.47% 29	15.92% 25	11.46% 18	157	3.15
20% off the job requirement	28.75% 46	16.88% 27	15.63% 25	13.13% 21	9.38% 15	5.00% 8	11.25% 18	160	4.31
Capacity / cover	8.86% 14	29.75% 47	20.89% 33	12.66% 20	15.19% 24	1.90% 3	10.76% 17	158	3.99
Not suitable / relevant	12.10% 19	5.73% 9	7.01% 11	4.46% 7	7.64% 12	49.68% 78	13.38% 21	157	2.40

Q10 Would you prefer to do / offer generalist or specialist qualifications through apprenticeships?

Answered: 172 Skipped: 3



ANSWER CHOICES	RESPONSES
Generalist	48.26% 83
Specialist	51.74% 89
TOTAL	172

#	IF YOU HAVE ANSWERED SPECIALIST, WHAT AREA(S) WOULD YOU LIKE TO BE OFFERED:	DATE
1	Academy finance	4/30/2023 2:28 PM
2	Finance	4/28/2023 10:16 AM
3	but with a school focus	4/28/2023 9:36 AM
4	Finance	4/27/2023 8:27 PM
5	I think both are important, depends on current need and future aspirations	4/27/2023 5:36 PM
6	Specialist in School Bus leaders/HR/ facilities management/purchasing etc	4/27/2023 4:17 PM
7	TA role, HLTA role, Business/management roles - especially for senior leaders	4/27/2023 1:34 PM
8	On my team, qualifications aimed at academy accounts.	4/27/2023 8:55 AM
9	School admin	4/26/2023 9:57 AM
10	Finance / HR	4/25/2023 6:34 PM
11	School HR Administrator and School Finance Administrator	4/25/2023 4:48 PM
12	School Finance and Operations Management	4/25/2023 4:45 PM
13	HR	4/25/2023 4:40 PM
14	depends on the area required but whatever is suitable, eg Finance Manager, catering manager, facilities manager, etc	4/25/2023 4:31 PM
15	Accounting	4/25/2023 3:49 PM
16	Both, everyone has different hopes and dreams:)	4/25/2023 3:09 PM

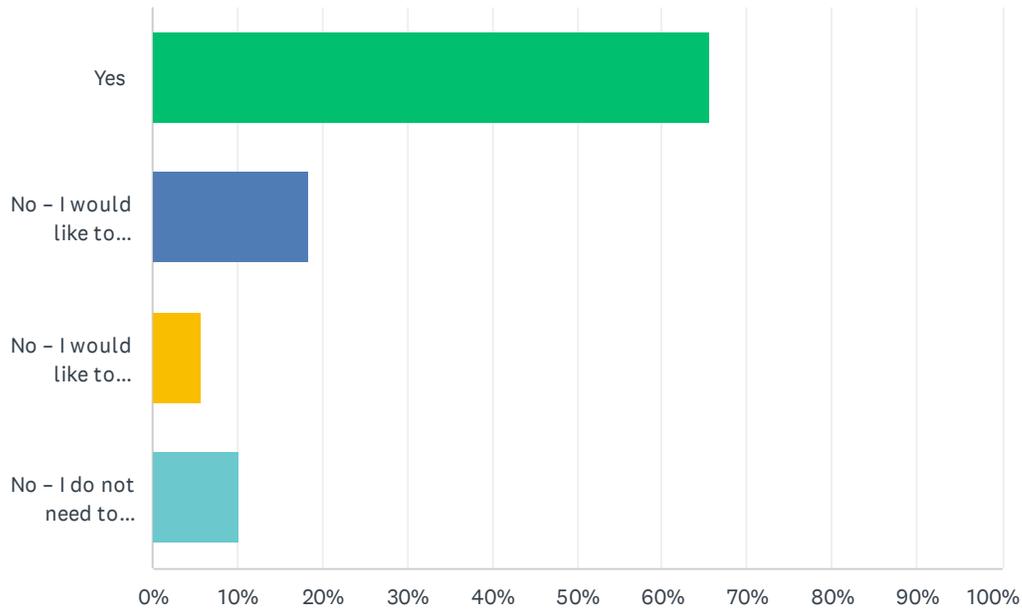
Apprenticeship Survey

SurveyMonkey

17	Finance/Business/HR	4/25/2023 3:08 PM
18	Either	4/25/2023 2:51 PM
19	HLTA	4/25/2023 2:37 PM
20	school finance	4/25/2023 1:51 PM
21	HR, Finance, Premises, Procurement	4/25/2023 1:48 PM
22	Estates, Finance, Governance, HR and IT	4/25/2023 1:46 PM
23	courses specifically relevent to school finance & HR, finance business partner	4/25/2023 1:37 PM
24	Specialised to education	4/25/2023 1:30 PM
25	A mixture of both to cater for all needs would be my ideal	4/25/2023 1:26 PM
26	My degree is in business, but tailored to the non-education sector so the challenges of school finance would be one example	4/25/2023 1:22 PM
27	Facilities/Premises/H&S Management	4/25/2023 1:20 PM
28	Finance	4/25/2023 1:10 PM
29	Administration and finance, premises and classroom support	4/25/2023 1:10 PM
30	ISBL / AAT etc	4/25/2023 1:04 PM
31	L7 strategic Management MBA or similar type) but no option to select both as both are helpful and finance related and HR related apprenticeships at L6/7 would be good.	4/25/2023 12:58 PM
32	really needs to be a combination of both on offer	4/25/2023 12:52 PM
33	admin	4/25/2023 12:48 PM
34	Finance	4/25/2023 12:48 PM
35	both	4/25/2023 12:46 PM
36	Non Finance Management	4/25/2023 12:46 PM
37	Finance	4/24/2023 10:40 PM
38	Finance	4/24/2023 11:42 AM
39	Finance, HR, IT, Facilities Management, H&S, data analytics	4/24/2023 8:10 AM
40	My qualification is a generalist and I have been apply the principles to my subject area very well	4/22/2023 10:25 AM
41	Business manager	4/21/2023 9:52 PM
42	Payroll finance premises hr	4/20/2023 10:21 PM
43	School business management and finance	4/20/2023 10:16 PM
44	Business / Leadership	4/20/2023 6:53 PM
45	finance	4/20/2023 12:52 PM
46	Both	4/20/2023 12:45 PM
47	Finance, Business Management, HR&Payroll	4/20/2023 12:38 PM
48	School Business Manager	4/20/2023 12:12 PM
49	HR	3/30/2023 7:30 PM
50	Accounts for Academy Staff i.e. management accounts, Something to do with purchasing at a low level to ensure we get best value and use the Gov frameworks	3/30/2023 1:43 PM

Q11 If the finance standards referred to in the introduction above (AFA and AFM) were contextualised to education, would you be more likely to do / offer them?

Answered: 175 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	65.71%	115
No – I would like to do/offer them anyway	18.29%	32
No – I would like to do/offer a finance qualification, but not these ones	5.71%	10
No – I do not need to do/offer a finance qualification	10.29%	18
TOTAL		175

Q12 If you have any comments in relation to apprenticeships, please leave them here:

Answered: 54 Skipped: 121

#	RESPONSES	DATE
1	great idea, but lack of information, time to investigate and staff unaware of options have stopped us using them at all, yet a great amount of money has been invested by school	4/28/2023 3:05 PM
2	As a VA school i don't think we qualify for the apprenticeship levy programme	4/28/2023 11:21 AM
3	A	4/28/2023 10:16 AM
4	Whilst recognising the benefits of apprenticeships, to develop individuals, organisations need a clear operating model to enable the most appropriate course of learning to follow - both for the individual and the organisation to benefit.	4/28/2023 9:26 AM
5	I I have the DSBM level 4 and would like to do level 5 as I don't have capacity to do level 6. Is it still available? I self-funded my own level 4 and cannot afford to do so for level 5.	4/27/2023 12:56 PM
6	.	4/27/2023 11:52 AM
7	The process is complicated for schools that don't do it very often	4/27/2023 9:06 AM
8	None	4/26/2023 8:43 PM
9	The main issue for support staff is that very few work more than 30 hours a week and therefore are not eligible to apply for apprenticeship training, although we pay the monthly Levy.	4/26/2023 1:07 PM
10	Think apprenticeships are a great way for people to gain operational skills alongside 'theoretical knowledge'	4/26/2023 9:51 AM
11	your questions are a bit closed in relation to barriers. There are no barriers to us offering apprenticeships to all MAT staff. We have an apprenticeship Levy of over £250K and are therefore keen to use it. We have many leaders doing apprenticeships such as Level 7 Leadership through Henley Business school as well as many others at a lower level. Your questionnaire seems to assume this is a problem and that there are barriers	4/26/2023 9:49 AM
12	N/A	4/25/2023 9:49 PM
13	The OTJ requirements at level 7 are quite difficult to meet whilst in a school leadership role	4/25/2023 6:34 PM
14	They are a great idea but the off the job makes them hard to manage in schools - and the time taken to complete them is a factor for higher level roles	4/25/2023 6:05 PM
15	We have very successful apprenticeship appointments at level 3 doing general administration rather than school specific because this has allowed regular face to face contact between apprentices at other establishments. We have chosen our provider for this reason	4/25/2023 5:45 PM
16	So frustrated with the current system the LA are unable to fully utilise the full fund to improve its workforce and are not open to supporting any courses which have not proceeded through their procurement process	4/25/2023 5:33 PM
17	We currently have a level 3 Business Admin Apprentice in the School Office and are hoping she will move on to a level 4 / 5 Apprentice	4/25/2023 5:00 PM
18	In question 9 there was no option for n/a - already offer apprenticeships. We offer lots of these to new and existing staff, and our Trust encourages the use of the levy to do so. The only barrier for me personally, at a senior level., is time and capacity.	4/25/2023 4:45 PM
19	Na	4/25/2023 4:38 PM
20	Any apprenticeships we offer for Finance are AAT, however would like to offer a higher Qual related to Education finance	4/25/2023 4:31 PM

21	Flexibility would be good to enable it to fit with a full time role in education	4/25/2023 4:10 PM
22	Apprenticeships are a fantastic idea but the reality can be very different, particularly in a demanding role. In schools budgets have been cut so much that there isn't the capacity to absorb releasing someone for a day (or 20% of their contracted time) to study. Goodwill is in decline so staff are less prepared to go beyond to support a colleague with their role to release them to study, equally as a manager I shouldn't be eroding into goodwill for my own gain. Myself, I have tried to do an apprenticeship but it was just too time consuming with a full time leadership role and a family to raise. I do hope to come back to it but schools will need to be adequately funded to enable other things to be put in place so that time can be dedicated to training and improvements.	4/25/2023 3:09 PM
23	We are struggling to recruit generally and are looking into apprenticeship possibilities	4/25/2023 2:51 PM
24	Would like to be able to sign post and encourage take up, apprenticeships need to be more accessible and relevant to work and cover areas of work with additional learning	4/25/2023 1:57 PM
25	We need to move away from "school business professionals" and start to talk about professionals who work in schools, there is no such thing as an "nhs business professional", there are just estates, finance, governance, HR and IT professionals who work in the NHS. The education sector needs to work towards this more mature approach and I think the ISBL has an obligation to help drive that.	4/25/2023 1:46 PM
26	The quality of the course needs to be high and the delivery effective. High and professional standards needed.	4/25/2023 1:30 PM
27	nothing more to add right now	4/25/2023 1:22 PM
28	N/A	4/25/2023 1:21 PM
29	I think they are a good way for many people to achieve qualifications that they may not feel able to achieve through other routes. Some students are not confident enough to go university. Many students don't like the idea of the huge debt that they end up with through the university route and often their parents are not able to support them. Great idea for practical skills too.	4/25/2023 1:20 PM
30	None	4/25/2023 1:11 PM
31	Are there any age restrictions or other barriers to entry?	4/25/2023 1:10 PM
32	I participated in the Kickstart programme recently and whilst there was a significant investment of time on our part we have been able to offer contracts to all three kickstart trainees we started with	4/25/2023 1:10 PM
33	Our LA expect us to pay the same level of pay to an apprentice as someone already qualified. This means that it is not a viable option taking into account 20% "out" time.	4/25/2023 1:01 PM
34	Generalist management degree apprenticeship are good at L6 but also the L7 MBA is very attractive as well as specialist finance and HR focused apprenticeships would be helpful but need the time and cover resource to be able to manage doing an apprenticeship that is the main issue. There are plenty of options and sometimes a more generalist one is good over contextual but some bespoke content or options that suit schools in the programme would be good.	4/25/2023 12:58 PM
35	The 20% can be a challenge to release, limited capacity in the budget to cover business staff	4/25/2023 12:52 PM
36	I am currently doing an Senior Leader level 7 apprenticeship so I think this question has been missed on the survey! I would be happy to share my experiences of the programme I'm on.	4/25/2023 12:51 PM
37	Would be great to see a CIPD HR apprenticeship programme	4/25/2023 12:50 PM
38	I have done the L6 apprenticeship and it is a very accessible way to enhance my CPD and opportunities	4/25/2023 12:48 PM
39	Very difficult to make them work in schools. We do use them where they fit the business need and the individual, but it's tricky. The 20% off the job and time/cover for people is really difficult and we can't overstaff. Its difficult to recruit permanent business specialists as the market changes post Covid has made schools less attractive, let alone temp cover for people off the job.	4/24/2023 8:10 AM
40	No	4/22/2023 5:08 PM

41	I wholeheartedly support apprenticeships as its a way of people studying on the job, however working with schools there is a misconception by many that apprenticeships are for new, young staff and not a way of upskilling existing staff	4/22/2023 10:25 AM
42	Would like to see more on Ops/Premises management	4/21/2023 5:59 PM
43	I started a school business manager level 4 apprenticeship but did not finish due to lack of time with the pressures of the job. But I was not that taken with the content which was mainly me using examples from my work of how I satisfy the criteria. I would haveuch preferred a taught course.	4/21/2023 5:50 PM
44	No comments	4/20/2023 10:16 PM
45	Would like the flexibility to offer more so that we make use of the apprenticeship levy	4/20/2023 8:43 PM
46	Na	4/20/2023 6:53 PM
47	I want to do the CIPFA but it is not covered under the apprenticeship levy	4/20/2023 6:39 PM
48	I am currently doing an apprenticeship and whilst I've done well, it has taken a lot of my own personal time and it's not easy to always have the 20% due to being short staffed and no cover available Even when I do get the 20%, my job role is still full time but you end up doing it in 4 days with no reduction in workload which is additional pressure on top of doing the assignments and attending college as well as maintaining a work/life balance which has become virtually impossible doing both.	4/20/2023 5:55 PM
49	Education related apprenticeship need to be advertised more.	4/20/2023 5:50 PM
50	I have struggled to find an apprenticeship/training for my colleague as she is over 40 and has 'too much experience'	4/20/2023 12:40 PM
51	The portfolios are useful for apprenticeships for younger people to support them with understanding the organisation but definitely not useful for more mature staff wishing to progress qualifications. The time required to complete it is quite prohibitive and puts staff off.	4/20/2023 12:38 PM
52	Need more information to encourage Employers to look at them for staff other than TAs	4/20/2023 12:16 PM
53	N/A	4/20/2023 12:09 PM
54	We need something in between i.e. level 4 or 5	3/30/2023 1:43 PM