

Training

BAE (WBL) – Using learners to mentor learners



Background

Once learner representatives have been identified, the training and support they then receive is fundamental to their successful engagement with the role and impact on developing the learning experience. Induction and training will look quite different between learning institutions, reflecting the variety of resources available for this provision, and the accessibility of the reps to attend any formal training or induction events. There should also be a degree of differentiation offered to learner representatives within an organisation to reflect the age and level of learning of individual reps. The underlying goal of good induction and training is to ensure learner reps have an understanding of their role and responsibilities, and how to navigate and contribute to their organisation's decision making structures.

About BAE Systems

BAE Systems is a global company engaged in the development, delivery and support of advanced defence, security and aerospace systems.

Their Story: What has Happened and How

Apprentice Reps are based over a large geographical area, thus centralised training is not an accessible option. An "overlap" approach, offering time for outgoing and incoming reps to spend some time together provides essential, personalised induction and handover support. For Apprentice Reps who sit on the students' council, there is an opportunity to shadow the representative leaving to get an idea of how the council works, and again share important issues to ensure a smooth transition between reps. Minutes from previous meetings and reports detailing the successes and actions of the students' council are also used to demonstrate the capacity and impact of the council.

Impact, Successes and Ideas for Action

BAE Systems have developed a supportive representative structure that it fit for purpose, works within the organisation's workplace and still offers learners an opportunity to effectively engage in the development of their learning. Using evidence of how this has worked in the past is proved particularly effective.