

Embedding and delivering English and maths in employability training

The Learning Community



Community based employment training in Doncaster

As a not for profit training provider based in Doncaster town centre, we work closely with the local community offering back to work and employability programmes, including ICT training, personal money management and personal development. We have a wide learner base drawn from the unemployed; disadvantaged individuals; those not in education, employment or training and individuals with low skills and low confidence. Low levels of English and maths affect our learners' ability to gain, or progress in, employment; to access further training and to engage as active members of their communities.

The Learning Community would like to offer English and maths, both as stand-alone courses and embedded within our curriculum. We have found this challenging as vocational staff are not confident in their ability to deliver English and maths, or how to embed delivery into their courses.

Creating a confident community of staff

We have received support to develop staff knowledge and confidence in embedding English and maths into the curriculum in selected courses, and mapping progress to standards. This will help us towards our ultimate aim of offering accredited courses to our learners. We have concentrated on continuous professional development (CPD) activities and networking with other organisations through peer exchange visits.

To ensure we fully understand learner needs we have developed a robust initial and diagnostic assessment method for English and maths which means our support can be individually tailored. As part of a standardised approach to delivering English and maths, this has assisted all staff to take part in the process of development.

"We all work together now to develop the courses and customise them according to learner need. That didn't happen before".

- Staff member

Supported provider

- The Learning Community:
Karen Webster

Improvement partner

- The Careers Exchange:
Sheila Hulse

In addition to developing courses, individual tutors are better able to assess learner progress in English and maths. Regular team meetings take place to discuss the curriculum and agree next steps and improvements.

“Before we had lots of ideas but nobody did anything about it. Now it feels as if we are being listened to”.

- Staff member

Passing confidence to our learners

Already we have seen learners benefiting from the additional support and starting to enjoy subjects that they previously thought “boring” or that they were “not clever enough to do”. This increase in confidence and motivation is helping them to progress to courses which they would not previously have accessed.

Benefits all round

Our next step is to roll out our embedded programmes into other courses within the company. We will continue to work with other providers we have met during the support programme, in order to offer a better referral network for our learners and to be part of theirs.