



Midlands Highway Alliance Plus
MHA, MSIG, WMHA: Moving Forwards Together

Value and Skills

Wednesday 20 September 2023



Transport Planning Apprenticeship Scheme

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Background

- LCB – The UK’s only specialist Construction college
- Proven track record with BTEC Pearson
- Employer-led consortium in place
- CIHT and TPS end-point assessment gateway assessment
- Ofsted Grade 2
- Award winning apprentices and college
- Levy funded provision from Level 1 -7

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Delivery Model

- Block release face to face in Leeds
- Induction week program to engage apprentices
- 3x 2 week blocks per academic year
- Local fieldtrips, guest lectures and 8 night European Fieldtrip (The Netherlands and Germany)
- Doctorate level Transport Planning teaching staff
- 1:1 workplace evidence gathering support
- OTJT support
- [Transport planning technician / Institute for Apprenticeships and Technical Education](#)

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Ongoing wrap around support and Account Management

- Safeguarding/travel/meals/accommodation
- 1:1 Workplace mentoring and support
- 1:1 meetings to meet and sign-up apprentices and meet their managers
- Training for line managers and workplace mentors
- Degree apprenticeship progression routes
- Easy application – email secarter@lcb.ac.uk

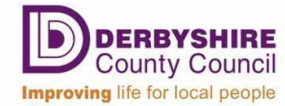
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STOCKPORT
METROPOLITAN BOROUGH COUNCIL

TransportPlanningSociety



Leeds
CITY COUNCIL



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- Funded via the levy this course upskills new and existing Transport Planning staff – grow your own talent
- Course start dates in October 2023 and January 2024
- Apply via secarter@lcb.ac.uk and online www.lcb.ac.uk
- High calibre candidates
- Close Partnership working.

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Highways & Transportation - Departmental allocation

- Funding for 4 apprentices per year. £3k Apprenticeship Levy rebate available.
- Also available to internal employees.
- 1st Placement in Network Data & Intelligence to provide departmental awareness and allow a consistent induction and probation.
- 2nd Placement in Traffic, Safety & Signals.
- 3rd and 4th Placement to be agreed based on interests and departmental requirements.

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Understand, visualise, act, review

- Teams review the Knowledge, Skills & Behaviours which helps formulate training plans and identify learning gaps.
- Apprentices manage their own portfolio of KSB's.
- Bespoke training sessions in place to cover difficult areas such as Modelling.
- Payment incentive upon 50% completion of KSB's and 20% Off the job training. Also reflects the level of work they are undertaking.

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Retention & Recruitment

- Scheme started in 2017
- 19 externals, 8 existing employees.
- 89% retention rate.
- Generally secure permanent Technician roles before the end of the scheme.
- Many of the early cohorts have secured further promotions within the department.
- Enhanced awareness/skills/relationships compared to standard external recruitment process.

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