Success Story: Making Learner Voice Sustainable

A first-hand account (from second year council members) of a positive experience and providing evidence that getting involved makes a difference, encourages participation from new apprentices.

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

Apprentices with BAE Systems are based over a number of locations throughout England and Scotland with representatives elected in each year group and "stream" (this creates between 4-12 reps for each site). Nationally the site councils elect 2 representatives each to sit on the National Apprentice Council. This structure functions alongside the appropriate trade union apprenticeship representation on each site.

Second year council members visit apprentices during their induction to explain their role and the activities the councils are involved in. This first-hand account of a positive experience and providing evidence that getting involved makes a difference encourages participation from the new apprentices.

Council members use action sheets from their council meetings to evidence the improvements to facilities and activities organised, demonstrating that change can happen. These successes are also published in 2 regular apprenticeship newsletters, one coordinated by BAE and one by the apprentice councils themselves.

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Impact, Success and Ideas for Action

Using existing learner representatives to publicise the role is effective as a recruitment strategy. BAE Systems have demonstrated that despite being a global organisation, with a careful and considered strategic approach to engaging learners in the delivery of their education, they have ensured the sustainability of effective learner representation.

Recording, promoting and celebrating change as a result of learner involvement is another useful tool.

nus
national union of **students**