

TEACH TOO PHASE 3: KM TRAINING

Lead contact: KM Training

Employers: NHTA, the Hair and Beauty Gallery, Geri's Barbershop, LH Professional Hairdressing, Keirnan Mullin Ltd, Stag Barbershop and Eaton's Barbers



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TEACH TOO PHASE 3

Teach Too Phase 3 was commissioned and funded by the Education and Training Foundation (ETF) and managed by the Association of Colleges (AoC), working in partnership with the Association of Employment and Learning Providers (AELP) and HOLEX, the lead body for adult community education and learning.

Phase 3 of Teach Too built on the principles identified in earlier phases and, to give an indication of the scale of work undertaken, the 12 projects involved 675 learners, 120 provider staff and 100 employer staff.

The concept of Teach Too is identified by the Commission on Adult Vocational Teaching and Learning (CAVTL) in its 2013 report as one of the ways to secure excellent vocational teaching and learning.

THE PROJECT

KM Training Ltd worked in partnership with six local employers to deliver a series of employer-led masterclasses to upskill teaching staff on current hair and beauty practice. Each employer showcased their different skills and expertise in a range of trends, including barbering and colouring techniques.

The project supported people to move towards becoming dual professionals, whereby employer staff were supported to develop their teaching practice and provider staff gained up-to-date experience of industry. Skills developed by employers were mapped to both the apprenticeship standards and the ETF's Professional Standards for further education (FE) teachers to support them to understand the pedagogical skills required when sharing their expertise. Provider staff gained an appreciation of the latest sector trends and developed their skills and knowledge to apply in their curriculum delivery.



Project aims

- To provide a structure to existing employer/provider relationships to support a line of sight to work
- To improve curriculum design and delivery to reflect contemporary developments in the workplace.
- To broaden the range of on line materials for staff and learner development
- To better meet the requirements of the new apprenticeship standards

Project description

KM Training worked with NHTA Ltd and six employer partners: the Hair and Beauty Gallery, Geri's Barbershop, LH Professional Hairdressing, Keirnan Mullin Ltd, Stag Barbershop and Eaton's Barbers. This partnership represented a range of large and small employers.

Three approaches were used to support curriculum development: the production of videos for both staff and learners that exemplified appropriate sector apprenticeship standards; handouts that can be used in the workplace and masterclasses that allowed particular techniques to be demonstrated.

Ten learners participated in the project and it was anticipated that more than 160 learners will benefit from September 2017. Fourteen teaching staff from KM Training and NHTA Ltd were initially involved and a similar number are involved in the next phase. A significant increase, from six to over 115, in the number of employers involved was predicted from the autumn of 2017.

Positive impacts

- The Teach Too resources were targeted at 'skills gaps' rather than illustrating a broad range of techniques. This allowed staff and learners access to opportunities relating to learning new specialist procedures that would prove difficult in their own settings.
- Teacher and trainer motivation improved and their confidence in contemporary techniques grew. This resulted in updated delivery methods and better appreciation of the ETF's Professional Standards.



Be ambitious, choose your partners carefully and be clear about roles.

Be aware that terminology and language can cause barriers for providers, employers and learners.

DR TERESA MULLIN
DIRECTOR
KM TRAINING



- The resources provided a 'clear line of sight to work' as the partners were highly successful and dynamic business.
- Learners had opportunities to participate as models. Experiencing new techniques in this way contributed to the development of their own skills.
- The masterclasses and other approaches allowed employers to demonstrate, not only vocational expertise, but also teaching skills. Employers were supported in linking these to the Professional Standards for FE Teachers and Trainers.
- One outcome of the project was the production of a glossary that helped to define important sector and training terms. These covered hair and beauty contexts as well as aspects specific to teaching, learning and assessment. The glossary was important in supporting shared understanding between all the project partners.
- Resources have been developed that are appropriate for learners with a range of learning difficulties, such as dyslexia.

Key learning points

- Teach Too approaches have the potential to provide stretch and challenge for all participants.
- In supporting employers in teaching their work it is important to break techniques down into key steps that support understanding.
- True collaboration proved to be very motivating, which improved engagement right across the partnerships.
- The different languages of industries and teaching can create barriers to partnership working. Developing a shared understanding between sector and training professionals is important.
- As well as employers and the provider learning from each other, business professionals within the partnership also gained a broader knowledge of techniques from their peers.

Recommendations for developing employer partnerships

- It is important to be sensitive to the business needs of employers. Teach Too engagement must not detract from business performance.
- Much of the project activity took place at quieter times, for example in the evenings and at locations that suited employers.
- Base Teach Too activity, as far as possible, with employers teaching in real work environments. Many of the resources are set in salons, for example. This ensures that participants have a strong understanding of a client-driven industry.
- Ensure that the key concepts and terms that characterise the Teach Too arrangements are fully understood and shared across the partnership.
- Communication is key across all partners. This is essential to enhance ambition and responsiveness.

Links and contact details

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