Apprentice case study —
Haddon Training

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Haddon Training reports increased employer engagement after implementing end-to-end apprenticeship delivery platform, Aptem.

Haddon Training has proudly delivered qualifications in animal care, equine and business for more than two decades and has grown from around 20 learners in 2001 to more than 750 today, winning an AAC 'Apprenticeship Provider of the Year' award along the way.

Now part of leading training provider Educ8, it has a new injection of resources and investment to support its ambitious growth plans over the coming years. The adoption of Aptem, an end-to-end platform through which it can deliver apprenticeships and traineeships, is a critical component of its growth capability.

Consolidation of multiple systems into one 'all singing, all dancing' system

The team at Haddon Training had been juggling several platforms to help deliver its programmes — using separate systems for data, portfolio management, learning plans and teaching resources. The company selected Aptem in January 2021 as a much-needed end-to-end system that would allow consolidation of these disparate systems and drive efficiency and accuracy.

"**We were impressed by the functionality that Aptem offered, as well as the robust plans for future development and its potential as a system that could grow with our organisation.**"

Natalie Hare,
Head of Operations

A noticeable increase in employer engagement

Employers are valued key stakeholders in the delivery of Haddon's apprenticeships and traineeships, and Natalie is starting to see a shift in how that dynamic is playing out. "We've only ever had paper systems before when it comes to evidence gathering and reviews between learner, employer and tutor. With Aptem, all of that can be done through the system, which is a huge transformation from where we were before."

Natalie reports a rise in employer engagement as a result of the move to Aptem, giving an example of how employers are starting to use the system to look at the progress of their employees, questioning what's there and playing an active part in the programme and the apprentices' experience.

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Progress Overview

4
ARE BEHIND

Behind		4
On Track		38
Ahead		34
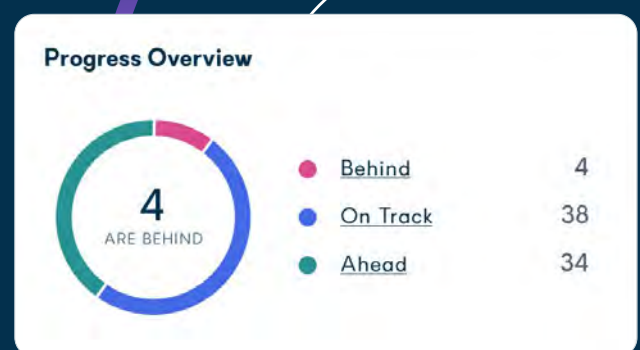
Learner experience

The learners themselves are also showing signs of being more accountable for their work since using Aptem. Natalie explains, "Covid brought home to us the necessity for our learners to be able to complete their compliance checks digitally, and that has gone down very well. They find it much easier to manage everything on Aptem. They also value the accessibility aspect – being able to log in via their phones makes the evidence gathering front of mind for them. We're looking forward to seeing this in full flow over the coming months and are hoping to see a positive impact on our retention rates."

Support through a change-management journey

The Haddon Training team have worked incredibly hard during the implementation process and are confident in the rewards they will reap. The team's Implementation Consultant, Viki Ivan, has been on hand throughout, helping them to establish the best way to use the system for their business and suggesting nuances in how they deliver their programmes.

"In terms of the support you get from Aptem with implementation, you couldn't fault it," says Natalie. "Viki was always at the end of the phone and email. We'd have weekly meetings with her and she did all the training with us. She was absolutely great." Since the implementation phase, Natalie describes a smooth transition to support team. "I can't mention enough how good the support has been for us. Even when there have been some challenges, the support has always been second to none."

With the pandemic, new platform and new management, there has been a lot of change for the team at Haddon. They know that the quality of education is always there, regardless of what is going on behind the scenes.

Ofsted is around the corner, and supported by Aptem's Power BI reporting functionality, they feel ready to showcase their high-quality training provision. "Once you've got it set up and going, the whole piece around reporting and consolidating data is just so much easier. Especially in management, you spend a lot of your time needing to analyse things and pulling reports left, right and centre. You can literally get any data you need from anywhere, so that's been a huge plus at management level."

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> **Natalie Hare,**
> Head of Operations

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If you are an organisation that helps deliver apprenticeship programmes and would like to transform the way you do this in a cost-effective, efficient and compliant way, get in touch:

enquiries@aptem.co.uk
020 3758 8540
www.aptem.co.uk/apprentice

Aptem is one of the fastest-growing SaaS software to manage vocational training, skills and employability programs. In addition to Aptem Apprentice, we offer a range of other solutions to support the development of vocational skills and re-employment.

✓ **Aptem Enrol,** remote onboarding of apprenticeship students, for colleges.

✓ **Aptem Employ,** a unique, flexible, award-winning employability system that helps to get people back into the workplace quickly and for the long term.

✓ **Aptem Skills,** our award-winning end-to-end delivery platform that enables fully compliant AEB course delivery and accelerates re-employment.