

# Leonardo MW Ltd

Monitoring visit report

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**Unique reference number:** 1278674

**Name of lead inspector:** Roger Pilgrim, Ofsted Inspector

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**Type of provider:** Employer

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## Monitoring visit: main findings

### Context and focus of visit

From October 2018, Ofsted undertook to carry out monitoring visits to all newly directly funded providers of apprenticeship training provision which began to be funded from April 2017 or after by ESFA and/or the apprenticeship levy. This monitoring visit was undertaken as part of those arrangements and as outlined in the *Further education and skills inspection handbook*, especially the sections entitled 'Providers newly directly funded to deliver apprenticeship training provision' and 'Monitoring visits'. The focus of these visits is on the themes set out below.

Leonardo MW Ltd (Leonardo) designs and manufactures a large range of products including helicopters and electronic systems for military applications. Leonardo has headquarters in Italy and five sites in southern England and one in Edinburgh. Its apprenticeship contract began in May 2017. Currently, 75 apprentices are on levy-funded apprenticeships at level 3. Most of these apprentices are undertaking the new engineering standards-based apprenticeships, with a small number on business frameworks.

### Themes

#### **How much progress have leaders made in ensuring that the provider is meeting all the requirements of successful apprenticeship provision?**

#### **Significant progress**

Senior leaders set very high standards for all apprentices to meet the exacting requirements of the aviation industry. They communicate a very clear strategic ambition for their apprenticeship programmes. They have clear goals to overcome skills shortages, lower the average age of the workforce and improve the digital and electronics skills in Leonardo. Many leaders, managers and supervisors in the company started their careers as apprentices and value highly this route into employment.

Leaders and managers have designed apprenticeship programmes that satisfy the requirements of an apprenticeship. They also ensure the engineering apprenticeship meets the standards of the relevant engineering institutes. Managers use their considerable engineering experience to assist awarding organisations to develop the new engineering standards and end-point assessments. Consequently, they prepare apprentices very effectively for their end-point assessment.

Leaders and managers ensure that trainers and work-based supervisors are highly skilled and very experienced engineers. They provide high-quality on-the-job support to apprentices. Consequently, apprentices make rapid progress. They develop the

substantial new vocational knowledge, skills and behaviours they require to operate successfully in a high-precision engineering environment.

Leaders and managers recruit apprentices very efficiently. They ensure that apprentices, most of whom are school leavers, understand the programme fully before they start their apprenticeship. Consequently, very few apprentices leave the programme and those who complete their apprenticeships progress to permanent jobs within Leonardo. Apprentices have a good understanding of the career benefits that the apprenticeship programme provides.

Leaders and managers have a comprehensive understanding of the strengths and weaknesses in the apprenticeship provision. They subcontract off-the-job training to colleges that provide high-quality training. Leaders and managers monitor the quality of off-the-job training very closely.

**What progress have leaders and managers made in ensuring that apprentices benefit from high-quality training that leads to positive outcomes for apprentices? Significant progress**

All apprentices receive a thorough assessment of their prior attainment, knowledge and skills before they start their programme. This ensures that managers place apprentices on the correct level of programme and they identify any additional learning needs apprentices may have. Trainers make very good use of this information to plan apprentices' on- and off-the-job training and any associated learning support they need.

Leaders and managers coordinate on- and off-the-job training very skilfully. Off-the-job training at colleges is planned very systematically to ensure that apprentices develop the appropriate knowledge, skills and behaviours before they carry out related tasks at work. Apprentices are highly responsive to this carefully structured programme. Managers move engineering apprentices around the departments regularly to enable them to gain experience of all aspects of the business.

Additional off-the-job training in the workplace extends considerably apprentices' knowledge, skills and behaviours. They benefit from additional training and certification of key engineering skills such as soldering.

Leaders and managers have sound processes in place that enable them to monitor apprentices' progress very effectively. Apprentices have a clear understanding of the standard of their work and what they need to do to develop it further.

Leaders and managers ensure that resources to support learning are very good. They work closely with local colleges to develop engineering machine workshops and electronics resources to support apprentices' learning.

Staff and apprentices understand equality and celebrate diversity enthusiastically. Apprentices, managers and trainers work tirelessly to encourage more young people to consider a career in aviation and engineering. The current apprentices attend careers events to encourage greater numbers of young people, especially women, to become engineers. As a result, the number of female apprentices is increasing year on year.

**How much progress have leaders and managers made in ensuring that effective safeguarding arrangements are in place?      Significant progress**

Leaders and managers place a high priority on safeguarding. They implement safer recruitment processes to ensure that staff are suitable to work with young people and vulnerable adults. Staff are suitably trained in safeguarding. They have a good understanding of the dangers associated with radicalisation and extremism. Staff training is frequent.

Managers ensure that health and safety at work are also given a very high priority. Apprentices undertake a variety of appropriate courses to ensure that they work safely. Consequently, apprentices' understanding and application of relevant health and safety practices are excellent. This ensures that they demonstrate consistently the demanding performance standards expected in the aviation industry.

Managers use the company's occupational health scheme to support apprentices' knowledge of well-being and how to secure good mental health. Apprentices know clearly to whom they should report any safeguarding concerns. They are confident that managers will follow these up. Apprentices know how to stay safe online.

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