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- Babington Group is a National Independent Training Provider, established in 1974
- Made up of three organisations, Babington Business College, Training for Today and
- National Centre for Strategic Leadership
- Predominantly delivering training via the Skills Funding Agency (SFA), Education Funding (EFA) and of late through commercial avenues
- Offer national delivery via peripatetic professionally qualified Training Advisers
- Babington have offered support to over 8000 learners in the last 12 months offering various training programmes
- Delivering to in excess of 4000 Apprenticeship groups

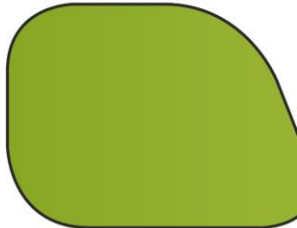


- Delivering almost 40% of the UK's Apprenticeships that contain CII Financial Services and General Insurance Units and qualifications in 2014 and 2015
- The largest deliverer of CII qualifications through Apprenticeships in 2013 and 2014
- With over 470 Financial Services and General Insurance learners on programme
- Ofsted Regulated with an outstanding provision



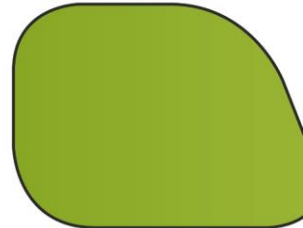
## Lessons Learned

- Employer perspectives - the rationale for getting involved, their experience of working with other employers and the 'officials' (BIS) training providers and professional bodies
- Opportunity to tailor the standards/delivery to different organisational setting
- Changes to the way providers work with employers and the challenges/implications of working in those new ways
- Benefits to learners/employers



## Key Challenges

- Babington got involved by auditioning to be the provider of choice for the General Insurance Trailblazer by AON now known as the Insurance Practitioner Level 3
- This included the involvement in scoping out the standard with an Employer Group and other training providers in mapping out the new standards utilising knowledge and understanding of the existing framework
- engagement with an employer group that included SME's, as most interest seemed to be from the larger corporate employers



- Organisational Capacity and capability and the staff development
- How delivery is being adapted/customised to meet the needs of particular age groups and within particular employer/industry settings
- The impact of the new funding methodology and the potential need to compete commercially on price as well as quality and the impact of this on building ever closer relationships with key employers/customers.



- Specific Roles for Providers – Provider/Consultant/Assessor
- Menus and Negotiated Individualised Costing
- Bespoke Plans – No Kit Box
- Other Trailblazers we have been involved in;
  - Insurance Practitioner
  - Accounts Practitioner
  - Financial Administer
  - Customer Adviser
  - Mortgage Adviser
  - Para planner



➤ Every Trailblazer is different

- Technical Certificate
  - Formative Assessment and Gateway
  - Summative Assessment
- The 'new learners' will be the same people, with the same, ambitions and the same roles – all that has altered is the way that we evidence their competence.

