

THE PROVIDER INSIDER

INSIGHTS INTO FURTHER EDUCATION

AN INTERVIEW WITH MARK BETTS HAIR EDUCATION

This blog brings you an interview with Mark Betts hair education on their approach to remote working and how this has supported students & staff over the first 2 months of Covid-19 and plans for the future

AFTER 8 WEEKS OF WORKING REMOTELY HOW HAS IT GONE?

Generally gone as expected. Some learners are highly motivated and attend more sessions than they need to whereas others we really have to push to attend sessions.

We feel that as a team we have grown, there is a great deal of support for each other, communication is more frequent and open.

One tutor in particular has taken ownership of the zoom demos for learners and has really enjoyed putting together sessions and feels rewarded by the success of these.

WHAT METHODS OF TEACHING / TRAINING HAVE YOU USED TO KEEP APPRENTICES PROGRESSING?

A variety of methods – zoom, skype (although moved away through connectivity issues), postal work, setting a “daily task” activity which tend to be a themed activity (last weeks was create a hairstyle using victory rolls), external online courses available (such as a barbicide course, cutting courses). Then kept in touch via text, WhatsApp and messenger.

HOW HAVE YOU ENSURED THE CURRICULUM IS STILL OF GOOD QUALITY, CREATIVE, INNOVATIVE & PROVIDES SUFFICIENT CHALLENGE?

We have used the standards to create tasks, knowing where the learner is at in their qualification and maintaining the progression. We have asked learners through the sessions and questionnaires what they would like to learn. Our stance is that any learner can attend any session if it interests them regardless of whether they actually need to cover it for their apprenticeship, this is offering stretch and challenge. We are also encouraging learning on additional units of their qualification so learners are achieving more than the minimum requirement.

HAVE YOU AMENDED ANY OF YOUR ORIGINAL PLANS OR DELIVERY OVER THESE WEEKS?

We have had to focus on learning as assessment can't be undertaken at the moment, so theory was initially front loaded. Early sessions were with what resources we had available.

Moving forward we are to run zoom sessions on set days with a set schedule encompassing a variety of areas, these will be repeated on a rota schedule so if learners weren't ready, available or need a re-cap. These sessions will be run from the training centre so should a learner wish to attend rather than watch via zoom then they are able to. They will need to book to come so we can make sure we maintain social distancing requirements.

HOW HAVE KEPT APPRENTICES ENGAGED AND THEIR WELL-BEING GOING?

Some are really engaged attending every session, a small handful are therefore attending upwards of 5 sessions per week. We are keeping in touch weekly with learners through conversations using text, whatsapp or messenger. We send weekly reminders and those harder to motivate daily reminders of upcoming sessions.



MARK BETTS

HAIR

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HAVE YOU FOUND REMOTE LEARNING A CHALLENGE OR HAS IT ALLOWED YOU TO LOOK AT YOUR METHODS POSITIVELY?

Its been a bit of a challenge initially, setting up, becoming familiar with the technology that's staff and learners! However now in the midst we are finding it a good platform to use, learners are enjoying conversing with each other, the motivated learners really push themselves. We are adapting our remote sessions further to ensure more structure and a professional approach.

HOW ARE YOU PREPARING FOR A RETURN TO LEARNING IN THE WORK PLACE FOR YOUR SECTOR?

We are eagerly awaiting the 4th July to see whether our sector can return. Salons are awaiting government guidance on what the operative restrictions may be, this will then guide our re-opening. In the meantime we continue with remote learning.

WILL YOU MAINTAIN A LEVEL OF BLENDED LEARNING?

We feel a blended learning approach will definitely be maintained, we see that we can deliver theory in a group without learners attending centre. We just need to work a model with employers to ensure we have a best fit approach.

HOW ARE YOUR EMPLOYERS PREPARING FOR THEIR APPRENTICES TO RETURN TO WORK? HOW WILL SOCIAL DISTANCING AFFECT YOUR FUTURE DELIVERY?

Many employers have intimated that apprentices may stay furloughed when the salons reopen if they are to operate a one in one out basis of clients. All salons are equipping with additional PPE ie face masks, disposable aprons etc.

We are thinking initially our delivery will stay remote with us having to book times to be able to plan assessment opportunities in the workplace out of salon operating hours. But we await further government guidance!!



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