



being the change



Impact Report 2024

axia-solutions.co.uk

This is our first impact report, being the change, in which we share with you some of our work in the local area delivering apprenticeships and adult learning programmes.

“ Everything has been straightforward and clear from the start, I can see that our apprentice gets lots of support from the Axia team, and I know when to support them.

Facilities Management employer

“ The support, understanding and guidance we have had from the Axia team has been fantastic.

Operations Management employer



In this edition, we will explore some local and national themes, outlining what contributions we have made as a training provider and how we strive to be an asset to the area.

- ◆ High performing apprenticeships
- ◆ Upskilling the local workforce
- ◆ Helping people to gain valuable qualifications
- ◆ be the change



Find out more on our website.

Did you know?

Many still do not know that they can use their levy to develop the skills of their existing workforce through apprenticeships.

High performing apprenticeships

90% of apprentices gained a promotion, pay rise or more responsibility during or on achieving their apprenticeship.

58.5%
of our apprentices

achieved the highest grade at End Point Assessment.

100%
of our apprentices

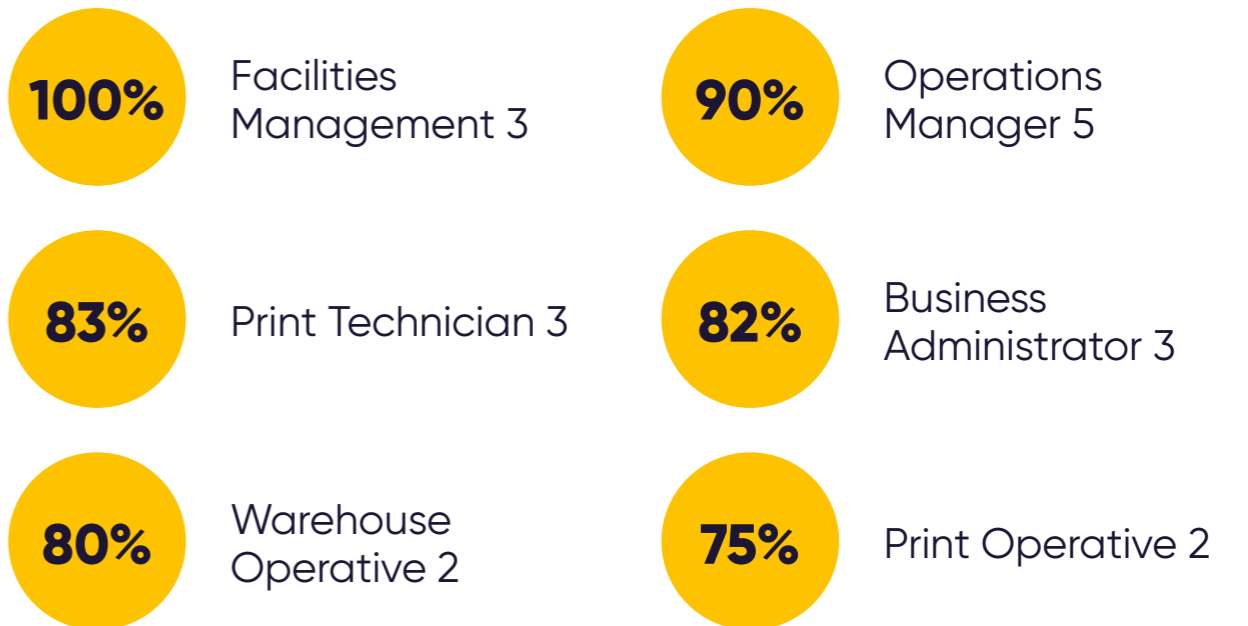
report that they are either in work or further training/education on completion of their apprenticeship – compared to 93% nationally.



Since completing my apprenticeship, I have now been promoted to Office Manager. I'm supporting the Senior Leadership team, managing the administrative team, and applying all the skills I have learned."

Business Administration apprentice

The achievements on our apprenticeships outstripped national performance, this includes:



I've gained many valuable skills in the workplace such as tools and techniques to help problem solve. I've had hands-on experience with root cause analysis."

Lean Manufacturing Operative apprentice

Did you know?

The National Achievement Rates for apprenticeships remain at around 54%.

Upskilling the workforce locally

Stoke-on-Trent is one of the most deprived areas in the country, 13th out of 317 in England, with over 50% of our apprentices in the most deprived areas¹.

91%
of our apprentices

from the most deprived areas **achieved their apprenticeship with us.** Nationally this is 49.5%

81%
of our learners

who enrolled with us in 2023/2024 **did not** previously hold a qualification higher than Level 2.

77%
of our apprentices

were enrolled on a Level 3 or higher qualification (A level equivalent).

We are the only private training provider to be a partner in the Staffordshire and Stoke-on-Trent Institute of Technology.

Axia will deliver Level 4 and 5 management courses to local businesses.

Did you know?

50% of adults in Stoke-on-Trent do not hold a Level 3 qualification with 8.4% of local residents not holding any qualifications.



I'm the first member in my family to complete an apprenticeship and I am also the first to have achieved any qualification to this level!"

Leadership and Management apprentice

¹ Annual Report Stoke on Trent Directorate of Public Health 2023

We're helping people gain valuable English and Maths qualifications

Functional Skills helps learners to progress in the workplace and their careers.

81%

of our learners

achieved their **Functional Skills** qualification.

Nationally the achievement rates are 60.8%

90%

of our learners

achieved their **Level 2 Maths**, that's nearly twice the number nationally which is 48%

Did you know?

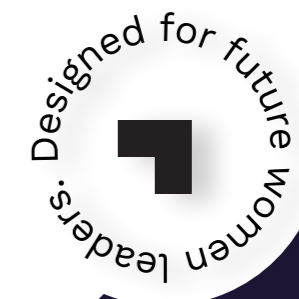
30% of learners in our area leave education without their **Level 2 Maths and English** compared to 21.3% nationally.



Tackling the gender imbalance

To encourage more females into leadership and management roles we have introduced a **senior leader programme specifically targeted at women** in middle management roles.

level7women.co.uk



It is developing my knowledge and challenging my perspective with content insightful conversation with other learners. It has provided me with the tools to better myself and grow professionally.

be the change

We want to ensure that we make a broader positive contribution to developing our learners. Making a positive contribution to the area in which we live and improving the opportunities for the next working generation.

To support this vision, we have developed an additional enrichment curriculum **be the change**, which we run 3 times a year. We call these be the change weeks. Topics include:

- Artificial intelligence (AI)
- Basic Life Preservation
- Careers
- Healthy Relationships
- Managing Money
- Managing Worry
- Presentations
- Sustainability

“Be the Change weeks allowed our apprentices to learn about topics not normally covered by the apprenticeship.”

Business Administration employer

“Axia’s #BeTheChange programme has a positive impact for apprentices in managing workplace and personal lives.”

Matrix Assessor

Standard owned by the DfE to ensure high quality information, advice and guidance



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