

The Outward Bound Trust is an educational charity with a mission to unlock the potential in young people through learning and adventure in the wild. Since 1941 over 1.2 million young people have benefited from an Outward Bound experience. Their experiential outdoor learning programmes help young people to develop key life skills, such as resilience, problem solving and confidence. As behavioural development specialists, they are working in partnership with Alfed Academy on a suite of open programmes for early careers talent across the aluminium sector.

John McCarthy, a Client Relationship Manager in the Early Careers Development team at Outward Bound® explains why their experiential learning courses for apprentices, graduates and young leaders are an impactful and cost effective way to achieve accelerated learning. "Employers will benefit from highly motivated individuals who are effectively demonstrating the key behaviours required in the aluminium sector. As well as personal development, your early careers talent also receive a strong message about the investment being made in them and their future careers. Outward Bound is proven to drive results that will reverberate in your business and across the sector through better staff retention, measurable cost and time saving efficiencies and improved risk reduction/awareness."

#### Behavioural development with outward bound

Outward Bound have a long history of delivering open enrolment programmes. They use experiential learning (plan, do, review, apply) to develop and structure each course. They believe that the greater the personal challenge, the greater the participant's reflections will be and the greater the intensity of the learning experience.

Outward Bound instructors facilitate learning both in the moment (perhaps at the top of an abseil, or in the middle of a lake) and in a group review phase by encouraging individuals to reflect, describe and communicate their learnings from the experience. This methodology aligned with key behaviours required in the aluminium sector makes the learning active and the analogy with work obvious.

# How an educational charity is supporting the aluminium industry

Change is then embedded quickly and transferred easily to the workplace.

#### ALFED academy approved programmes

By opening attendance to any employer recruiting early careers talent, Alfed Academy see wider benefits for the aluminium industry than simply the behavioural development learning outcomes.

These open enrolment programmes have been designed to encourage apprentices, graduates and young leaders to think and work collaboratively, resulting in them building a cross sector peer network for their future, broadening their industry awareness and ultimately driving business results. The partnership between the Academy and Outward Bound has also ensured that the three programmes detailed below are strategically aligned yet competitively priced.

#### Apprentice development programme

A five-day residential designed to accelerate apprentices' awareness of the importance of workplace behaviours. During the week the apprentices' will undertake a series of activities that will focus on specific behaviours listed in the apprenticeship standards and will provide them with first-hand experience of taking responsibility for self and others.

#### Introduction to leadership

This residential programme has been designed for graduates in their first two years of employment – specifically for graduates who are considering growing into future team leaders but are not yet leaders themselves. The programme focuses on awareness of personal strengths and potential, understanding different leadership approaches and exploring how to lead tasks and teams.

Alfed Academy has partnered with The Outward Bound Trust to develop a suite of behavioural development programmes for apprentices, graduates and young leaders across the aluminium sector. Each programme has been designed to enable early careers talent to develop transferable skills that benefit them at college, employment and in their future lives.

#### Leadership foundation programme

A foundation programme suitable for young employees who are already in a leadership role or are actively preparing for that next step in their career.

The five-day residential programme will focus on developing a breadth of leadership styles, exploring the importance of authenticity and understanding the importance of varying style to suit both situational and team member needs.

Costs start from £1000 per participant and apprenticeship levy funding is possible.

All programme costs include one dedicated instructor for all learning and adventure activities, four nights accommodation, meals (breakfast, lunch, dinner and snacks) and all specialist equipment for outdoor activities – NB travel is not included. ■



For more information about these programmes and how to reserve a place for your early careers talent, please visit [www.outwardbound.org.uk/alfed](http://www.outwardbound.org.uk/alfed) or contact [john.mccarthy@outwardbound.org.uk](mailto:john.mccarthy@outwardbound.org.uk)