



FUTUREFIT
BROCHURE

FutureFit Academy

FutureFit Workforce Solutions

Preparing People. Strengthening Workplaces

We support businesses to develop work-ready apprentices and confident managers.

Bridging the gap between education and employment.

We support schools and colleges to create work readiness skills



The Challenge

Apprentices lack workplace readiness, managers feel underprepared

High dropout impacts cost and productivity

We bridge the gap between education and the workplace

We support managers and develop skills to work with young people

Designed to help managers tackle common challenges such as:

- Apprentices not responding
- Poor timekeeping or ownership
- Low motivation or inconsistent work ethic
- Difficult feedback conversations
- Generational communication gaps

Apprentices can struggle with:

- Communication and responsiveness
- Professional habits and accountability
- Confidence, ownership and workplace expectations

Managers can struggle with:

- Motivating and developing apprentices
- Addressing underperformance early
- Balancing support with standards
- Relating across generational differences
- The Opportunity
- When managers learn to coach, apprentices thrive.



Future Fit Apprentice Development Programme

FUTUREFIT APPRENTICE GROWTH PROGRAMME

TURNING COMPANY VALUES INTO EVERYDAY BEHAVIOURS

A 4-WORKSHOP JOURNEY TO BUILD CONFIDENCE, COMMUNICATION AND GREAT HABITS AT WORK



1. TAKE OWNERSHIP & RESPONSIBILITY

- Understand your values
- Know your role and expectations
- Use your support team
- Take responsibility for your learning and behaviour

★ OUTCOME:
You commit to one clear action to take more ownership.

2. BE CURIOUS – COMMUNICATION & SELF-AWARENESS

- Explore communication styles
- Ask better questions and listen deeply
- Identify 'saboteur' patterns that hold you back

★ OUTCOME:
You communicate with more clarity, confidence and impact.

3. DO THE RIGHT THING – INTEGRITY IN ACTION

- Understand integrity and workplace ethics
- Make good decisions in 'grey areas'
- Speak up and ask for help when needed

★ OUTCOME:
You act with integrity and make responsible choices.

4. DO A GREAT JOB – QUALITY & CONTINUOUS IMPROVEMENT

- Define 'good' vs 'great' in your work
- Ask for and use feedback
- Make small, consistent improvements (1% gains)

★ OUTCOME:
You deliver quality work and keep improving every day.

PARTICIPANTS LEAVE WITH:

- ✓ Personal Values in Action Workbook
- ✓ Practical tools and frameworks
- ✓ Communication prompts & feedback tools
- ✓ Personal action plan
- ✓ Greater confidence and professional identity

DESIGNED TO SUPPORT CHALLENGES SUCH AS:

- Workplace readiness gaps
- Confidence and communication issues
- Professional habits and accountability
- Translating values into everyday behaviours
- Building strong early career foundations

OUTCOMES FOR EMPLOYERS:

- ✓ Apprentices aligned to your values and culture
- ✓ Stronger communication and professionalism
- ✓ Increased ownership and reliability
- ✓ Improved retention and engagement
- ✓ Future talent developed from the start

★ **HELPING APPRENTICES MOVE FROM LEARNERS TO CONFIDENT PROFESSIONALS** ★

The Apprentice Development Journey

A practical 4-part programme for building workplace-ready apprentices

A programme designed to help apprentices:

- Build professional habits
- Strengthen communication
- Grow confidence and ownership
- Understand workplace expectations

Future Fit Apprentice Development Programme

Turn company values into daily behaviours

1. OWN

Take Ownership & Responsibility

Develop accountability and personal responsibility

Understand expectations and workplace behaviours

Build confidence to ask for support

Create one clear ownership commitment

Outcome: Apprentices take greater responsibility for their work, learning and behaviour.

2. COMMUNICATE

Curiosity, Communication & Self-Awareness

Asking better questions

Listening and professional communication

Understanding communication styles

Recognising unhelpful patterns under pressure

Outcome: Improved communication, confidence and collaboration.

3. INTEGRITY

Doing the right thing

Ethics and professional judgement

Speaking up early

Decision-making in “grey areas”

Handling pressure with integrity

Outcome: Apprentices build confidence to act responsibly and make sound decisions.

4. EXCEL

Do a Great Job, Quality & Continuous Improvement

Good vs great performance

Feedback and growth

Continuous improvement mindset

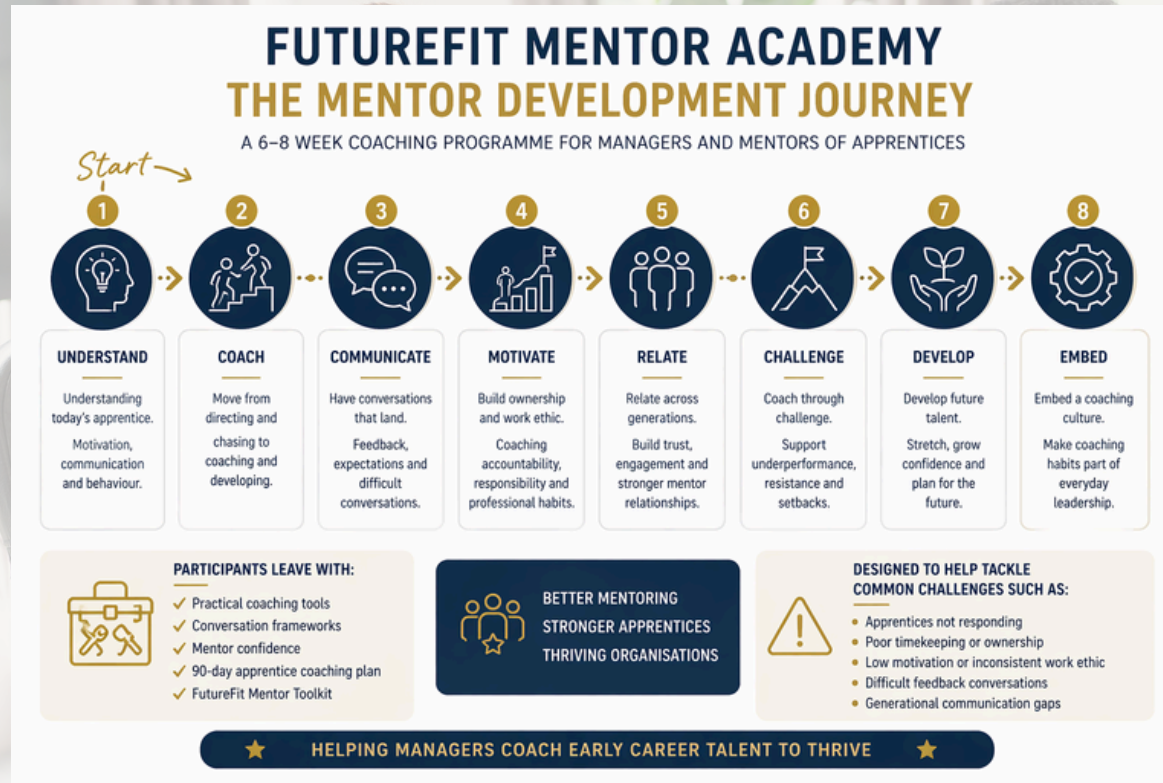
1% gains approach

Outcome: Stronger ownership, professionalism and quality of work.

Outcomes for Employers

- ✓ Better aligned apprentices
- ✓ Stronger communication and professionalism
- ✓ Increased ownership and reliability
- ✓ Improved retention and engagement
- ✓ Future talent developed in line with your culture

Future Fit Mentor Programme



The Mentor Development Journey

6-8 Week Online Coaching Programme
For Managers and Mentors of Apprentices
Format
90-minute live online sessions
Peer coaching practice
Mentor workbook and tools
Practical workplace application between sessions

The Programme Journey

WEEK 1

Understanding Today's Apprentice
Understanding motivation, communication and behaviour.

WEEK 2

From Managing to Coaching
Move from directing and chasing to coaching and developing.

WEEK 3

Communication That Lands
Feedback, expectations and difficult conversations.

WEEK 4

Building Ownership & Work Ethic
Coaching accountability, responsibility and professional habits.

WEEK 5

Relating Across Generations
Build trust, engagement and stronger mentor relationships.

WEEK 6

Coaching Through Challenge
Support underperformance, resistance and setbacks.

WEEK 7

Developing Future Talent

WEEK 8

Embedding a Coaching Culture

Participants Leave With:

- Practical coaching tools
- Conversation frameworks
- Mentor confidence
- 90-day apprentice coaching plan
- FutureFit Mentor Toolkit

Outcomes

Better apprentice engagement
Stronger retention
Improved mentor confidence
Stronger leadership capability
Better workplace relationships

Let's Build Stronger Mentors for Your Future Workforce

Talk to us about:

- Pilot cohorts
- Bespoke in-company delivery
- Apprentice + Mentor combined offers



When mentors grow, apprentices grow.

When apprentices grow, organisations thrive.

Why FutureFit



We bring a unique blend of:

- 30+ years leadership experience
- School Post-16 and behaviour expertise
- Professional ICF or EMCC Accredited Leadership Coaches
- Understanding of young people and workplace development
- High support and high standards approach

What Makes This Different?

- We don't offer generic management training.
- We help managers become confident coaches of early career talent.
- Start with a pilot cohort.
- Build a stronger talent pipeline.
- Strengthen your organisation.

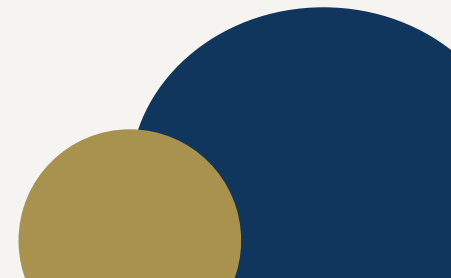
Work With Us

- Start with a pilot programme
- Develop your workforce
- Strengthen your organisation

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MW EDUCATION
LEADING WITH COURAGE AND AUTHENTICITY

