**Benefits to apprentice/trainee instructors:**

1. With a Modern Apprenticeship you learn on the job, and get the experience you need. Plus, you work towards a qualification.
2. SQA qualification at end of training programme, continues academic progress and certification during on the job training.
3. Updated SQA core skills qualification (if needed by the apprentice)
4. Advantageous for trainees whose learning style is kinaesthetic.
5. Glencoe MA feedback – ‘You have to spend time planning, preparing paperwork and reviewing sessions. The MA is a helpful structure to guide you through the process of understanding and practically using some of the "behind the scenes" skills that come with being involved in the outdoor industry.’
6. Glencoe MA feedback – ‘At the end of MA you have coaching experience as well as NGB qualifications plus: Life skills; People skills; Communication skills. Good balance of 'study' and 'work' keeps it fresh. It’s fun and you learn a lot and grow as a person with your experiences.'

**Benefits to employers**:

1. Skills Development Scotland (SDS) funding towards developing your trainee instructors.
2. Benefits of MA training programme for apprentice/trainee instructors (shown above) which will assist in recruiting potential trainees.
3. Formal structure of training programme that ensures all trainees cover the same width and breadth of development during their apprenticeship
4. Development opportunity for the employer’s existing centre instructors: work towards & achieve Learning and Development SQA assessor (L&D9DI); mentor and assess trainees through SQA awards; experience of contributing towards the running of an MA and SQA centre by contributing to standardisation meetings, development of Sector Skills Council (SSC) National Occupational Standards (NOS) and SQA Scottish Vocational Qualification (SVQ) awards etc.
5. Providing quality training to apprentices is likely to bring benefits in terms of staff retention. Staff typically feel loyal to employers who have invested in their training, and are therefore more engaged and motivated to stay.