Fuel an exceptional learning culture

Sponsor an employee through the Learning Marathon.
’Five years from now, over one third of skills considered important in today’s workplace will have changed’

- World Economic Forum

’Learning is survival-critical for employees and enterprises alike’

- Boston Consulting Group, 2018
Who we are:

Enrol Yourself is an award-winning social enterprise redesigning lifelong learning by harnessing the power of peer groups.

We offer:

A proven 6 month learning accelerator called the Learning Marathon that is designed to integrate alongside working life.

Key benefits for your business:

1. Address millennial demand for more purposeful growth opportunities
2. Grow employee satisfaction and wellbeing through autonomy, mastery and purpose
3. Measurably build integrated 21st C skills (complex problem solving, cooperation, learnability)
4. Engender new and innovative thinking within teams.
You want to ensure a future-ready, motivated, creative workforce that play a proactive role in their continual learning - and your business mission.

Your employees want to continually advance their professional skills and achieve increasing autonomy, mastery and purpose.

Meeting the needs of high potential employees requires an exceptional learning culture that goes beyond an LMS and mandatory training.

‘59% of millennials (44% gen Xers) rank ‘opportunities to learn and grow’ as the most important factor when looking for a job’

- Gallup report: How millennials want to work and live
1. Professional effectiveness
On average, participants increase their score for professional effectiveness by \textbf{38\%}.

- **Skills**
The Learning Marathon develops 21st Century skills that are highly sought after in today’s workplaces. We tackle integrated skills like creative problem solving, collaboration and learning how to learn. Our skills framework is based on skills research from WEF, Nesta and Pearson.

- **Networks**
Peer-led learning emphasises exchange of skills and resources. This exchange builds strong and lasting relationships between members of the peer group, but participants and supporters will also have access to the wider combined network – as well as the national Enrol Yourself community.

“The Learning Marathon strongly influenced my professional work. I head up a team in Government. We are now piloting peer-led approaches to learning to support Government employees to tackle complex real-world challenges.”

- Laura Billings, 2016 participant
2. Personal growth
On average, participants feel 57% more supported and invested in by others.

- **Career development**
  Support talented individuals to add new skills to their tool belt, become even more effective team members and develop their leadership capabilities. You’ll enable someone to keep growing, feel purposeful, be continually stimulated and on top of their game.

- **Wellbeing**
  On average our participants increase their scores for personal wellbeing by 27%. We use the New Economics Foundation ‘five ways to wellbeing’ as a framework for self-assessment. We believe this figure is due to our emphasis on relationship building and intrinsic motivation.

“I am a happier, more focused person, able to identify my strengths and face my weaknesses. My confidence has been transformed, both in terms of my professional capacities, specific skills and my social confidence.”
- Ali Norrish, 2016 participant
3. Tangible outcomes
Our focus is on creating outputs of real value that prove the learning and development.

- Hands on ‘applied’ learning
  Our learning philosophy is project based. Every participant leads their own real-world project, building their portfolio, network and experience of leadership. Learning is applied throughout, so participants will be able to bring their new capabilities to life straight away.

- Showcase event & publication
  The Learning Marathon culminates in a public showcase event and collaborative production of a showcase publication which documents projects, written work, process and outcomes. This becomes a portfolio piece for our participants - which your organisation will have meaningfully played a role in.

“I came out with a business idea, a small team of collaborators and our first client.”
- Julian Thompson, 2017 participant

Why sponsor a participant?
4. Approach to learning

The Learning Marathon draws from a blend of pedagogical influences and inspirations.

- **Expert facilitators**
  
  The Learning Marathon is led by experienced facilitators. Facilitators are trained in our methods and prepared to guide the peer group through the programme. Participants will be guided but also empowered to lead and manage their own learning and outcomes.

- **Learning philosophy**
  
  Our learning philosophy is deeply considered, and draws influences from pedagogy with a long history, as well as inspiration from world-class learning experiences that take place around the world.
Rachel Donath  
2018 participant, Birmingham  
From: Mills & Reeve  

Rachel is Head of Learning and Development at law firm Mills & Reeve. She focused her Learning Marathon on embodied learning and coaching: approaches she wanted to experiment with so that she could incorporate the successes into her working practice.

Mathew Trivett  
2018 participant, London  
From: Snook  

After discussions with his boss, Mat focused his Learning Marathon on growing ventures that start as design projects. His goal was to develop specific expertise on business design and development and he created an organisation design toolkit and began to test it with small organisations.

Josie Ng  
2019 participant, London  
From: London Business School  

Josie has just begun her Learning Marathon. She works within the experiential learning team at London Business School. Her Learning Marathon will focus on how she can develop her practice as a learning experience designer.
1. What are 21st Century skills?
Organisations like the World Economic Forum, Nesta and Pearson have conducted rigorous research to understand which skills will be most important in 2030 and beyond. ‘Human’ capabilities such as creativity, problem solving and collaboration will become increasingly important as we automate more tasks. Opportunities to develop these capabilities are significantly lacking as they are trickier to measure than knowledge acquisition or hard skills. Enrol Yourself has a skills framework which helps participants outline their goals at the start of and then self-assess regularly to track progress as they go.

2. Is Enrol Yourself an accredited institution?
No. Our focus is on supporting our participants to create projects of real value that prove their capabilities, and networks that support them to be more professionally effective. We also support participants to measure and communicate their improved skills and capabilities.

3. Do participants receive a certificate?
Participants who successfully complete the Learning Marathon programme can request a Certificate of Completion a week after the programme ends.

4. Does anyone ‘fail’ the programme?
Participants would not receive their Certificate if they do not participate in the programme and reach the Finish Line together with their peers.

5. How much does it cost?
Participant fees are dependent on the salary they receive. The fee covers all cost for the 6 month programme.

- < £25k - you pay £750
- < £35k - you pay £1050
- < £45k - you pay £1350
- > £45k - you pay £1650

6. Can an employer partially cover the cost of an employee?
Yes: if your employee can cover the remainder of the fee.

7. What is the time commitment?
Participants receive 12+ days contact time across the six month period, plus a minimum of 24 hours peer coaching, 50 hours self-directed learning, and preparation and participation in a public showcase event - total equivalent approx 5 hours per week. Contact time is planned so that it falls outside of normal working hours and the programme is designed to accommodate those in full time work. Some flexibility in support of your employee is much appreciated.
CONTACT
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FIND OUT MORE
Enrolyourself.com

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@EnrolYourself

THANKS TO OUR SUPPORTERS: