**Apprentices:**

**What can your coach and line manager expect from you?**

Complete work on schedule; escalate early any issues **Communication is key!** Participate actively in the cohort and the community (share, be open,...); 20% OTJ commitment; attention, participation, attending sessions and events; notify of time clashes in advance; improving course material based on experience; take risks! Ask for help when you need it!

**What can you expect from your coach?**

Coaching; be approachable; provide guidance; keep within governance guidance; challenge; help applying the skills in context; be available; encouragement and support; identify resources; retrospectives and nudging; open and honest feedback; tips from experience; **Communication**; advice when you’re struggling; challenge and push you.

**What can you expect from your line manager?**

Support commitment to the course; accommodate schedule (sessions, and 20% OTJ). Help to manage conflicts; access to data sources; recognising impact on focal point reviews; help finding ways to apply learning in role; highlight upcoming business problems you can apply your learning to

**What can you and your accountability partner expect from each other?**

Competition; support; empathy; availability; collaboration; discussion; inspiration; coaching each other; deliver on commitments; share ideas and knowledge; perspectives; share experiences.

**Line Managers:**

**What can your apprentice expect from you?**

Data sets! Opportunities to apply things they learn. Alignment with annual goals. Recognition for success points. Encourage shared learning. More actively understand workload to make time for training - providing backfill and support. Promote apprentices as innovators in training.

**What can you expect from your apprentice?**

Insight; understanding of the data sets they’re using. **Communication** - escalate early any issues that need addressing. Time management - communication about time commitments. Value course equally with other work.

**How can you make best use of the coach?/What can you expect from the coach?**

Feedback on apprentice progress (milestones); high-level feedback on what managers can do to enable success on the course (re. time, datasets, project work, etc.). Ways to work around restricted data.

**What else will an apprentice need to be successful on program?**

Tech support; make sure they have all the tools they need - IT whitelisting.