









Richard Guy

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- 3m target
- Current cumulative participation of 16 to 24 year olds is 20% to 25%
- 40% of the workforce in apprenticeship occupations (approximately) at levels 2/3
- So reasonable to aim for increase to 40% ie similar to HE
- This means increase from 280k starts to 450k+ on current methods of counting
- Still would need 150k 25+ starts

Making Apprenticeships Work



- Putting quality at the heart of apprenticeships
- Trailblazer funding
- Apprenticeship Levy
- Access for young people
- Reforms in Learning and Assessment
- Provider Offer

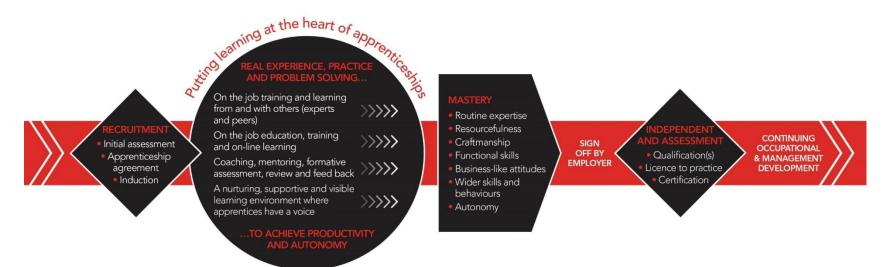
Putting quality at the heart of apprenticeships



- Recruitment into apprenticeships which are intrinsically demanding and worthwhile
- Training and a Learning programmes which use effective methods and are built on the support of highly skilled adults in the workplace
- High standards built into a demanding assessment at the end of the apprenticeship
- Progression opportunities that display the potential career routes beyond the initial apprenticeship



Quality Apprenticeship Model



Putting quality at the heart of apprenticeships Report recommendations



- BIS should adopt policies and an overall framework for the components of a quality apprenticeship, with Ofsted inspections based on the same criteria.
- BIS, employer groups and the City & Guilds should put training and learning (especially workplace learning) at the heart of policy and action
- BIS should hold to its policy on a single apprenticeship for each occupation and encourage a wider range of apprenticeships to be offered
- Employer groups and assessment organisations should use new governance arrangements to drive up Standards.
- The end assessment Standard should reflect full productivity, autonomy and mastery.

Putting quality at the heart of apprenticeships



- Independent assessors should be higher level and they should be highly occupationally competent.
- Employer groups and providers should offer and promote different mixes of training and learning methods
- Apprentices should embark on CPD once they complete their apprenticeship and all sectors should produce progression pathways. Qualifications should be incorporated in apprenticeships where appropriate.
- The Government should seek to include occupation in destination outcomes from apprenticeship and FE courses.
- Success rates for new Standards should be calculated based on achievement of end assessment measured against entry for assessment, with early leavers monitored separately.







TRAILBLAZER FUNDING

- Funding via providers but with sign off on expenditure via the employer. Will this be a virtual account as for levy or just a "voucher"?
- A requirement that employers spend cash which matches the Government's contribution at a given ratio (set at £1 for every £2 in 2014 / 2015) with grants added back for 16 to 18, SMEs and Completion. *Under review so how could this change?*
- The employer will select the provider(s) to deliver the training and assessment of the apprentices, appointing a **lead provider** to co-ordinate the training programme and negotiate the price *Also an intention to allow subcontractors to " go direct"*
- Not allowed to subcontract to employers. *Potentially obliterates some of the most employer led training?*
- Providers set pattern of payments (with employers) and there is a helpul "space" between final drawdown and completion payment. Will this remain after review?
- Standards are costed and assigned to a funding band. *Recent worrying changes* so will cost remain the basis of policy?

Apprenticeship Levy



- Once upon a time there was a levy-grant system, 24 ITBs, end assessment for apprenticeships and simple logbooks for employers on the job training......
- And it worked for 20 years + (more or less) but was abolished by the Government....
- Apprenticeship volumes plummeted until Modern Apprenticeship was introduced with public funding
- NVQs and National Occupational Standards were invented and were nice and simple (with employer work place assessment) and worked (more or less) but were made more complex by successive Governments and eventually abolished (more or less) in favour of QCF qualifications.... which were then abolished (more or less) in favour of end assessment and an apprenticeship levy......
- Set out in "Sense and Instability" (City & Guilds report)

Apprenticeship levy; working assumptions

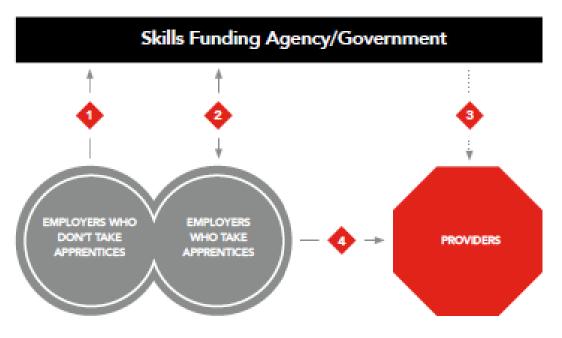


- Apprenticeship only (for the time being?)
- No differentiation by age?
- 250+ employers and 0.5% of payroll
- This would yield £2.1b from 9000 employers With 16m employees, across the UK or £1.6b for England.
- No cash contribution on top
- Paid out in England, other nations receive funds raised in usual way (can they spend it on non-apprenticeship?)
- Can "get more than put in"

WILL IT ACHIEVE SUBSTANTIAL GROWTH?



Option 1 - Levy rebated for take-up in cash, at source or in arrears



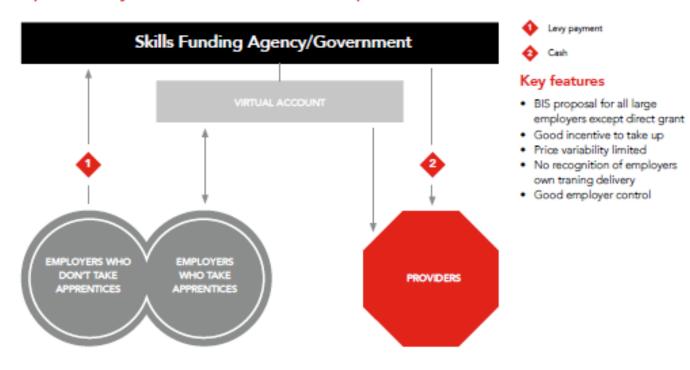
- Levy payment
- Levy rebated in cash at source or later for apprentice take up
- Option of using provider to quality assure employer activity
- Cash payments where employers use providers

Key features

- BIS proposal for direct grant employers only
- Real employer-led sysyem
- · Highest incentive to take up
- Price variability via employers
- · Highest employer control



Option 2 - Levy based on virtual account: cash to providers



Levy: Issues



- Three "markets"
- SMEs; voluntary cash in on 1:2 ratio (at present), no return for own delivery
- Larger businesses; involuntary 1:1 contribution, no return for own delivery
- Direct grant; involuntary 1:1 contribution, return for own delivery and very high incentive for growth
- Employers own training
- Pricing
- Top up and use of levy for supply chain etc
- Recruitment of 16 to 18 year olds
- Policy on graduates
- Accountability/Ofsted
- Governance

Access to apprenticeships for young people



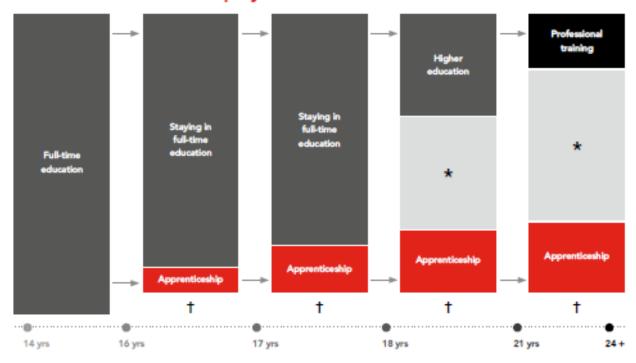
- We have misled young people
- Careers advice is poor and short term
- Accessing an apprenticeship from years 11, 12 and 13 is very difficult
- At the same time employers cannot recruit 16 to 18 year olds and full and part time vocational education completers need help to progress to their chosen career

UCAS-style applications process

Progression from full and part time vocational FE

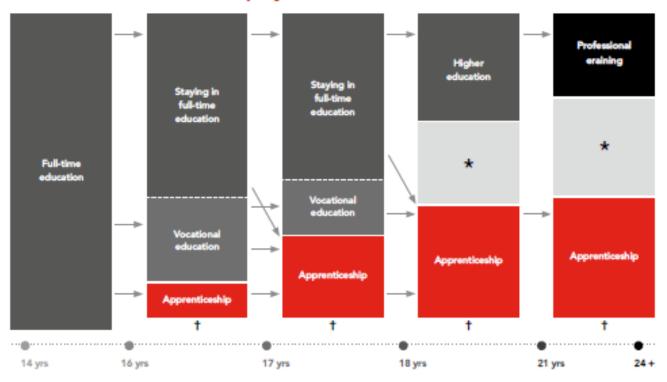


Current education to employment transition routes *Low skilled job, no training + NEET





The ideal education to employment transition routes





The reforms in learning and assessment

REFORM

One occupation, one apprenticeship, one level

Qualifications not always mandatory

Independent end assessment

IMPLICATION

- Increase in number of standards
- More level 3/4 opportunities offered
- Issues regarding occs with a " body of knowledge"
- Providers need to design training programmes
- Registered assessment orgs
- High standards
- Partnerships with providers

Continued



REFORM

Employer sign off as ready for end assessment

Behaviours required

More employer led

IMPLICATIONS

- Employers need a process of formative assessment and will be likely to be cautious in sign off
- Formative assessment

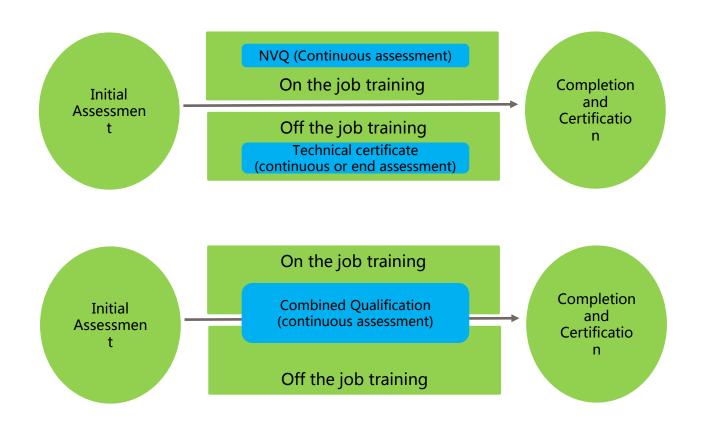
 Provider works more through the employer







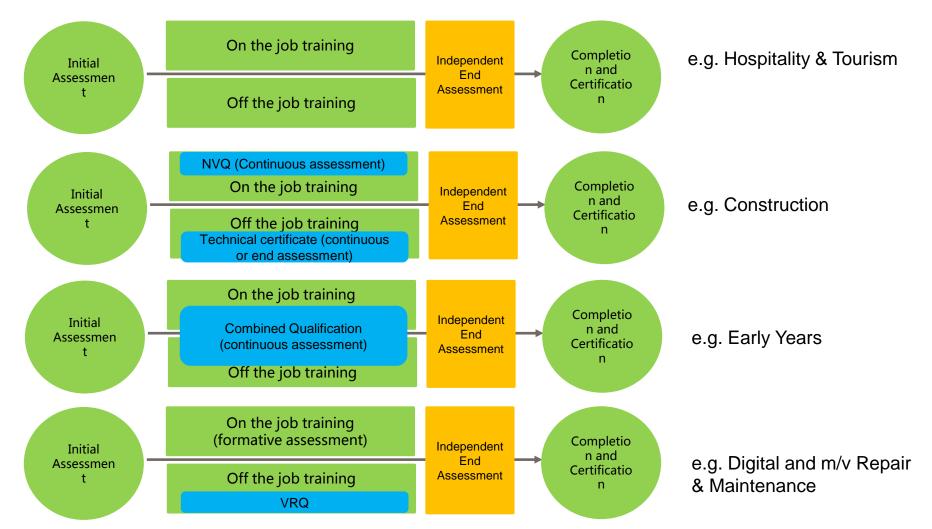
CURRENT SASE FRAMEWORKS











Developing the provider offer



- 1. Decide occupational coverage
- 2. Create a timed development plan
- 3. Develop your offer based on;
- One or more qualifications
- Your own programme
- An employer training programme
- Accreditation of your programme
- 4. Cost/price relates to;
- Initial assessment and especially prior learning
- Provider vs employer roles
- Training methods