



**Myerscough
College**
Opportunities for all to succeed

Trailblazers - A Providers Experience



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An Unexpected Journey



The future of Apprenticeships in England

Groups of employers (trailblazers) have been leading the way in carrying out the changes to apprenticeships. They have been working together to design apprenticeship standards and assessment approaches to make them world class.

- Applying to develop a standard
- Drafting the standard and assessment plan
- Preparing for delivery

Link to guidance documents:

<https://www.gov.uk/government/publications/future-of-apprenticeships-in-england-guidance-for-trailblazers>



Myerscough College – Journey so far

Apprenticeship Standard for a Golf Greenkeeper

Developing the standards started - February 2014.

GTC – Employer Steering Group – (The GTC is the independent organisation representing British golf club employers and greenkeepers).

Technical Working Group:

- BIS (Dept Business, Innovation & Skills.
- Lantra - SSC
- BIGGA – (represents over 6000 turf professionals)
- Two Colleges.
- Awarding Body – C&G.
- Employers – Golf Course Managers.
- Chaired by an Employer
- Also – a wider virtual group of providers/employers.



Developing a Standard

Initial goals - to look at Skills, Knowledge and behaviours required (Standards) and agree the Nominal Level.

Agree Entry Requirements – Typically 5 GCSE's A-D.

Agree duration – Typically 24 months.

Agree required skills as a starting point.

Agree Knowledge and behaviours.

Agree progression routes – next steps.



The Assessment Plan

Formative assessment period:

- Use of a training manual.
- Regular reviews between employer and provider.
- Delivering the knowledge requirements.
- Supporting the apprentice throughout their learning journey via a detailed training plan.
- Offering effective I.A.G.
- Supporting the employer.

- More employer involvement.
- No formal assessment / IV / EV



The Assessment Plan

All roads lead to final end assessment -
100% Independently assessed.

- 1) A Personal Statement (20%) developed referencing source material - Graded Pass, Merit, Distinction.
- 2) A synoptic underpinning knowledge paper (30%) - Graded.
- 3) A synoptic practical assessment (50%) - Graded – taken from a bank of tasks and includes professional discussion.

All will take place in the apprentice's own work-place.



The Assessment Plan

Final Assessment timings and activities:

The process of setting up the Final Assessment will begin around 4 months before the completion of the apprenticeship as shown in the table below:

Timescale	Activity
Ongoing	<p>Review progress and ensure on track as part of regular tracking of progress</p> <p>Employer and Training Provider identify any gaps and create a plan for the final 3 months to complete the learning</p>
Up to 3 months before Completion (The Gateway)	Employer to decide timing of the end assessment based on the outcomes of the formative assessment process, with the guidance of the Training Provider, if required.



Funding

Submission of SFA costing form.

Evidence required as to which funding cap the standard should fall into?

Funding cap	Total value of training and assessment (£)	Core government contribution cap (£)	Employer contribution (£)
5	27,000	18,000	9,000
4	12,000	8,000	4,000
3	9,000	6,000	3,000
2	4,500	3,000	1,500
1	3,000	2,000	1,000

Employers must make a one-third cash contribution for any training and assessment purchased from an external provider .



Funding Cont-

“Giving employers direct control of apprenticeship funding remains a core and non-negotiable part of our reforms”

Nick Boles – Skills Minister.

PAYE & Credit ideas dumped, Boles wants a ‘simple system’, especially for SME’s.

Best guess so far (Nick Linford, Lsect Webinar 16th Jan):

Voucher system?

- Employers fill out on-line form.
- Systems confirms eligibility & available funding.
- Produces vouchers to take to provider.
- Provider submits to SFA.



Implications to current delivery model

More focus on teaching and learning - (End assessment).

Portfolio – removal of assessor, IV, EV signatures? Move to provider and employer? – QA of formative processes?

Grading the entire portfolio – what does this look like?

More focus on the integrated OneFile journal?

Structure of portfolio – Tasks not units.

The requirement for an e-portfolio to be flexible to accommodate different outcomes of different Trailblazers??



Next Steps



Preparing for delivery – working with the AB:

- Writers for the knowledge section.
- Identifying the bank of tasks?
- Grading of the portfolio / Personal Statement

Funding implications?

Protecting the learner journey!



And Finally

