

Engaging With New Apprenticeship Reforms

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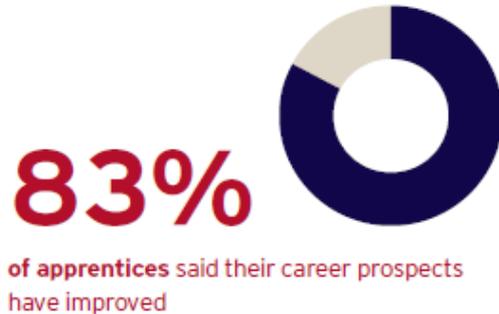


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The Benefits of Apprenticeships

- Higher qualifications lead to improved employment prospects, productivity and wages for **apprentices**.

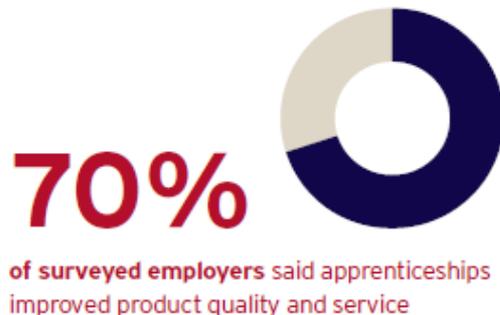


Apprentices completing a **higher apprenticeship** could earn

£150,000

more, on average, over their lifetime

- Apprenticeships also offer excellent returns to **employers** and the **taxpayer**. See the employer perspective here: https://youtu.be/zXh40e9Ba_g



Apprenticeships provide a typical return of

£26-28

for every **£1** of government investment in apprenticeships at levels 2 and 3

Our Commitment to Reform

- Boosting our nation's **productivity** to maintain and consolidate our economic recovery.
- Raising skill levels through apprenticeships – reaching **3 million starts in 2020**.



That is equivalent to more than one apprentice every minute over the next five years

- Improving the quality of apprenticeships by:
 - enabling employers to develop the apprenticeships that fully meet their business needs via **Trailblazers**.
 - Focusing new apprenticeships on **rigorous end-point assessments**.
 - Giving employers more **control of the funding**.

Trailblazer Process

Employer group
bid to become a
Trailblazer/develop
a new Standard

Gateway 1: Greenlight to
develop the Standard

Gateway 2: Approval of the
Standard & indicative
funding cap allocated

Trailblazer develops
Standard

Trailblazer develops
Assessment Plan

Gateway 3: Approval of the
Assessment Plan

Delivery can
begin subject to
providers being
ready to support
the training



Trailblazer stages – Gateway 1 : What should a bid include?

- If there is not an apprenticeship standard already approved for an occupation – Expression of Interest is the first step to develop a standard
- To help evidence the occupational criteria below, we require a short description of the occupation as part of the application, including typical roles and responsibilities

Occupational Criteria for Expression of Interest (EOI)

a)The proposed occupation is **unique** and there is not already a similar standard in development by another group

b)There is not a **high degree of potential overlap** between the content of the proposed standard and another in development

c)The occupation will require **rigorous and substantial training of at least a year prior to the end-point assessment** to achieve full competence, with off-the-job training accounting for at least 20% of the apprenticeship.

d)The occupation is at a **sufficiently high level** to allow the successful apprentice to develop **transferable skills** that will enable them to perform this role in a business of any size or relevant sector.



Trailblazers : Gateway 2 - Standards should:

Defined core principles of quality for an apprenticeship:

- It is a job in a skilled occupation
- It requires substantial and sustained training, lasting a minimum of 12 months and involving at least 20% off-the-job training
- It develops transferable skills, and English and Maths, to progress careers
- It leads to full competency and capability in an occupation, demonstrated by the achievement of an apprenticeship standard
- It trains the apprentice to the level required to apply for professional recognition where this exists

- be short, concise and clear;
- set out the full competence needed in an occupation in terms of Knowledge, Skills and Behaviour (KSBs);
- have the support of employers including smaller businesses;
- be sufficiently stretching so that it will require at least a year of sustained and substantial training to meet the standard;
- align with professional registration where it exists;
- contain minimum English and maths requirements; and
- only include mandatory qualifications under certain circumstances.

Trailblazers : Gateway 3 - What is an Assessment Plan?

A short document (we recommend a maximum of 10 pages) which describes the End Point Assessment for a particular apprenticeship standard

Good assessment plan explains:

- **What** will be assessed by each assessment method
- **How** the apprentice will be assessed i.e. which methods will be used
- **Who** will carry out the assessment
- Clarifies what is expected of the Apprentice, the Employer and the Assessment Organisation.
- Sets out how the assessments will be **quality assured** - internal and external quality assurance
- Briefly summarise the on-programme elements of the apprenticeship and clarify the gateway requirements for the apprentice moving to the end point assessment phase



Apprenticeship Funding



**GET IN
GO FAR**
APPRENTICESHIPS

Funding bands

Number	Band limit
1	£1,500
2	£2,000
3	£2,500
4	£3,000
5	£3,500
6	£4,000
7	£5,000
8	£6,000
9	£9,000
10	£12,000
11	£15,000
12	£18,000
13	£21,000
14	£24,000
15	£27,000

Every apprenticeship will be placed in a funding band

The upper limit of each funding band will cap the maximum:

- amount of digital funds an employer who pays the levy can use towards an individual apprenticeship.
- that government will 'co-invest' towards, where an employer does not pay the levy or has insufficient digital

Employers can negotiate the best price for the training they require

- If employers want to spend more than the funding band limit, using their own money, then they will be free to do that.
- Funding bands do not have a lower limit.

What is the apprenticeship levy and who pays it?

Starts on 6 April 2017, at a rate of **0.5% of pay bill**, paid through PAYE

Applies to all UK employers in all sectors

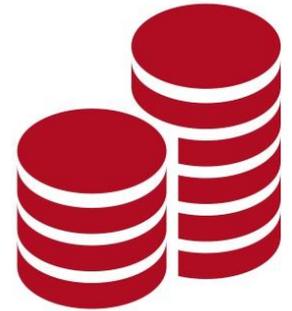
£15,000 allowance is **not a cash payment**

Only **1.3% of employers** will pay the levy

The levy will be set at **0.5% of an employer's pay bill**. It will only be paid on any pay bill in excess of

£3m

Employers will have an allowance of **£15,000** to offset against their levy payment





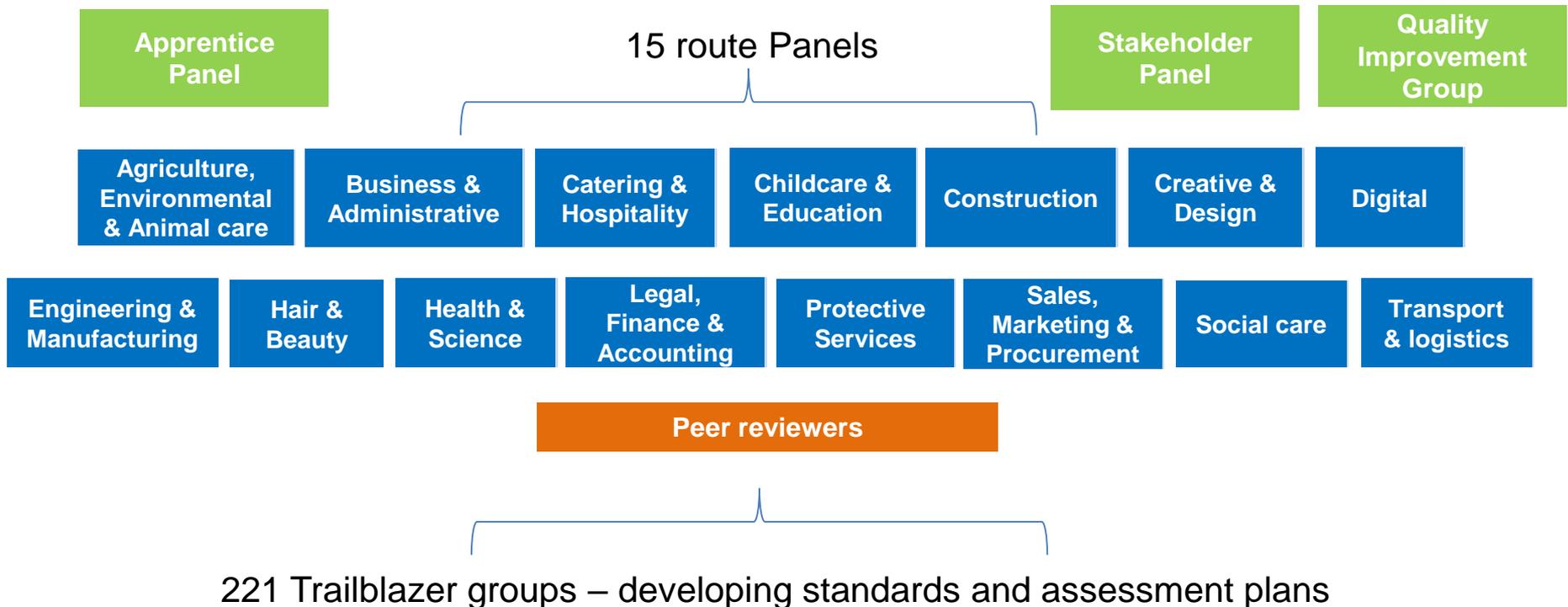
**INSTITUTE FOR
APPRENTICESHIPS**

Our core functions

- Developing and maintaining **quality criteria** for the approval of apprenticeship standards and assessment plans.
- Supporting the **development of standards and assessment plans by employer groups and reviewing and approving** them.
- **Publishing approved standards and assessment plans.**
- **Advising on** the maximum amount of Government **funding** that can be drawn down by employers for individual apprenticeship standards.
- Quality assuring the delivery of apprenticeship **end-point assessments**, where employer groups have been unable to propose other arrangements.

We are an employer led organisation

The Institute for Apprenticeships Board



Key sources of information

- Trailblazer guidance (Dec 15):
<https://www.gov.uk/government/publications/future-of-apprenticeships-in-england-guidance-for-trailblazers>
- Quick reference guide to standards developed & in development:
<https://www.gov.uk/government/publications/apprenticeship-standards-list-of-occupations-available>
- List of standards that are approved for delivery (with funding cap allocations):
<https://www.gov.uk/government/publications/apprenticeship-standards-ready-for-delivery>
- Copies of all standards & assessment plans approved so far:
<https://www.gov.uk/government/collections/apprenticeship-standards#apprenticeship-standards-approved-for-delivery>
- Standards funding rules 16-17:
<https://www.gov.uk/government/publications/apprenticeship-standards-funding-rules>



Any Questions?

