

# Heritage 2020

## Apprenticeships Update - September, 2019

### HEF Capacity Building Working Group

Please note this update applies to apprenticeships in England, other home countries may have different criteria which can be found on the following sites:

<https://www.apprenticeships.scot/>

<https://ams.careerswales.com/Public/>

<https://www.nidirect.gov.uk/campaigns/apprenticeships>

An apprenticeship comprises a paid, employed job combining practical training and study. The apprentice will work alongside experienced staff, gain specific job skills, earn a wage, be entitled to holiday pay and given time for study related to the role (normally one day per week). Apprentices should enjoy significant pay increases after successfully completing their training. Minimum hours worked per week during the apprenticeship should normally be 30, including any off the job training, with the latter being at least 20% of the week.

There are 6 levels of apprenticeship:

Intermediate	Level 2	Equivalent	5 GCSE passes grades A*- C or 9 - 4
Advanced	Level 3	Equivalent	2 A levels, Level 3 Diploma, or International Bacc.
Higher	Levels 4-7	Equivalent	Foundation Degree & above
Advanced	Levels 6 & 7	Equivalent	Bachelor's or Master's Degree

Payment will be at least the apprentice National Minimum Wage during the first year (£3.70 per hour from April 2018) increasing in subsequent years of apprenticeship dependant on age, although employers may choose to offer more.

Entry requirements:

Available to anyone over the age of 16 living in England, although individual apprenticeship standards may specify 18+. (NB some apprenticeships have a higher starting age – e.g. the L3 Archaeological Technician is not being offered to u-16s due to the H&S and safeguarding issues of younger trainees on construction sites). The aim is to provide high quality apprenticeships as a prestigious option into employment. All vacancies on the Government *Find an Apprenticeship* site clearly state the entry requirements for the role advertised, varying by industry and apprenticeship level.

<https://www.findapprenticeship.service.gov.uk/apprenticeshipsearch>

More information is available on linked sites to inform potential candidates of other apprentice's experiences, and provide assistance with making applications.

The Training Provider has a key role to play providing the off the job training, assessing progress and supporting the apprentice during the process. They will work closely with employers to ensure:

- An induction programme on starting
- A detailed training plan including on the job training
- Regular progress reviews
- Time at work to put into practice off the job training to achieve qualification requirements
- Mentoring and general support throughout apprenticeship

The above 5 items are all documented in a Commitment Statement with the Individual Learning Plan as part of the Apprenticeship Agreement signed by the Apprentice, Employer and Training Provider at commencement of the apprenticeship.

Further information available at:

<https://www.gov.uk/topic/further-education-skills/apprenticeships>

<https://www.gov.uk/government/publications/a-guide-to-apprenticeships>

The list of apprenticeships standards currently available or in various stages of development are available on the Institute for Apprenticeships website: <https://www.instituteforapprenticeships.org/>

Scanning through the list in alphabetical order the apprenticeships shown on the accompanying Excel spreadsheet may be relevant to the Capacity Building Working Group. Due to our sector experience these are mainly from construction and archaeology related industries but have also tried to pick up other relevant trades and skills where they have heritage links, such as Book Binder, Boat Builder, Motor Vehicle Service and Maintenance.

### **Architectural apprenticeships – RIBA**

As at May 2019 there are currently around 60 architecture apprentices, undertaking either the Level 6 Architectural Assistant, or Level 7 Architect apprenticeship. The training is currently being offered at 4 universities, with another 6-7 set to join them from Sept 2019. There is great interest from would-be apprentices and so the next challenge is to increase the number of places available with employers, particularly at Level 6 where it is felt that the most positive impact on increasing the diversity of the profession could be; and to encourage and enable more employers to take part – although the low level of funding (£21k) set by the IfA & TE may need to be addressed. A range of promotional activities took place in March 2019 during National Apprenticeships Week, and an employer's guide will be published shortly.

Data protection issues prevent identification of which practices are currently undertaking apprenticeships so it is difficult to report on specific heritage learning routes.

However, there is a list of the 20 practices that took part in the trailblazer which are public on the RIBA website which might help assess the heritage element.

From a desk based analysis on every practice, it seems that out of those 20 chartered practices, 16 provide conservation services, so they have a conservation led team.

In terms of individual accreditation:

3/16 have an accredited Specialist Conservation Architect (SCA) and 3/16 have an accredited Conservation Architect (CA).

Because many of the academic courses that taught conservation of existing buildings have now ceased to exist, apprenticeships in the architectural sector that may have a heritage impact are even more necessary so this issue is likely to be explored further in the future.

RICS and CARE have been approached for their experience of apprenticeship experience in the surveying and engineering professions but as yet no information has been received.

It is also noted that the major professions such as architecture, surveying, planning and engineering have specialist heritage accreditation schemes through their professional institutions which are achieved subsequent to the principal qualification for institute membership.

## Case Study

Motor Vehicle Service and Maintenance - Federation of British Historic Vehicles Clubs (FBHVC)

In 2013 a new apprenticeship framework for classic cars and was developed and achieved Ofqual approval and funding through the Skills Funding Agency. Although this was only partially successful as the funding level of £18k was not attractive enough for a course that required specialist tutors and high teaching hours. Luckily contacts at Bicester Heritage enable the course to be launched at Banbury and Bicester College on a day release basis. This course continued as further education for students that have not left school and some day-release apprentices.

The lack of skills for work on classic vehicles was beginning to effect some of the larger restoration businesses. As a result P&A Wood, the Rolls Royce and Bentley specialist commissioned London Garages, a training provider for modern vehicles, to develop a training scheme for classic vehicles. This resulted in the framework being used to establish an internally run apprenticeship course at P&A Wood. This further developed to establish a training business specifically for classic vehicles through FBHVC working with London Garages to set up the Heritage Skills Academy now based at Bicester Heritage.

The government change from frameworks to standards led to the setting up of a new trailblazer group to write a new standard for Heritage Engineering with the opportunity taken to include aviation, marine and steam as well as classic vehicles in the standard. Representatives from all four sectors attended meetings and contributed to the standard over a two year period. Following submission to the Institute of Apprenticeships and a subsequent appeal, the standard for level 3 Heritage Engineering Technician ST0571 was approved with funding at £26k, just short of the £27k maximum.

One of the directors resigned from London Garages and with two others set up the Heritage Skills Academy (HAS). FBHVC assisted establishment of a 1500 sq. ft. unit at Bicester Heritage as a training facility which is now in its second year of running an apprenticeship course specifically for classic vehicles.

In order to allow apprentices to come from all over England the course is delivered in nine week block releases per year over 36-42 months. Government funding is sufficient to fund HSA for the training which leaves the employer to pay the apprentice wage (the minimum as set down by the government but ideally £5 per hour minimum is recommended) together with accommodation and travel (circa £2.5k per annum).

So far the course has been very successful with 60 apprentices at different stages of level 2 and 3 to date and numbers are forecast to reach 120 by the end of 2020. This has now required take up of a second unit at Bicester Heritage with the plan to have a purpose built unit on the expanded Bicester Heritage site in 2020/21.

The main requirement from restoration businesses at present is for mechanical skills but coachwork and trim courses are being considered if sufficient numbers for a cohort of 12 apprentices can be found. FBHVC have estimated there are about 35,000 employed in the classic vehicle sector and the age profile shows these skilled people are reducing at an alarming rate. Since nearly all businesses in the sector are small, taking on an apprentice is a big commitment. HSA are providing a high quality course that is being received extremely well from both employers and students.

Contact has been maintained with the aviation, marine and steam sectors but as their training numbers are smaller than the classic vehicle sector there has been no progress so far with these.

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