

Government update: Apprenticeships



UUK conference
26 February 2019



- ✓ What's behind our reforms?
 - ✓ Key features of our reforms
 - ✓ How we deliver the reforms
-

What's behind our reforms?



Relatively low investment in apprenticeships by employers. Paid for through general taxation and funding routed through training providers.

The reforms are designed to address the historic trend of underinvestment in skills and turn around low levels of apprenticeships relative to our **international competitors**.

The **quality** of apprenticeship training was variable. Apprenticeships were often used to employ people on the cheap, with little training.

What are we trying to achieve?



**To meet the
skills needs of
employers.**

**To widen
participation in
apprenticeships.**

**To create more
apprenticeships.**

**To create
progression for
apprentices.**

Key reform features (1): Availability of new apprenticeship standards

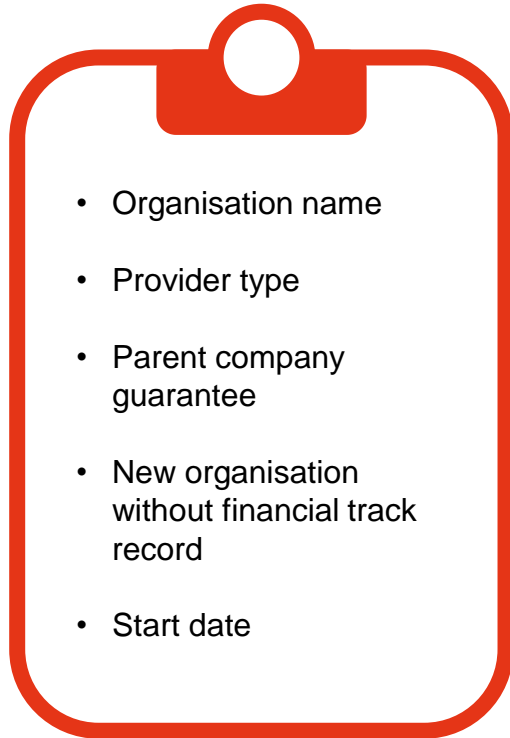


- 400 in total.
- Sectors include Automotive, Engineering, Digital, Chartered Surveying, Nursing and Nuclear.
- 77 standards at levels 6-7
- 77 at levels 4-5
- 59 include a Degree or Master's
- Rapidly increasing: 56 standards in development at Level 6 and 7.

The A-Z of higher and degree apprenticeships

Area of study	Level	
A		
Accounting	4	£
Accountancy / Taxation Professional	4	£
Actuarial Technician	4	£
Advanced Dairy Technologist	5	£
Aerospace Engineer Level	6	£
Aerospace Software Development Engineer	6	£
Agriculture	4	£
Aircraft Maintenance Certifying Engineer	4	£
Assistant Technical Director (visual effects)	4	£
Associate Ambulance Practitioner	4	£
Associate Project Manager	4	£
Aviation Operations Manager	4	£
B		
Bespoke Tailor and Cutter	5	£
Broadcasting Technology	6	£
Business and Professional Administration	4	£
C		
Care Leadership and Management	5	£
Chartered Legal Executive	6	£
Chartered Manager Degree Apprenticeship	6	£
Chartered Surveyor Level	6	£
Civil Engineer Level	6	£
Civil Engineering Site Management (degree)	6	£
Commercial Procurement and Supply	4	£
Construction Management	4, 5, 6	£
Control Technical Support Engineer	6	£
Engineering Technician	4	£

Key reform features (2): Register of Apprenticeship training providers



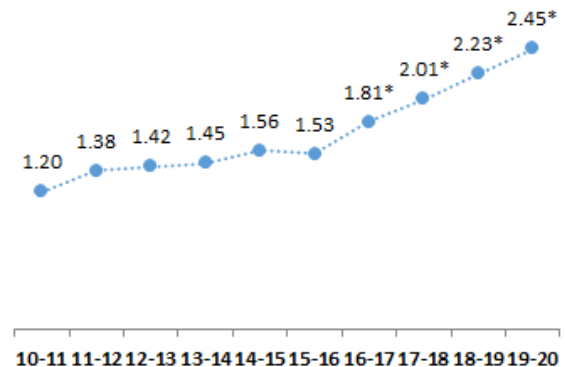
- Organisation name
- Provider type
- Parent company guarantee
- New organisation without financial track record
- Start date

- Re-opened Dec 2018 for ongoing applications
 - New, strengthened application process and raises the bar for entry
 - 90 days to assess applications
 - We will invite providers to reapply in phases during 2019 using Bravo
 - Higher education institutions, supported by the Office for Students, have some exemptions from parts of the application process
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Key reform feature (3): Apprenticeship funding



- Fewer than 20,000 employers pay the levy.
- The apprenticeships budget rises from £2.23bn this year to £2.5bn in 2020.
- Devolved administrations get nearly £500m by 2020 – for them to determine how they spend this.



Upcoming changes

- Allowance for how much levy payers can transfer will go up from 10% to 25% in April 19.
- Co-investment rate will fall from 10% to 5%.
- We are considering the implications of Brexit for apprenticeship eligibility, but the detail will depend on outcome of negotiations.

- Providers growing their training offer in a sustainable way.
 - Ensures a focus on quality apprenticeship training.
 - Mitigates risk of 'too big to fail'.
 - We are consulting with stakeholders, including HEIs.
 - We are developing potential options having listening to feedback from stakeholders.
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Key reform features (4): Minimum 20% off-the-job Training

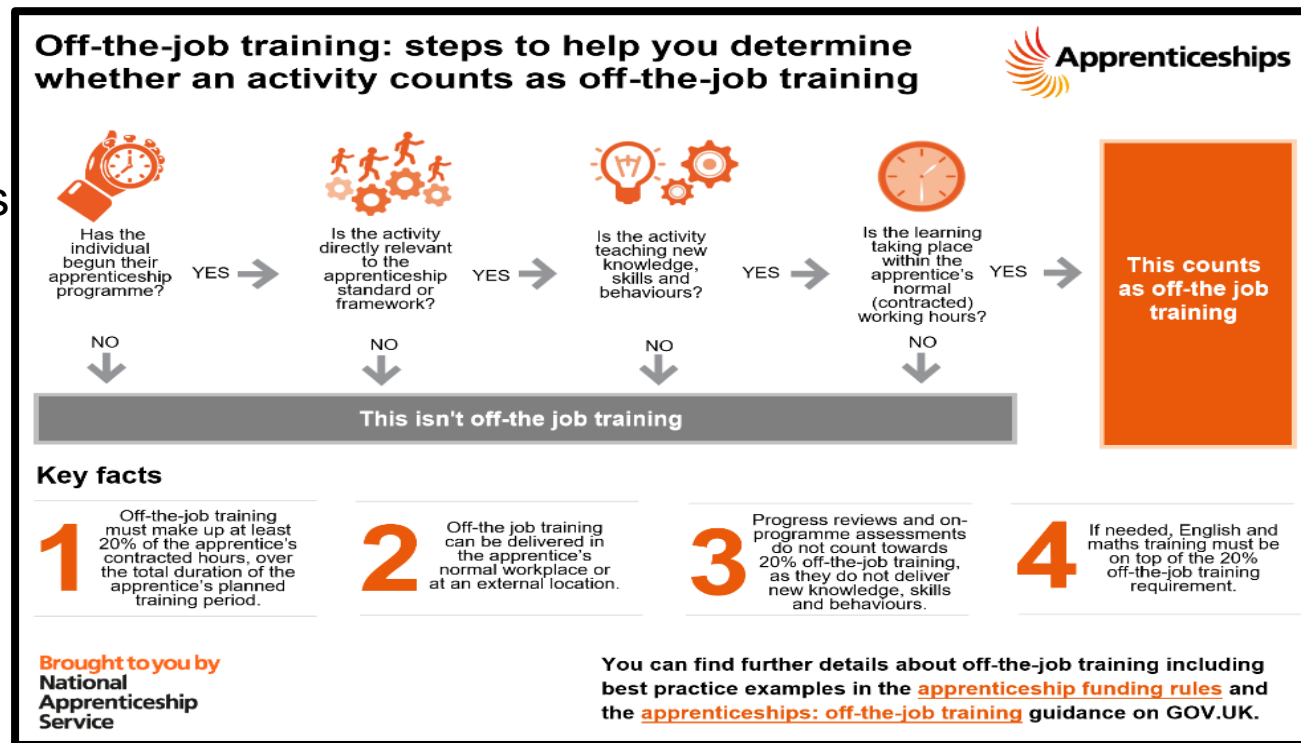


Apprenticeships are real jobs with at least 20% off-the-job training. This is one of the main things that makes an apprenticeship distinct from other work-based learning.

Off-the-job training must be relevant to the occupation the apprentice is working in to enable them to work towards full occupational competency.

In January new tools were published to support stakeholders with the delivery of the minimum off-the-job training requirement.

Off-the-job training guidance will also be updated shortly.



Key reform features (5): Quality Assurance Apprenticeships

- **Ofsted inspection judgements** on providers delivering level 2 to 5
 - **OfS and QAA regulation** of level 6+, sharing of level 4/5 data with Ofsted
 - **Ofsted monitoring visits** on all new training providers (levels 2 to 5)
 - **Minimum Standards/Qualification Achievement Rates**
 - **Improved RoATP application process** raising the bar for entry
 - **External Quality Assurance** of assessment organisations
 - **ESFA Audit and Compliance** checking training delivered against expectations
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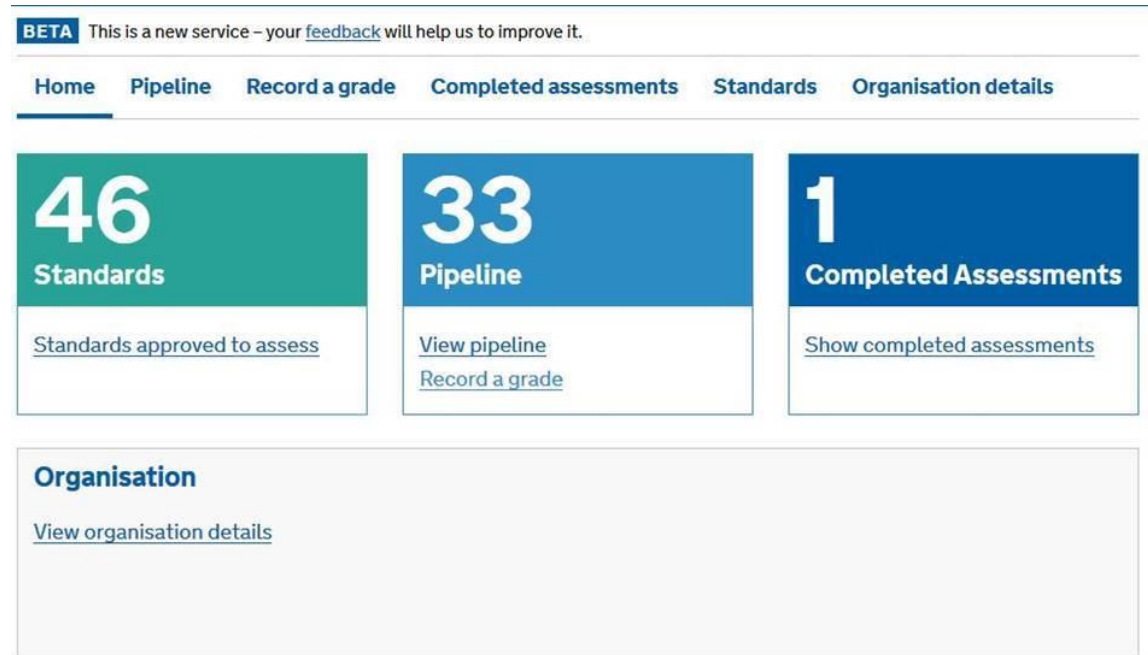
End-point assessment



Summary

The new dashboard will allow EPAO's to access information about –

- standards they are registered to assess;
- Assessments that they have claimed a certificate for; and
- Their pipeline of EPA activity based on where they have been selected to deliver an assessment



Over the next 12 months we'll begin to see a massive ramp up in EPA with 141,980 apprentices planned to complete training in the next 12 months.

Key reform features (6): Provider feedback

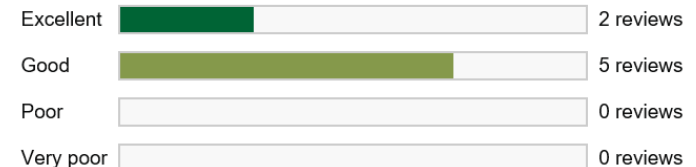


- The provider feedback service has been running for 5 months and so far we have received feedback from over 9,880 employers on 908 providers.
- Overall, over 85% of employers have said that their training provider's 'training and services' are excellent or good.
- We will shortly be going out again to employers for our second round of feedback collection.
- The data is published on Find Apprenticeship Training and is there to support you in understanding areas where the employers you work with think you do well and areas where there is room for improvement.

What employers are saying

Based on 7 reviews from employers that work with this training provider.

Overall rating from October 2018 to now



Strengths

Communication with employers (5)
Getting new apprentices started (3)
Providing the right training at the right time (3)
Working with small numbers of apprentices (2)
Adapting to my needs (1)
Improving apprentice skills (1)
Training facilities (1)

Things to improve

Reporting on progress of apprentices (4)
Communication with employers (1)

Key reform features (7): Fire it up



**FIRE UP
YOUR
CAREER**

88% of apprentices
continue in employment
after their apprenticeship
visit apprenticeships.gov.uk

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IT UP**
Apprenticeships

HM Government

**POWER
AHEAD**

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while your training is paid for
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**WE ARE
READY
NOW**

thousands of employers are offering
apprenticeships right now
visit apprenticeships.gov.uk

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IT UP**
Apprenticeships

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ONE NARRATIVE

- Apprenticeships energise individuals' careers and the employers that use them

ONE IDEA



ONE BRAND

- Distinctive visuals: The electrical spark
- Messaging: Aspirational and energetic language
- Tone: Confidence and assured portraits

ONE MODEL

- Reframe culturally
- Persuade collectively
- Nudge individually

ONE HUB

[Apprenticeships.gov.uk](https://www.apprenticeships.gov.uk)

Looking forward



Meeting
employer
needs

- Moving non-levy employers onto the service and developing the wider service
- Continue to support the development of standards

Affordability

- Keeping within our Budget and demonstrating value

Widening
Participation &
Progression for
apprentices

- Ensuring inclusivity in the apprenticeship and HE landscape
- Right mix of levels across apprenticeships, that facilitates progression?

Engagement

- Promoting the benefits to all audiences esp. schools and parents

A few takeaways



- Apprenticeships are jobs – employers and providers need to work together.
 - Standards are now live – and there will be no new starts on frameworks from August 2020.
 - The register of apprentice training providers is open
 - Think about EPA early – keep the apprentice data up to date and talk to the EPAO (if not an integrated degree).
 - If you are an EPAO there are new tools in the Apprenticeship Service
 - Get involved with National Apprenticeship Week and Fire it up
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