

Degree Apprenticeship

Opportunities, Challenges and the Role of UVAC

Ofsted Argues for the Prioritisation of Apprenticeship Funding for Young People without a Full Level 2

'The Apprenticeship levy is being spent on 'rebadged' graduate schemes'.

Ofsted has no remit for Degree Apprenticeships, the regulator OfS raises no such concern.

'Apprenticeships at higher levels will not address skills shortages in England if they are done at the expense of getting young people onto programmes. '

So does Ofsted question the police constable degree apprenticeship, registered nurse degree apprenticeship or STEM Degree Apprenticeship and HM Government's Industrial Strategy which outlines the negative impact poor management skills are having on UK productivity?

Degree Apprenticeship – A ‘Middle Class’ Land Grab?

The statistics for the UK's first PCDA cohort from Nottinghamshire Police:

21.8 % of applications were from the BAME community, this compares with 10% for previous recruitment campaigns and 4.63% within the force.

Subsequently 19% of the recruits on the cohort are from BAME communities compared with between 7 and 10% in previous cohorts.

50% of the cohort are female, compared with 30% in previous groups and 31.45% in force.

More than 50 % of the cohort are the first in their family to enter higher education

Introduction

UVAC – Our Role

- Not for profit, HE organisation established to champion higher level vocational learning
- 85 HEI members from all mission groups
- Board – VCs, DVCs, Apprenticeship experts
- Advocacy, Research and Dissemination
- UVAC Journal *Higher Education, Skills and Work-based Learning*
 - Published quarterly
 - 19,000 annual downloads



How UVAC Supports HE Providers

- Briefings for sector partners, regional Degree Apprenticeship networks and one-to-one briefings for HE Providers
- ‘Budding support’ – supporting HEIs new to the Apprenticeship system talk to HEIs with more experience
- Case studies of HEI approaches to Degree Apprenticeship
- *Webinar Programme* (36 per annum)– ‘Working with the Apprenticeship System’.
- Apprenticeship templates; provider/employer contact, provider/EPAO, provider/subcontractor and commitment statement etc. etc.
- Support for HEI reference groups working with Apprenticeship trailblazers

UVAC Journal – Higher Education, Skills and Work-based Learning – Special Editions

- Degree Apprenticeships: Delivering Quality and Social Mobility
- Higher and Degree Apprenticeships Equality and Diversity Matter
- Transforming the Perception of Apprenticeships in England: Professional Careers in the Public Sector

A contribution to an ‘evidence based’ approach to the development of Apprenticeship.

Apprenticeship – Examples of those in development/approved for delivery

Abattoir Worker (level 2)

Academic Professional (level 7)

Accident Repair Technician (level 3)

Accountancy/Taxation Professional (level 7)

Air Traffic Controller (level 5)

Animator (degree) (level 7)

Arborist (level 2)

Archaeological specialist (level 7)

Architect (degree) (level 7)

Asbestos Removal Operative (level 2)

Over 50 occupations starting with A.

Apprenticeship, Higher and Degree Apprenticeship – Where they Fit

Apprenticeship historically dominated by level 2 provision, but now encompasses level 2 to level 7 (and potentially level 8)

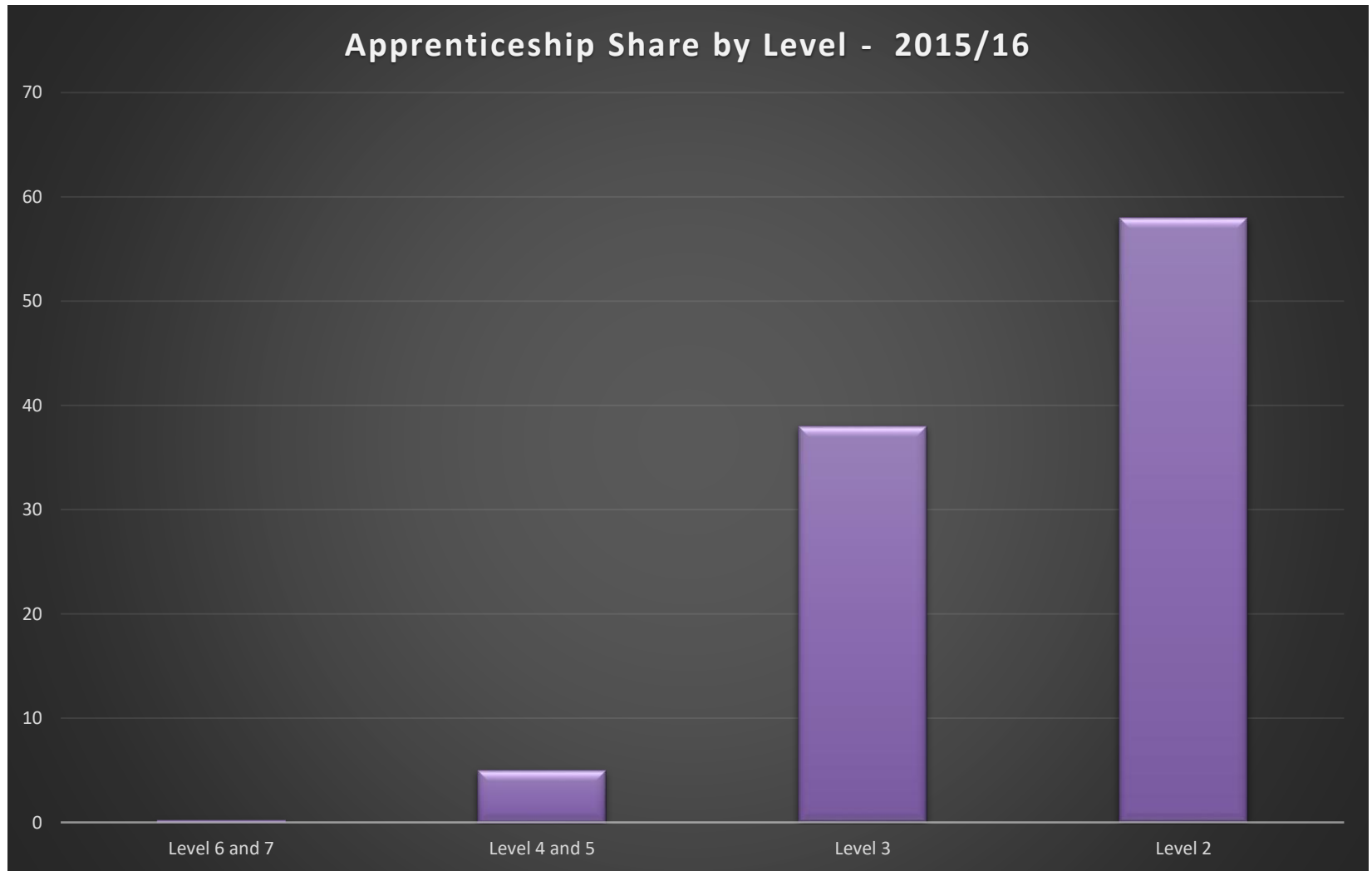
Qualification Levels – Apprenticeship based on a job and the knowledge, skills and behaviours needed for the job.

- Level 2 - GCSE
- Level 3 – A level
- Level 4 - Certificate of Higher Education
- Level 5 - Foundation Degree
- Level 6 - Bachelors Degree – Degree Apprenticeship (where specified in a standard)
- Level 7 - Masters Degree – Degree Apprenticeship (where specified in a standard)
- Level 8 - PhD

Apprenticeship – the Past

- Apprenticeship some excellence provision **but..**
- Apprenticeship provision – dominated in the past by level 2 and questionable occupational roles
- Historically a confused policy agenda – a choice for those ‘not wanting to or able to stay on at school’ or focused on ‘delivering the skills needed by the economy’?
- Apprenticeship *‘the good choice for other people’s children’ – for the ‘haves’ or ‘have-nots’?*

Apprenticeship – The Recent Past where we were in 2015/16 – Percentage Share of Total Starts by Level



Degree Apprenticeship – Exponential Growth??

2017/18 Overall Apprenticeship Starts. Proportion of starts by level:

Level 4 – 7	13%
Level 3	44%
Level 2	43%

11,000 out of 375,000 starts were at level 6 and 7 i.e. 2.3%.

Source - Apprenticeship Statistics in England – House of Commons Library 11 February 2019

Degree Apprenticeship the Potential – Examples of Standards (Developed or being Developed – with reference to the public sector)

Police constable

Social worker

Register nurse

Advanced clinical practitioner

Clinical trials specialist

Chartered town planner

Environmental manager

Laboratory scientist

Occupational therapist

Operating department practitioner

Paramedic

Physiotherapist

Podiatrist

Transport planner

Chartered Manager

Senior Leader

Digital technology solutions professional

Chartered surveyor

Professional economist

Apprenticeship – the Tensions

- Affordability vis-à-vis where employers will want to use and purchase apprenticeship
- Numbers – 3 million starts vis-à-vis where employers will want to use and purchased apprenticeship
- Apprenticeship for 16 – 19 year olds vis-à-vis Apprenticeships for adults and existing employees
- A skills and productivity programme vis-à-vis a programme to support young people enter the labour market
- Social mobility – a route into employment vis-à-vis a work-based progression route to the professions and senior management

Apprenticeship Tensions – Management Apprenticeships

- **Context** – 2,900 starts on the CMDA represent just 1.5% of all starts on Apprenticeship Standards – IfA 15 January 2019
- **Asia closed the gap on management skills and Britain must do the same – The Times 28 November 2017** *‘We have an unusually long tail of underperforming businesses. Management skills could account for a quarter of the productivity gap between the UK and the US.’* Industrial Strategy, November 2017
- **Universities cash in with courses for ‘apprentices’ (re MBA programmes) – The Times 5 May 2018** – critics said the approach would lead to a proliferation of overqualified managers who *‘couldn’t bang a nail in’* rather than the trained workers who are useful to the economy.
- AoC has serious concerns about the unstoppable rise of management apprenticeships and the consequent lack of opportunities for young people. – **FE Week 10 November 2017**
- *Nobody can explain to me why the public paying £17,100 (of a management MBA Degree Apprenticeship) is good value for money.* – **Nick Linford, Editor FE Week 2 November 2018**
- *‘In some cases we’re seeing levy funding subsidising repackaged graduate schemes and MBAs that just don’t need it.’* – **Amanda Spielman, Chief Inspector, Ofsted – 5 December 2018**

Sellafield Among Top Companies Launching Project Management Apprenticeships

The degree apprenticeship will allow new and existing members of staff to learn project management skills such as managing projects to tight schedules; working effectively with a wide variety of organisations; and developing robust business plans.

Institute for Apprenticeships Newsletter – 6 December 2018

The Apprenticeship Levy – What does it Fund

- 3 million Apprenticeship starts manifesto commitment (600,000 per annum) - average £4,167 per Apprenticeship (excludes travel to work expenses etc.)
- £2.5bn would pay for 92,567 Degree Apprenticeship per annum (at £27K per Apprentice)
- Key Apprenticeships are expensive to deliver
 - Electrical Power Networks Engineer (level 4) £27K
 - Engineering Design and Draughtsperson (level 3) £27K
 - Nursing Associate (level 5) £15K
- What Apprenticeships can you get for £4,167? - Business Administration (level 3) £5K, Adult Care Worker (level 2) £3K, Retailer (level 2) £5K, Policy Officer (shaping and or influencing government policy) (level 4) £6K, Personal Trainer (level 3) £4K, Pest Control Technician (level 2) £4K.
- Apprenticeship provision for Non-levy Paying employers - funded by under-spend of levy paying employers on Apprenticeship.

The Apprenticeship Funding Band is the maximum Government contribution towards the training and assessment costs of the Apprenticeship. **Means Apprenticeship funding bands may be set below the cost of delivery.**

Apprenticeship Tensions of the System

- Employer driven ‘employer in the driving seat’ ‘pen in the hand of the employer’ OR official led?
 - Who is in charge Trailblazer, Route Panel or the IfA?
 - How will the IfA ration funding?
- A Funding Body (ESFA) with a historic provider base which is not fit for purpose
- Removal of degrees from Apprenticeships (IfA Mandatory Qualification Rule) – driven by cost, misunderstanding or ideology?
- Occupational competence or transferable skills? – The needs of the employer, individual and economy
- Levy Payers and Non-levy Payers – should underspend by the NHS, police forces fund lower level Apprenticeships used by small private businesses?

Degree Apprenticeship - Threats

- Removal of degrees from Apprenticeships (IfA Mandatory Qualification Rule) – driven by cost, lack of knowledge or ideology?
- Funding - reduction in funding bands, ESFA proposals for a Provider Earnings Limit, ‘postcode lottery’ in the availability of Degree Apprenticeship provision for non-levy paying employers
- The focus of Apprenticeship – employer lead focused on productivity or a programme prioritised for individuals without a full-level 2 (Ofsted). The levy pot is finite.

Degree Apprenticeship and Non Degree Apprenticeship – The IfA Position

“But what is not widely appreciated is that, for non-degree apprenticeships that broadly align with the majority of the degree syllabus, higher education institutions are able to complete the degree qualification for a relatively small administrative fee.

Successful apprentices would only need to fund the final exams or dissertation to secure the qualification. The levy just won't pay this additional cost.”

IfA, FE News - 15 January 2019

Apprenticeship – UVAC/HE Sector Policy Asks

- Stick to the policy – a productivity focused and employer led programme
- Review policy on the basis of EVIDENCE
- Avoid the temptation to use the Apprenticeship levy as a stealth tax to fund lower level FE provision
- Focus on quality NOT numbers
- Less interference from the IfA – a system that does NOT second guess the Trailblazer
 - Whose in charge Trailblazer, Route Panel or the IfA?
 - How will the IfA ration funding?
- Overhaul of the ESFA to have a proper skills and employer focus
- Immediate:
 - Ensure employers can specify mandatory degrees in Apprenticeships where required by a PSRB, used in hard sifting or employers believe their inclusion will raise productivity or support social mobility
 - Sort Degree Apprenticeship funding for non-levy payers
 - A robust, reliable and transparent approach to determining Apprenticeship funding bands
 - Ensure appropriate OfS/QAA quality assurance for Apprenticeship at levels 4 - 8

Apprenticeship – Where the HE Sector is

- 107 HEIs on the RoATP – vast majority delivering
- Numbers delivered ranges from 1000 + to 10s (this can change rapidly with new contracts e.g. for PCDA)
- Key Apprenticeships – CMDA, Senior Leader, DTSP, Chartered Surveyor AND increasingly public sector DAs e.g. PCDA
- Limited involvement in non-levy market largely due to ‘botched’* ESFA procurement
- HEIs initially heavily engaged in level 4 and 5, new entrants prioritising 6 and 7
- HEIs see Apprenticeship as ‘positive’ but substantial concern over continual change, hostile environment and potential impact on existing provision

* *Policy Connect Degree Apprenticeship Up to Standard? January 2019*

Apprenticeship – Requests for Support from UVAC

- Preparing for Ofsted – monitoring visits/inspection
- Templates – contracts, process
- The registers - RoATP and RoEPAO
- Funding Rules – compliance e.g. sub-contracting, 20% off the job
- Support for key sectors e.g. nursing and social work
- ILR
- Costing programmes

Far less (at the moment) on:

- Delivery models, employer engagement, progression and social mobility etc.