

# Aiming high in Apprenticeships

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## 4 Main things are changing

Apprenticeships are changing.  
You are part of that change.

1

Give employers  
control in designing  
Apprenticeships

2

Increase the  
flexibility of  
delivery

3

Simplify  
the funding  
system

4

Increase the  
effectiveness  
of training



# Give employers control in designing Apprenticeships

## Employers have more control in designing apprenticeships

- Employer led Trailblazer groups are developing new occupational Standards which will replace SASE Frameworks
- An increase from approximately 250 SASE Frameworks to potentially over 800 Standards
- Each new Standard is consulted on before 'Approval for Delivery' is given
- Note - some of the earlier published Standards are being re-assessed and updated

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



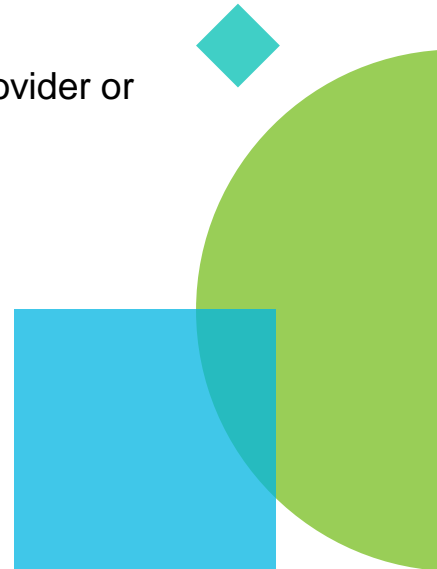


## Increase the flexibility of delivery

### Apprenticeship levy via PAYE and HMRC

- Funds go into the Digital Apprenticeship Service account, with 10% additional top-up from government
- The DAS can only be spent on training and assessment of apprenticeships
- You can choose to become an Employer Provider and deliver apprenticeships yourself, or sub-contract to a Training Provider or perhaps a mix of the two

***You, as the employer are in the driving seat!***



# 3

## Simplify the funding system

### Dual System – levy and non-levy paying employers from May 2017

**Employers with a pay-bill under £3million (non-levy paying)**



Will co-invest on 1:9 ratio with government for the delivery of apprenticeship standards and frameworks.

There are a variety of incentives for employers and providers and uplifts for 16-18 apprenticeships

**Employers with a pay-bill over £3million (levy paying)**



Pay an apprenticeships levy via PAYE and HMRC – funds go into the Digital Apprenticeship Service account. With 10% additional top-up from government. The levy can only be spent on training and assessment of apprenticeships.

# Funding rules and changes

- Government will fund an apprentice to undertake an apprenticeship at the same or lower level than a qualification they already hold, if the apprenticeship will allow the individual to acquire substantive new skills and providers can evidence that.
- There are no age restrictions to apprenticeship from May 2017, any age employee can take an apprenticeship and still be funded.
- There are added incentives for supporting SME's and 16-18 apprentices.
- English and maths are funded separately outside of the levy or employer co-investment, if needed and the apprentice does not already meet the required standard.
- English and maths up to L2.
- If employers require L3 English or maths, then the employer must pay for this.
- 20% of the apprenticeship must be off the job training with evidence to prove this
- There are increased due diligence requirement and rules for sub-contracting apprenticeship delivery from May 2017.



# 4

## Increase the effectiveness of training

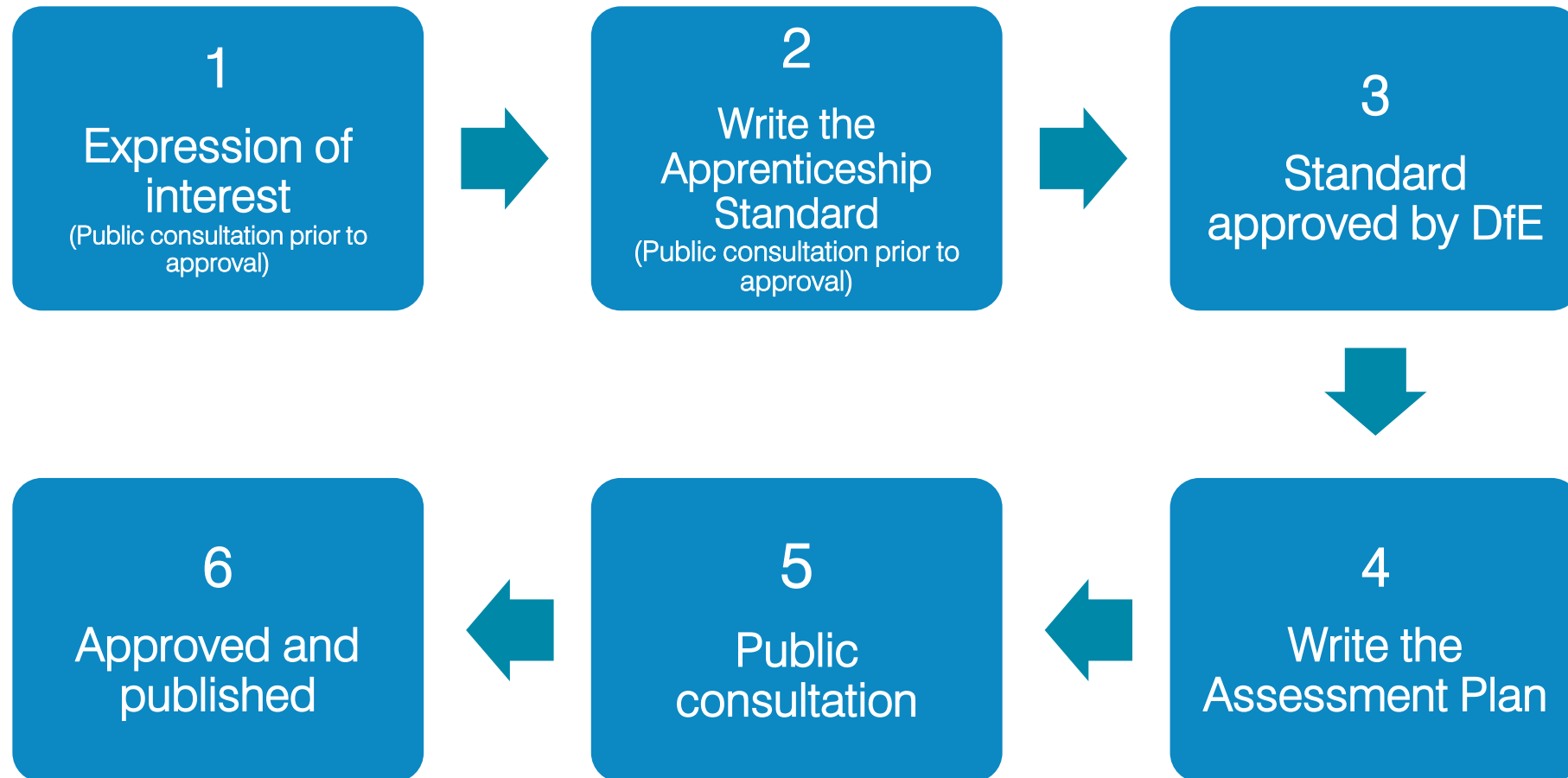
### **New apprenticeships are designed to be more flexible and more effective**

- Qualifications are no longer always mandatory – employers can design a programme to meet new apprenticeship Standard specification (this could include any relevant qualification of any size or accreditation, unless a specific qualification is mandatory and written into the apprenticeship Standard)
- Employers have the flexibility of mapping their current roles and training materials to the standards so that the apprenticeship learner journey is embedded and aligned to their business operations
- Introduction of end-point assessment – once the apprentice has completed the on-programme phase and passed their gateway criteria they will move on to end-point assessment
- End Point Assessment (EPA) must be carried out independently

<http://www.cityandguilds.com/apprenticeships/emerging-standards/end-assessment-service>



# Trailblazer process





# End Point Assessment

- City & Guilds is delivering end-point assessment in a variety of ways, as required by the sector's model of assessment and partly by operational considerations such as volumes, peaks and troughs.
- Our focus is currently on occupations we are planning to develop an EPA offer in
- Our delivery options will likely be:

**1**

Contracting  
freelance assessors  
directly

**2**

Arranging for release  
and contracting assessors  
from employers, partner  
providers and colleges  
(to assess apprentices that  
they've had no part  
in training)

**3**

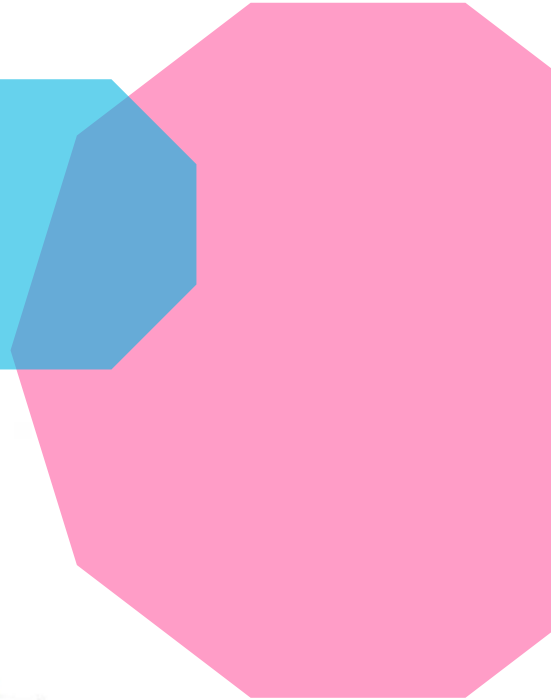
Subcontracting for  
use of assessors from  
partner providers and  
colleges

**4**

Hiring venues  
from partner  
organisations

# End Point Assessment Methods

Typically based on one or a selection of:



## FOR ASSESSING A BODY OF KNOWLEDGE

Options include:

- Tests
- Examinations
- Professional discussions

These could involve multiple-choice tests and be administered on paper or online.

## FOR ASSESSING PRACTICAL COMPETENCE

Options include:

- Workplace observation
- Testing in a practical test facility
- Workplace projects
- Portfolio of work
- Assignments

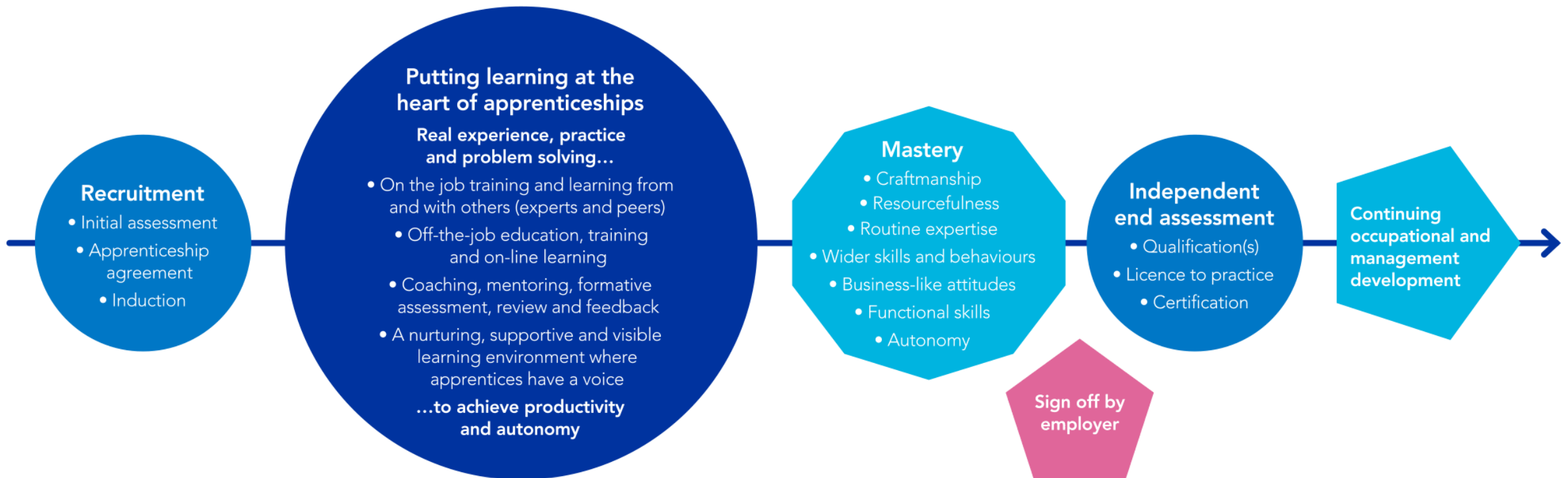
## FOR ASSESSING KNOWLEDGE-BASED COMPETENCE

Options include:

- Workplace projects
- Projects away from work (invigilated or otherwise)
- Professional discussions
- Assessment of work output

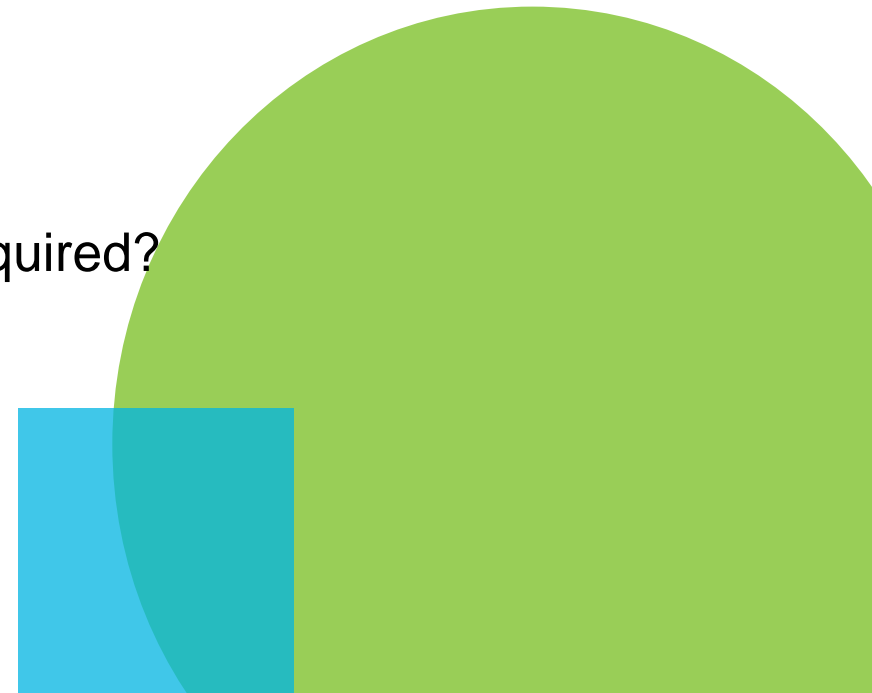
# How to ensure the highest quality

- Recruitment
- Real experience, practice and problem solving
- Mastery
- Sign off by employer (The Gateway)
- Independent end assessment
- Continuing occupational & management development



# What do you need to consider?

- What is the apprenticeship? Familiarise with the standards and assessment plan.
- Where and how do you register your learners on the apprenticeship?
- What are the timelines? How will you meet them?
- What support materials will you have already or need to develop?
- What staff do you need? How will they be used?
- What is the EPA? How will you book it?
- Who will liaise with the EPA organisation? What liaison will be required?
- What do you need to organise to have an efficient EPA?



# Apprenticeships for Parking Enforcement



Apprenticeships are changing.  
You could be part of that change

Would you like to see  
Apprenticeship Standards  
developed for Parking Enforcement  
and Notice Processing?

Have your say – please complete  
the Alpha Parking hosted survey:

<http://www.aparking.co.uk/parking-apprenticeship-survey-questions/>

# Employers' guide to Apprenticeship reforms



Download your full length Employers' Guide to Apprenticeship Reforms today at:

[http://www.cityandguilds.com/~media/Employers/Documents/J349930\\_Apprenticeships\\_Employer\\_Levy\\_Guide\\_Full\\_Length\\_V4%20pdf.ashx](http://www.cityandguilds.com/~media/Employers/Documents/J349930_Apprenticeships_Employer_Levy_Guide_Full_Length_V4%20pdf.ashx)

Other Apprenticeship information can be viewed at:

<http://www.cityandguilds.com/apprenticeships/news-events/Apprenticeship-resources>

# Links to relevant documents

## **Provider/Employer apprenticeship funding rules 2017/18**

<https://www.gov.uk/government/publications/apprenticeship-funding-and-performance-management-rules-2017-to-2018>

## **Apprenticeship funding policy and funding bands sheets**

<https://www.gov.uk/government/publications/apprenticeship-funding-from-may-2017>

## **Register of Apprenticeship Training Providers**

<https://www.gov.uk/government/collections/register-of-apprenticeship-training-providers>

## **Apprenticeship funding from May 2017 – policy paper**

<https://www.gov.uk/government/publications/apprenticeship-funding-from-may-2017>

## **Apprenticeship Standards**

<https://www.gov.uk/government/collections/apprenticeship-standards>

## **Employer Provider Guide**

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/590269/Feb\\_employer\\_provider\\_guide.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/590269/Feb_employer_provider_guide.pdf)



# Thank you for listening

