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# Apprenticeship reforms

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10<sup>th</sup> December 2014

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## Current Apprenticeship offer

- Open to all ages from 16 upwards
- Work based training programmes designed around the needs of the employers, leading to nationally recognised qualifications
- Funding available for Intermediate (Level 2), Advanced (Level 3) and Higher Apprenticeships (Level 4+)
- Minimum duration of 12 months



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## What does an Apprenticeship consist of

A typical Apprenticeship framework consists of:

- A knowledge element
- A competency element (often an NVQ or Diploma)
- Functional Skills (English, Maths and sometimes ICT)
- Personal learning and thinking skills
- Employee rights and responsibilities

### The benefits

88% increased employee satisfaction

82% Building skills capacity

81% Greater productivity

81% Attractive to customers

80% Reduced staff turnover

75% Lower recruitment costs



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# Employer Responsibilities

- Issue a contract of employment, same rights as other employees
- Provide on the job training
- Pay the apprentice(s) at least the Apprenticeship Minimum Wage for the first year
- Ensure the apprentice is employed for at least 30 hours per week
- Sign an Apprenticeship Agreement



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## Apprenticeship Grant for Employers

- To support recruitment of 16-24 year old apprentices
- £1,500 per apprentice, up to 10 grants per employer
- For employers that have not taken on apprentices within the last 12 months
- Fewer than 1,000 employees
- Payment received after apprentice completes 13 weeks employment / training

### **January 2015**

- Fewer than 50 employees
- Maximum of 5 grants per employer



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# National Apprenticeship Service

**08000 150 600**

Responsible for Apprenticeships in  
England

Provides a dedicated service to  
employers offering free, impartial advice  
and support

Responsive and customer focused web  
and telephone service for employers with  
under 250 employees





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# Why reform apprenticeships?

- To meet the needs of the future economy and businesses
- To ensure apprenticeships are more rigorous and responsive to the needs of employers following Richard Review
- So apprenticeships are viewed with the same esteem as University
- To build on existing strengths

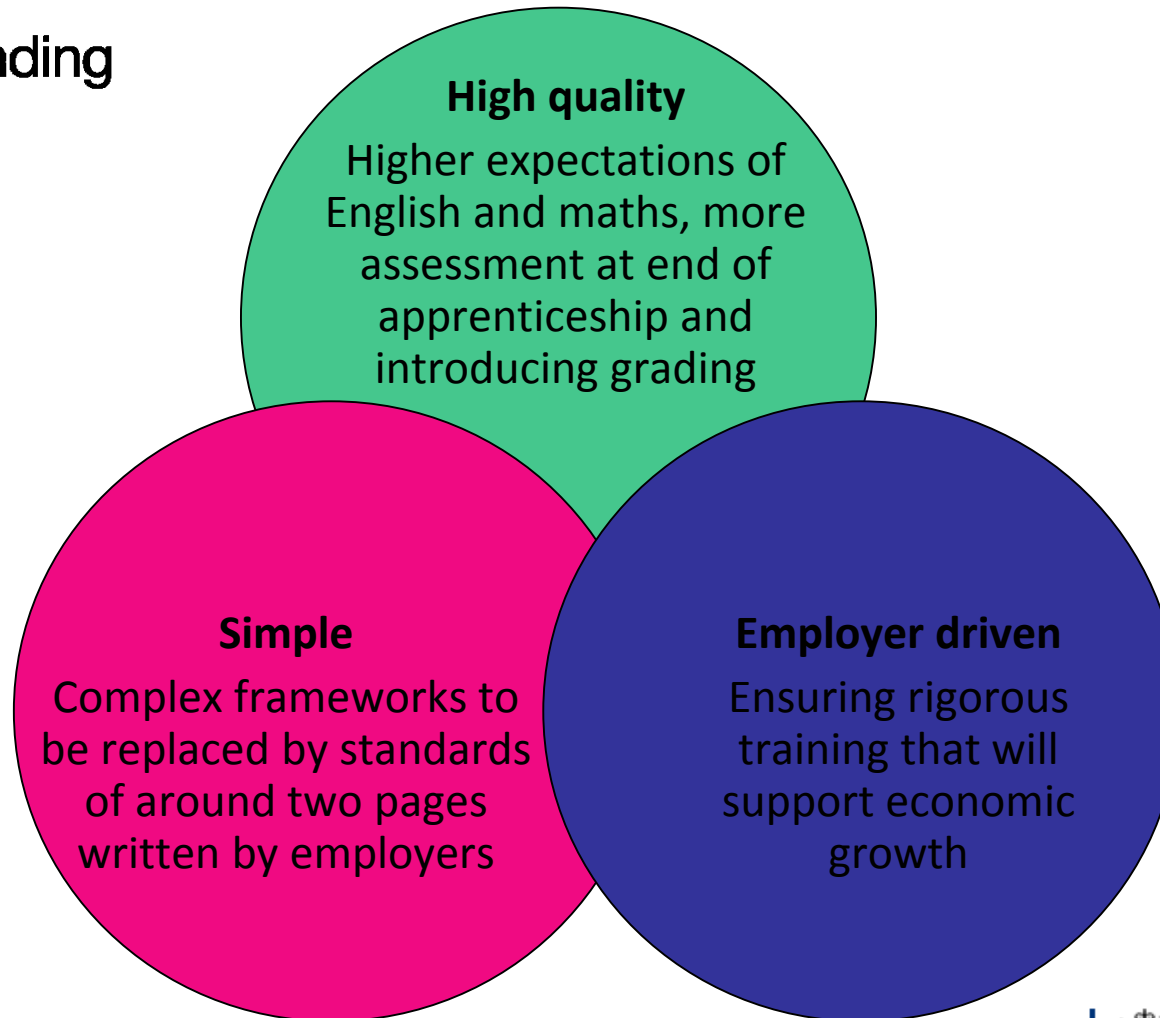


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# What are the main aims?



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# What are the changes?

- Standards designed by employers will replace existing Frameworks
- New standards will be clear and concise, no more than two pages long
- All apprenticeships will have a synoptic end-point assessment
- Apprenticeships will be graded for the first time
- All apprenticeships will last a minimum of 12 months



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# Delivering the reforms

- Trailblazers led the way in implementing the reforms
- Large and small employers developing new apprenticeship standards and assessment approaches for key occupations in their sectors
- More than 1,000 employers are directly involved so far, others responding to consultations
- Training organisations, awarding organisations and professional bodies also supporting the groups



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# Development phases

## Phase 1

- 8 employer groups
- 20 standards and 13 assessment plans published
- Starts in 14/15

## Phase 2

- 29 groups
- 31 standards, now developing assessment plans
- Potential starts in 14/15

## Phase 3

- 37 groups announced in Oct 14
- 76 more standards being developed
- These were prioritised from 100+ EOIs

Ongoing rounds of development thereafter



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# Trailblazers

\* From September 2014 \*\* From January 2015 - all others from summer 2015

Sector	Job Role	Sector	Job Role	Sector	Job Role	Sector	Job Role	Sector	Job Role
<b>Accountancy</b>	Professional Accounting Technician	<b>Automotive Retail</b>	Motor Vehicle Service/Maintenance Eng'r	<b>Dental Health</b>	Dental Practice Manager	<b>Energy and Utilities</b>	Utilities Engineering Technician	<b>Land-based Engineering</b>	Land-based Service Eng'r
	Professional Accountant	<b>Aviation</b>	Airside Operator	<b>Digital Industries**</b>	Software Developer		Water Process Technician	<b>Law</b>	Paralegal
<b>Actuarial</b>	Actuarial Technician	<b>Butchery</b>	Butchery		Network Engineer	<b>Financial* Services</b>	Relationship Manager		Chartered Legal Executive
<b>Aerospace</b>	Manufacturing Fitter	<b>Construction</b>	Highway Electrician		Software Tester		Financial Services Administrator		Solicitor
<b>Automotive*</b>	Mechatronics Maintenance Technician		Construction Technician		Digital Marketer	<b>Food and Drink**</b>	Food & Drink Maintenance Engineer	<b>Life and Industrial Sciences**</b>	Laboratory Technician
	Control /Tech Support Eng'r	<b>Conveyancing</b>	Conveyancing Technician		Cyber Intrusion Analyst	<b>Golf Greenkeeping</b>	Golf Greenkeeper		Science Manufacturing Technician
	Electrical /Electronic Tech Support Eng'r		Licensed Conveyancer		Digital Media Technology Practitioner	<b>Hospitality</b>	Senior Chef: Culinary Arts	<b>Maritime</b>	Able Seafarer (deck)
	Manufacturing Engineer	<b>Craft</b>	Craftsperson	<b>Early Years</b>	Early Years Educator		Senior Chef: Production	<b>Newspaper &amp; Journalism</b>	Junior Journalists
	Product Design and Devel Eng'r	<b>Dental Health</b>	Dental Technician	<b>Electro-technical**</b>	Installation Maintenance Electrician	<b>Housing</b>	Housing Management	<b>Property Services</b>	Property Maintenance Operative
	Product Design and Devel Tec'n		Dental Lab Assistant	<b>Energy and Utilities**</b>	Power Network Craftsperson	<b>Insurance</b>	Insurance Practitioner	<b>Rail Design</b>	Railway Engineering Design Tech



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## More information

Keep up to date:

Published standards and those in development:

<http://www.apprenticeships.org.uk/standards>

<http://http://www.apprenticeships.org.uk/standardsindevelopment>

Guidance for developers of standards:

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

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/366063/bis-14-p194b-Guidance-for-developers-of-apprenticeship-standards-and-related-assessment-plans.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/366063/bis-14-p194b-Guidance-for-developers-of-apprenticeship-standards-and-related-assessment-plans.pdf)



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# Get involved...

Employers interested in getting involved, can  
email:

[apprenticeship.trailblazers@bis.gsi.gov.uk](mailto:apprenticeship.trailblazers@bis.gsi.gov.uk)



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# Transitional arrangements

- The Trailblazers will pave the way for full implementation of the reforms during 2015/16 and 2016/17
- The aim is that all new apprenticeship starts from 2017/18 will be on the new programme
- Dual running in the interim, with potential to switch off some frameworks/pathways earlier



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# Benefits

- Employers in the driving seat
- Simplified apprenticeship standards
- Increased quality of apprenticeships
- Recognition for apprentices who demonstrate high level performance
- Increased flexibility for training delivery



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# Apprenticeship Reform

## Funding Trials 2014 to 2015



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## Trailblazer funding model trial 2014/15

- Employers will select a lead provider to coordinate their training and assessment delivery
- Employers will agree a price for their delivery with their chosen providers.
- Providers can include many of the services they offer as part of their price
- Government will pay £2 for every £1 of this price invested by an employer up to the cap for the standard
- Employer Incentive Payments are paid:
  - for 16-18 year old - 50% at 3 months and 50% at 12 months
  - For small businesses – 100% at 3 months
  - For completion - at the end of the Apprenticeship
- Employers have complete flexibility on what they use any incentive payments for



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# Funding model for trailblazers

Maximum Core Government contribution (£2 for every £1 from employer)		Cap 1	Cap 2	Cap 3	Cap 4	Cap 5
		£2,000	£3,000	£6,000	£8,000	£18,000
Employer contribution if the maximum cap is claimed		£1000	£1,500	£3,000	£4,000	£9,000
Additional incentive payments	Recruiting a 16-18 year old	£600	£900	£1,800	£2,400	£5,400
	For a small business (<50)	£500	£500	£900	£1,200	£2,700
	For successful completion	£500	£500	£900	£1,200	£2,700
Maximum total Government contribution		£3,600	£4,900	£9,600	£12,800	£28,800



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**Any Questions?**



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