

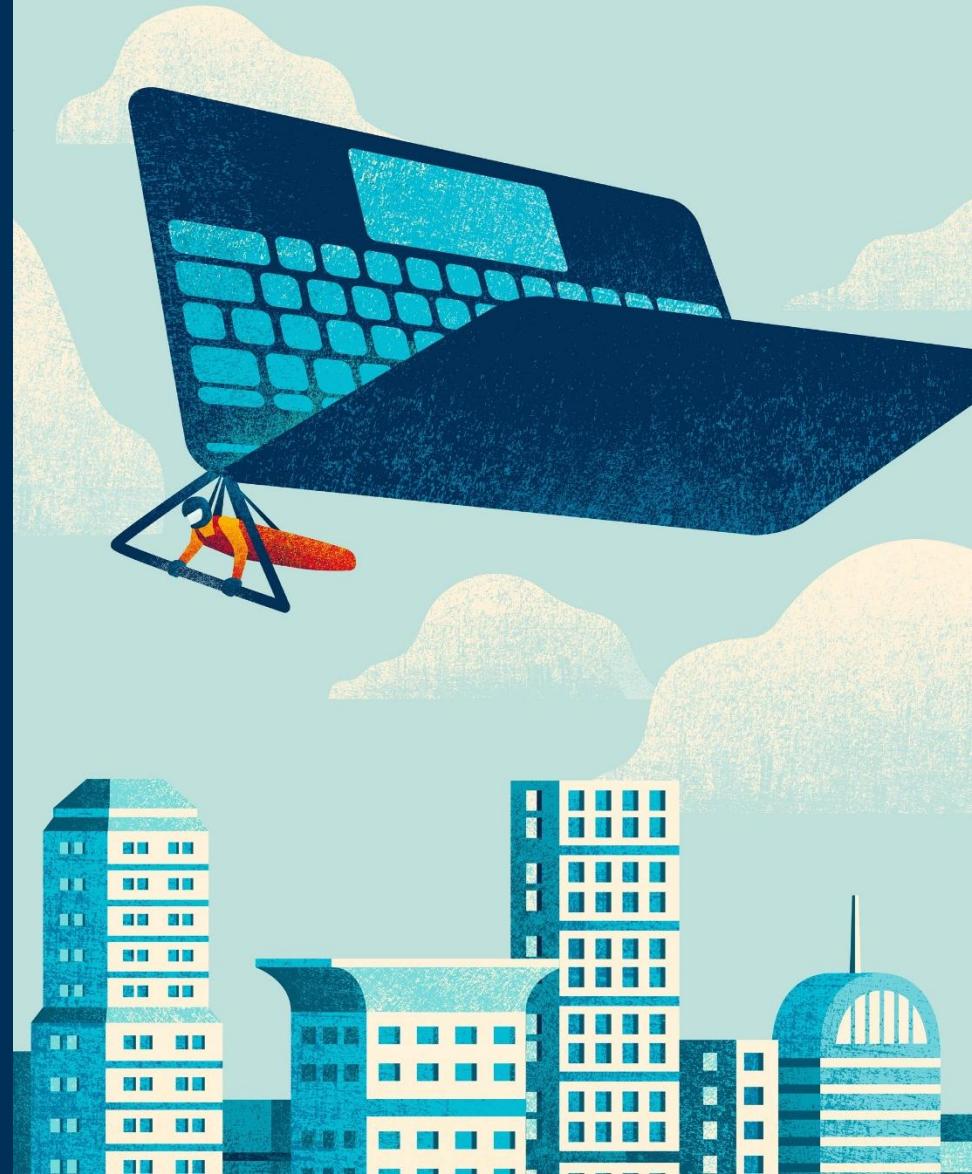


Pearson

# Realising the 2020 vision for Apprenticeships: converting challenges into opportunities

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## Workshop Outline

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**01** How long have we got?

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**02** Overview of reform

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**03** 2020 Vision

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**04** Challenges to opportunities

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**05** How can Pearson support you?

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**06** Questions

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How long have we got?

# 2020 Vision - The Challenge



# Overview of reform

# Things to think about

- How revolutionary is assessment of the new Apprenticeship standard?
- Standardisation
- Comparability
- Transferability
- The Learner





# How did we get here?

- The Richard Review (2012)
- October 2013, the first employers were formed as “trailblazers” to design new apprenticeship standards and assessment approaches in England.
- The reform forms part of broader changes to the apprenticeships system outlined in the government’s 2020 vision:
  - Funding rules, methodology, levy and voucher scheme
  - 3 million target
  - Legislation to protect the term “apprenticeship” and target public bodies in the Enterprise Bill.

# New Apprenticeship Standards

All new apprenticeship standards will be designed by employers, around singular occupations, and will include:

- End-point assessment (EPA)
- A holistic element to EPA
- Grading where possible
- Assessment that covers theoretical and practical elements
- No formal requirement for qualifications
- ‘Mastery mechanism’ – with a single approach to assessment against the standard
- English and maths – ambition for GCSEs although functional skills is still ‘appropriate’
- Minimum 12 months duration
- Minimum 20% off-the-job training
- Use of technology in design, delivery and assessment.

**While continuous assessment will remain, the focus is on End Point Assessment**

# How will the apprentice be assessed?

## Apprenticeships assessment:

- Emerging models - a general split between STEM and Service/Operational standards
- Independent assessment at the end of the apprenticeship programme is fundamental
- Apprentice signed-off by their employer as ready for a final assessment of their knowledge, skills and behaviours (KSBs)
- Must be graded (in most cases) - the assessment company and assessor must be independent of and separate from the training.
- The validity, effectiveness and cost of the various methods available vary in accordance with the occupation, which could be practical, involving work that can be easily observed or knowledge-based, where work output can sometimes be partly observable
- External quality assurance, independent of the assessment organisation

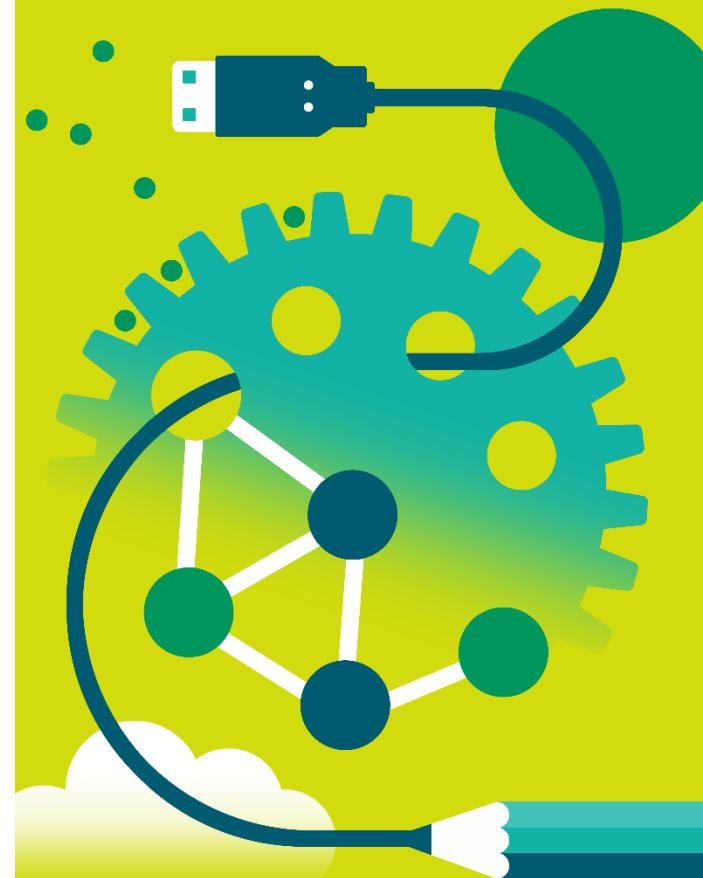
# Continuous assessment

Continuous assessment (CA) throughout the programme will still be necessary.

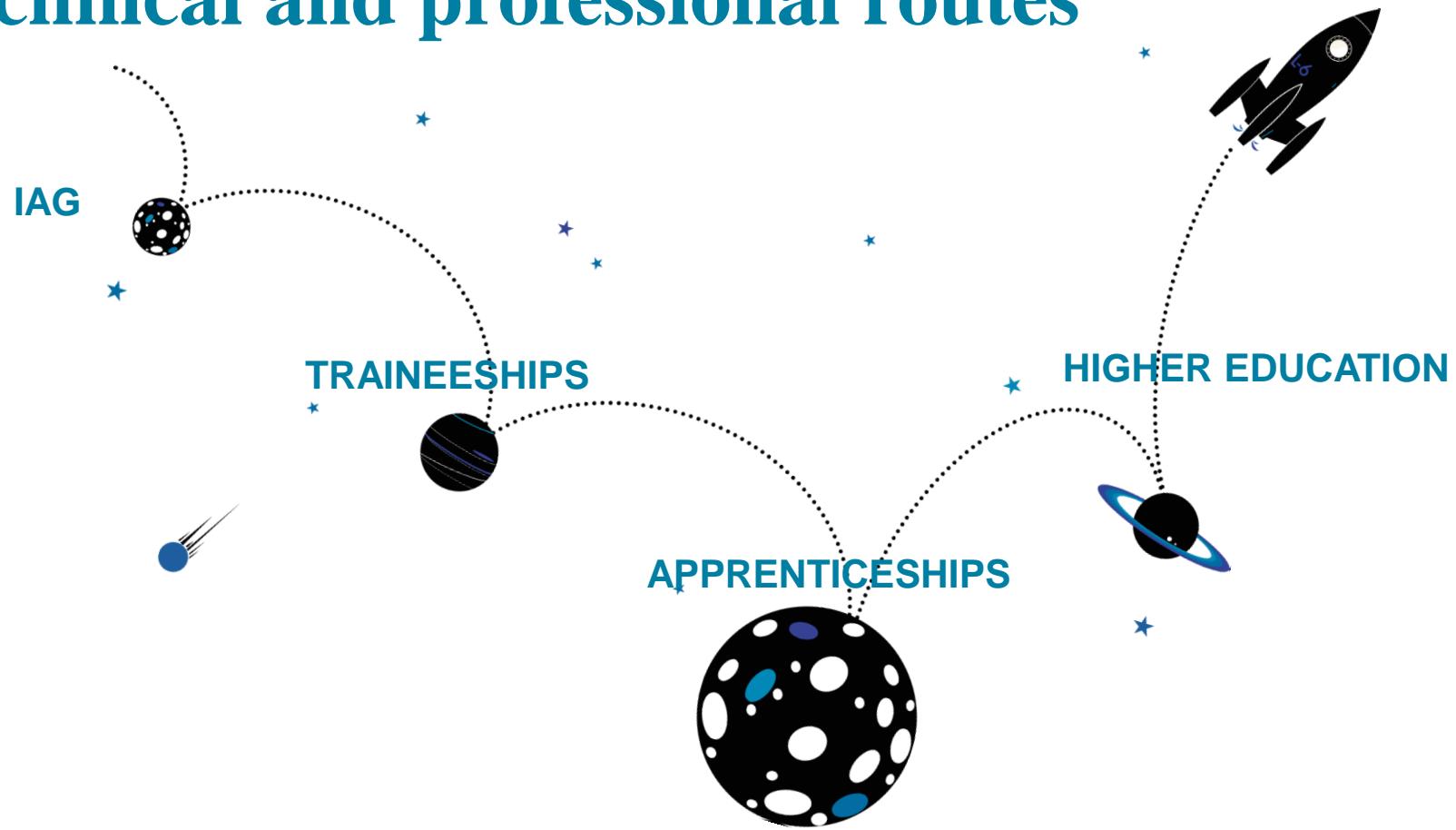
CA tracks progress of apprentices, gathers feedback and offers employers and providers a clear view of apprentices' readiness for final assessment.

CA could include:

- 1-1s for monitoring progress
- Formal qualification that is mandatory as a precursor to EPA (gateway)
- Quality Assurance of training/learning
- Opportunity for employers to take ownership and use in-house processes so long as they are consistent to standard



# Exploring the learner journey ...and stepping into employment through the technical and professional routes





2020 Vision

# What is the 2020 Vision?

Government believes that apprenticeships will help address a number of requirements for future skills including:

- A critical need for high numbers of new technical and professional skilled workers
- The provision of 5 million new and replacement higher skills job openings
- Growing skills shortages in the STEM and digital sectors
- Increased productivity combined with low levels of both youth and general employment



# 2020 Vision

## Key considerations

- Quality
- Employer Engagement
- Routes into Apprenticeships and work
- Building the long term apprenticeship system
- Funding



# Institute for Apprenticeships - Quality

- A new independent body, led by employers, to regulate the quality of apprenticeships.
- An independent chair will lead a small board made up primarily of employers and business leaders to ensure employers continue to drive up apprenticeship quality.
- Building on the current trailblazer processes, the Institute will implement mechanisms for the approval of apprenticeship standards and assessment plans, and maintain quality criteria so that only standards valued by employers are approved.
- It is the intention that the Institute will be fully operational by April 2017, but it is likely to take on functions in a phased approach during 2016.

# Funding Levy

- The apprenticeships levy will be introduced in April 2017, be worth £3 billion by 2019-20, and fund 3 million apprenticeship starts by 2020.
- By 2019-20 government spending on apprenticeships (including the levy) will be double the 2010-11 level in cash terms.
- Spending on apprenticeships in England will be £2.5 billion, and will be ring-fenced (Scotland, Wales and NI will receive their fair share).
- The levy will be set at a rate of 0.5% of an employer's paybill and employers will receive a £15,000 allowance to offset against their payment which means it will only be paid on paybills in excess of £3 million.
- Less than 2% of UK employers will have to pay. Non-levy payers will be subject to a new funding methodology for the new apprenticeship standards

# Funding – prior to Levy (and post for SMEs?)

		Cap 1	Cap 2	Cap 3	Cap 4	Cap 5	Cap 6
Maximum core government contribution (£2 for every £1 from employer)		£2,000	£3,000	£6,000	£8,000	£13,000	£18,000
Employer contribution if the cap maximum is required		£1,000	£1,500	£3,000	£4,000	£6,500	£9,000
Co-payment for training and assessment if the cap maximum is required		£3,000	£4,500	£9,000	£12,000	£19,500	£27,000
Additional incentive payments	Recruiting a 16 to 18-year-old	£600	£900	£1,800	£2,400	£3,900	£5,400
	For a small business (<50)	£500	£500	£900	£1,200	£1,950	£2,700
	For successful completion	£500	£500	£900	£1,200	£1,950	£2,700
Maximum total government contribution		£3,600	£4,900	£9,600	£12,800	£20,800	£28,800

\* Source: Trailblazer Funding Rules 16-17, Skills Funding Agency



Challenges to  
opportunities

# Activity

- What do you see as your challenges in meeting 2020 vision?
- How can these become opportunities?



# Challenges to opportunities

## 2020 vision:

- Quality
- Employer Engagement
- Routes into Apprenticeships and work
- Building the long term apprenticeship system
- Funding
- 3 million target
- Timescale to 2020
- Transition from SASE to Standards
- Providing training and assessment vs. current qualifications assessment
- Engaging with employers
- Continuous assessment vs holistic
- Meeting needs of SMEs
- Business models – a change in focus for FE and private training providers
- Capitalising on employer levy and using own levy if applicable

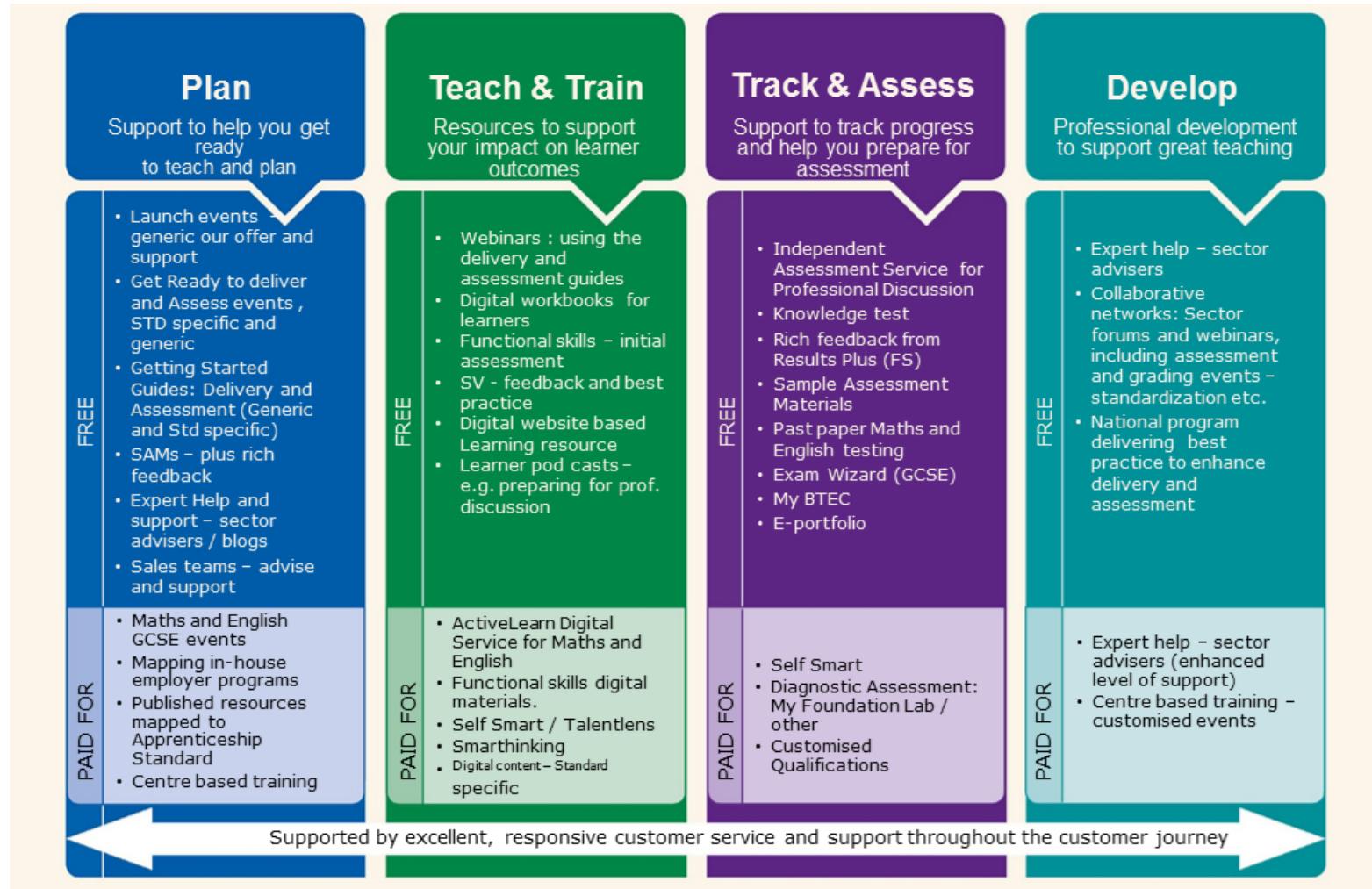


How can Pearson  
support you?

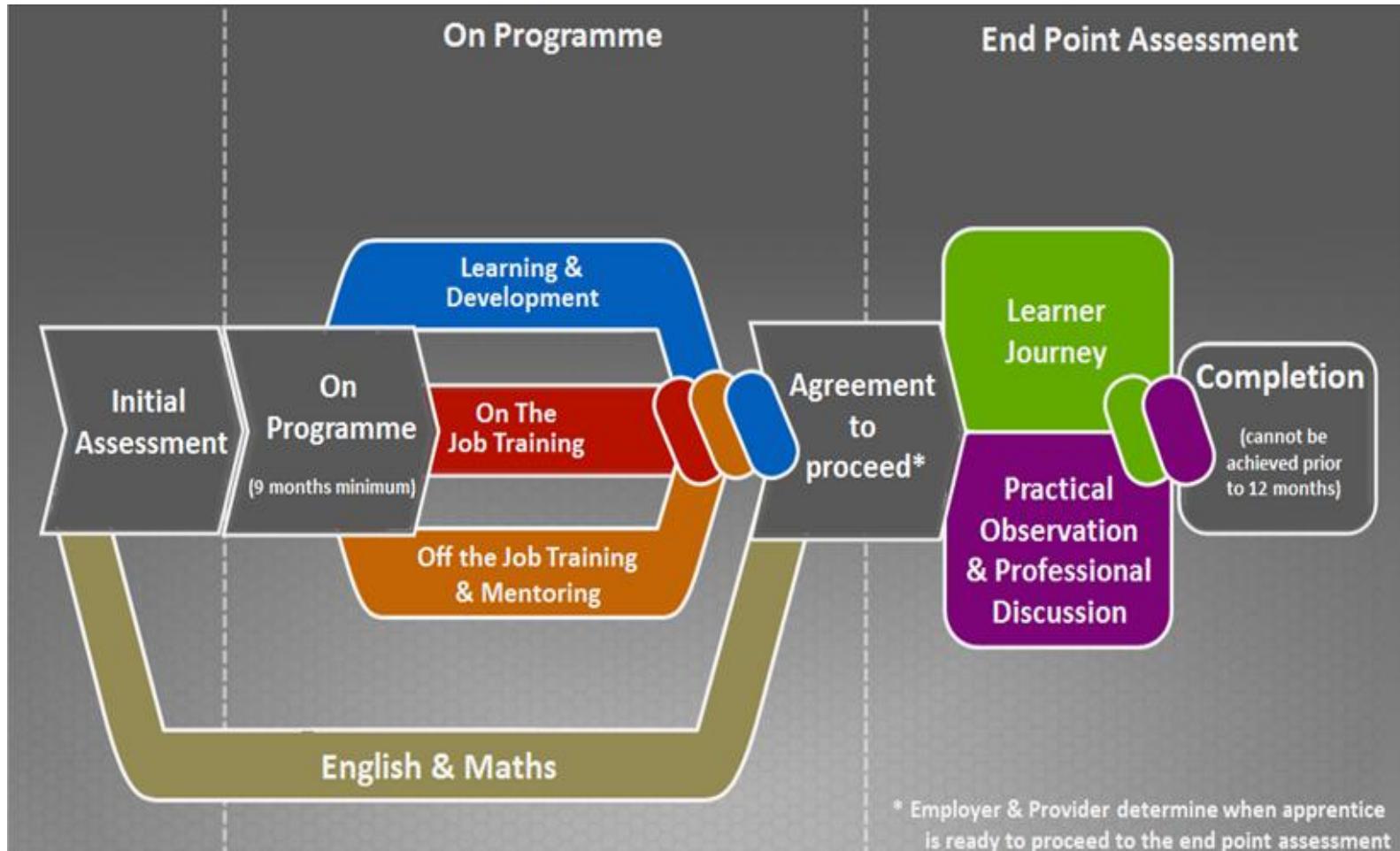
# Challenges to opportunities

Total number of Trailblazers (Phases 1 - 6)	134
Total number of occupations/standards across these Trailblazers	446
Total number of Trailblazers we have tagged as engage	47 (204 occupations)
Total numbers of Trailblazers we have tagged as Monitor	33 (119 occupations)
Total numbers of Trailblazers we have tagged as Do not Engage	54 (123 occupations)

# Integrated service proposition to support the new apprenticeship standards



# Customer service new apprenticeship standard - example



# Apprenticeship Trailblazer Assessment Services

**EXAMPLE ONLY**

## Internal/External Assessment within Qualifications

- Qualifications based
- Regulated by Ofqual
- Onscreen/Paper based
- Either Pass/Fail or P/M/D
- Using existing systems and processes
- Both unit and qualification certification required
- Learner achieves qualification irrespective of Apprenticeship outcome

## Synoptic Independent Assessment linked to standalone units

- Based on regulated units
- Not linked to qualification
- Ofqual regulated?
- Practical/Onscreen/ Paper based
- Either Pass/Fail or P/M/D
- New systems and processes required
- Assessment certificate will be required
- Learner achieves Apprenticeship Standard if successfully passing test

## Quality Assurance of an Assessment Process

- Not based on qualifications or units
- Based on Apprenticeship Standard (set by Employers)
- Ofqual regulated?
- Providing QA service to independent bodies/parties to ensure achievement of Standard
- Possibly based on Pearson Assured Model?
- Upon successful completion, learner achieves the Apprenticeship Standard

# Register of Apprenticeship Assessment Organisations (RAAO) – Offering EPA

We continue to apply on the RAAO for additional occupations/standards.

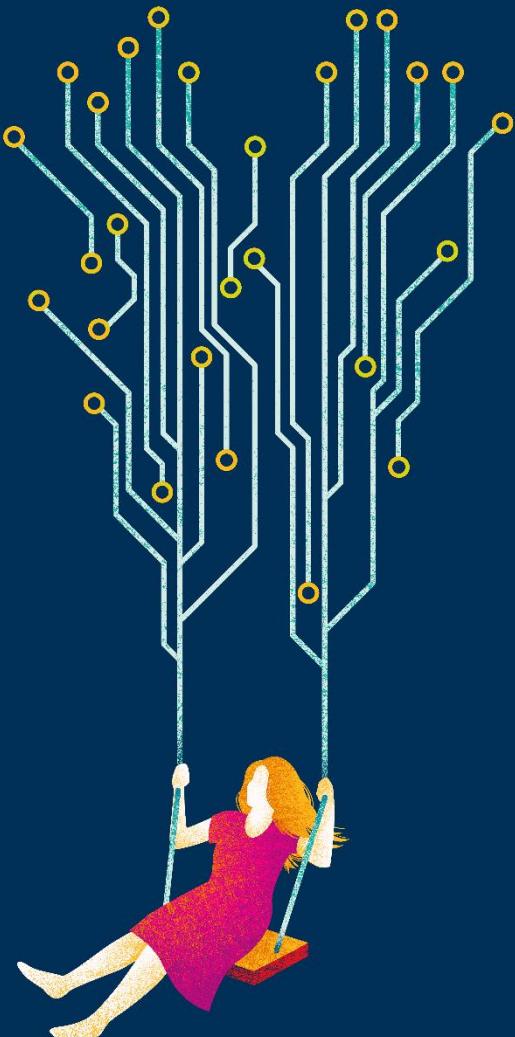
We are currently an accepted EPA organisation for:

- Defence
- Dental Health
- Rail Design
- Energy & Utilities
- Housing Management
- Property Services



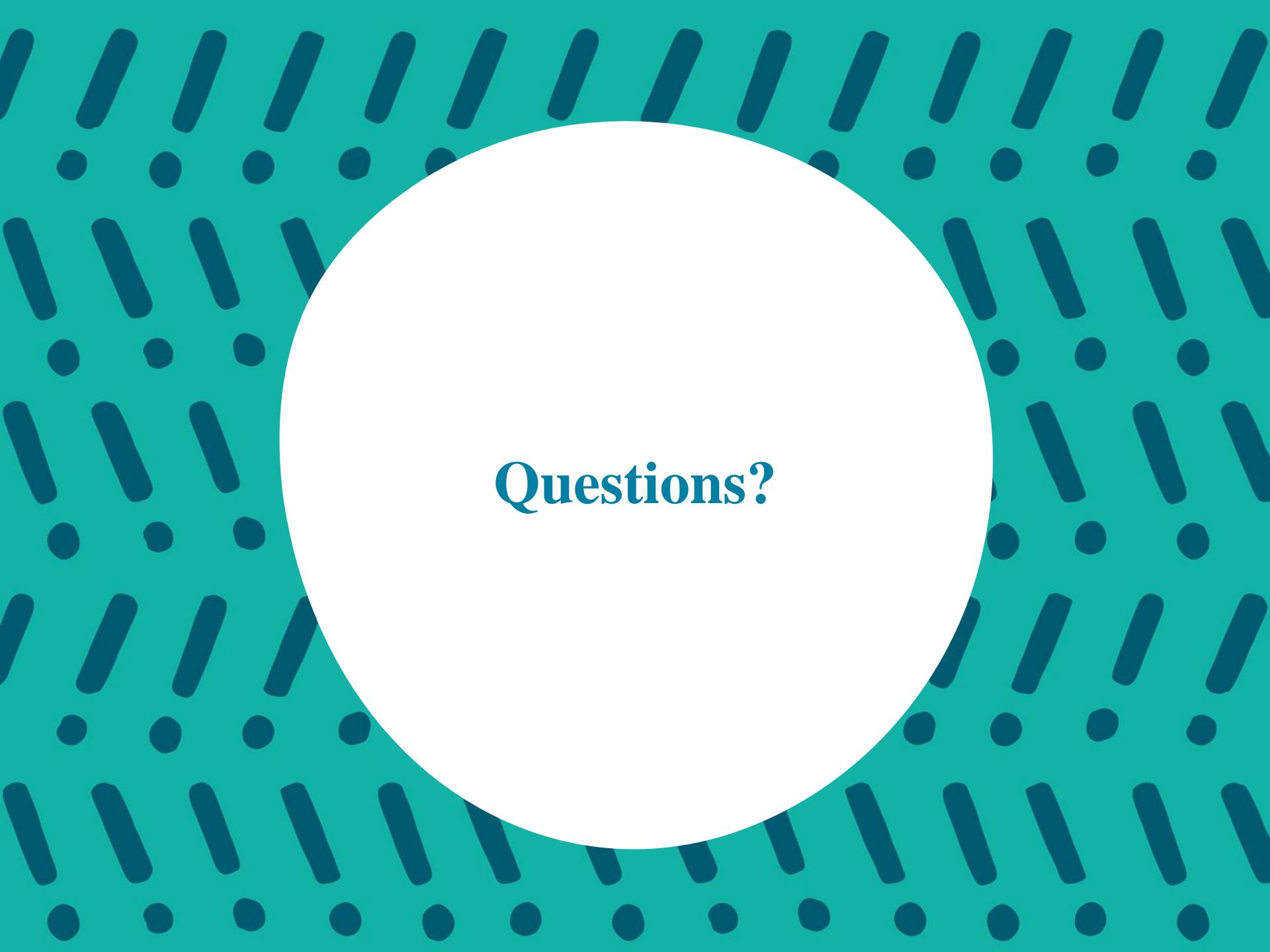
# University of Derby research – World Class Apprenticeships

- In August 2015 Pearson commissioned an external research paper with the International Centre for Guidance Studies, College of Education at the University of Derby building on existing work done to consider what constitutes a *world-class* apprenticeship.
- The purpose of this research is to develop some Pearson indicators which will support the development Pearson's apprenticeship proposition and associated services.
- The findings will be used to support discussions with stakeholders involved in the development of new apprenticeship standards and to support our centres by setting out clear expectations about quality of provision.



# Solutions and support

- **End Point Assessment** – following successful applications on RAAO, we will work with you and the trailblazer employer groups
- A growing number of **new apprenticeships** across a range of sectors and occupations available today [quals.pearson.com/nas](http://quals.pearson.com/nas)
- **Expert advice and guidance** on how to transition to the new apprenticeship standards
- **A full suite of BTEC Apprenticeships** in over 35 sectors across 250 pathways
- **Personalised, tailored traineeships** to support progression into apprenticeships, higher education and employment
- **Dedicated support** – a named, Pearson contact



Questions?

# There's so much more to learn

**E:** [wblcustomerservices@pearson.com](mailto:wblcustomerservices@pearson.com)

**W:** [quals.pearson.com/withoutlimits](http://quals.pearson.com/withoutlimits)

**T:** 0844 576 0045 (Private Training Providers)

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ALWAYS LEARNING