Guide to the new Apprenticeship Standards for England
Of 450 SMEs surveyed

1/3 feel they lack expertise in key areas

9% said a lack of business mentoring is a threat to the growth of their company

1 in 10 believe a lack of management expertise is a significant barrier to growth

Training Resources

39% are most likely to focus their training resources on skilled staff
27% only plan to train and develop semi-skilled staff
14% plan to train and develop low-skilled and low paid staff

SME Apprenticeship Schemes

1 in 3 businesses are looking to increase their overall headcount
12% of SMEs have an apprentice scheme in place
23% of SMEs are considering launching an apprentice scheme

SMEs Key Benefits of Apprenticeship Schemes

49% reduced staff costs
38% believe tax incentives appear to be boosting uptake for the scheme
44% see it as a chance to show their corporate social responsibility
15% believe it reduces staff turnover and creates career opportunities

Future Take-up of Apprenticeship Schemes

14% of SMEs would be more likely to take on an as a result of the government’s relief on National Insurance contributions for employees under 21.
This rises to 34% for SMEs with more than 50 employees

Figures are from Albion Ventures - 2014 The Albion Growth Report
At Pearson we continue to recognise and endorse the level of learning, development and on the job training that Apprenticeships provide. Moving forward there are going to be some significant changes to Apprenticeships, this guide takes you through some of the main changes and what this will mean in the future.

What will Apprenticeships look like in the future?

Apprenticeships of the future will:

• be a job in a skilled occupation
• require substantial and sustained training, lasting a minimum of 12 months and include off-the-job training
• lead to full competency in an occupation, demonstrated by the achievement of an Apprenticeship Standard that is defined by employers
• develop transferable skills, including English and maths to progress careers.

What are the new Apprenticeship Standards about?

The government has produced an implementation plan for the future of Apprenticeships following the Richard Review (2012). The changes, which are in the implementation plan, move the design of Apprenticeship Standards into the hands of employers. Employers will now undertake the design of an Apprenticeship around a job role or occupation.

From 2017 all Apprenticeships will use the new Apprenticeship Standards currently in development, with many sectors piloting earlier than this date.

Some of the larger employers involved in new Apprenticeship Standards (Trailblazer) are BT, Spirit Pub Company and The Co-operative. The larger employers are working in partnership with SME employers to design the new standards and define the high level assessment approach for their sector and occupations.
What do the changes mean to me?

**Learner**
You will continue to earn and learn with an employer and gain your apprenticeship in a specific occupational area.

**Provider/College**
There will be many opportunities to support the new Apprenticeship Standards, as employers continue to define the standards and engage with relevant stakeholders like yourselves.

**Employer**
The new Apprenticeship Standards are being defined by you, the employer, through employer groups to ensure they are up to date and relevant to today’s and tomorrow’s industry.

**Parent and Initial Assessment Guidance**
More than ever the design of the new standards offer people of all ages the opportunity to succeed through relevant vocational learning and develop their careers.

What are the differences between the current Apprenticeships and the new Apprenticeship standards?

The main differences between the new Apprenticeship Standards and the current Apprenticeships are in the table below.

<table>
<thead>
<tr>
<th></th>
<th>CURRENT APPRENTICESHIPS</th>
<th>NEW APPRENTICESHIP STANDARDS (TRAILBLAZER)</th>
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<tbody>
<tr>
<td><strong>Grading</strong></td>
<td>The Technical Certificate part of the Apprenticeship, where they are BTEC qualifications, are graded</td>
<td>The guidance on developing new standards encourages grading an Apprentice’s overall achievement</td>
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<tr>
<td><strong>Continuous on and off the job training</strong></td>
<td>This is part of the current apprenticeship framework for most sectors, however it does depend on the providers preference as to how this is allocated</td>
<td>It is suggested that there will continue to be a mix of both ‘on the job’ and ‘off the job’ training, and the minimum time for ‘off the job’ is 20% of the total time of the programme - this may vary across standards</td>
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<td><strong>Behaviours</strong></td>
<td>Are not formally measured</td>
<td>Will be formally delivered and measured in the new Apprenticeship Standards (Trailblazer)</td>
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<tr>
<td><strong>Synoptic end assessment</strong></td>
<td>Currently ongoing assessment, no specific overarching end assessment</td>
<td>Will be introduced to meet the needs of the sector, examples include: summative portfolio, synoptic project, interview and walk and talk</td>
</tr>
<tr>
<td><strong>Certification</strong></td>
<td>Currently through the Apprenticeship Certificates England (ACE) portal and certificated through individual Sector Skills Councils (SSC) and Sector Skills Bodies (SSB)</td>
<td>Will be by Federation for Industry Sector Skills and Standards (FISSS)</td>
</tr>
<tr>
<td><strong>Funding</strong></td>
<td>Funding is currently channelled via Providers, Colleges or Employers with direct contracts</td>
<td>Employers are expected to take greater ownership and contribute towards the costs of delivering Apprenticeships. For every £2 the government contributes with funding, employers will be required to contribute a further £1. Apprenticeships will now be funded within five brackets. Funding will be channelled directly to employers who will then procure the services of Training Providers, FE Colleges and Assessment Organisations</td>
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New Apprenticeship Standards (Trailblazer) timeline

2013

OCTOBER
- New Apprenticeship Standards (Trailblazers) introduced by government
- Phase 1 new Apprenticeship Standards (Trailblazers) announced

2014

AUGUST
- Phase 2 standards published
- Phase 1 standards updated

MARCH
- Phase 1 standards published
- Phase 2 new Apprenticeship Standards (Trailblazers) announced

OCTOBER
- Phase 3 new Apprenticeship Standards (Trailblazers) announced
- Publishing of first approved assessment standards linked to the new standards
- Extension of phase 1 and phase 2 occupations published

SEPTEMBER
- First apprentices started training against new standards in selective sectors - pilots will now commence as new standards are developed

2015

Q1
- Phase 2 assessment plans to be submitted
- Feb - New occupations can be submitted to BIS

Q2
- Jun - New occupations can be submitted to BIS

Q3
- Oct - New occupations can be submitted to BIS

2016

2017

ALL APPRENTICESHIPS WILL USE THE NEW APPRENTICESHIP STANDARDS
How is Pearson supporting the new Apprenticeship Standards?

At Pearson we have been working closely with a wide range of employers as they develop the new Apprenticeship Standards, alongside the Department for Business, Innovation and Skills, professional bodies, trade associations and our existing customers.

We welcome the commitment made by all political parties to Apprenticeships and agree and support the decision on involving employers of all sizes across many aspects of development and delivery to ensure the alignment between employer needs and the apprentices.

Our discussions with many of the currently active employer groups on the new Apprenticeship Standards (Trailblazers) Trailblazers have been around supporting and advising them on assessment, grading and how we can work with them to ensure that the UK’s new Apprenticeships are genuinely ‘world class’.

We believe it is the employers, FE colleges and private training providers, like yourselves, that will work together to deliver success in Apprenticeships and turn the aspiration of these reforms into a reality for the apprentices of the future.

We want to continue to work with you and the employers working on the new Apprenticeship Standards (Trailblazers), to understand how we can help with this and how you can help us get the next generation of Apprenticeships right for your learners.

If you want to talk to us about the new Apprenticeships, contact us at wblfe@pearson.com.

Learn more

If you have any questions, view our frequently asked questions at qualifications.pearson.com to see if they provide the answer.

If not email us at wblfe@pearson.com with your question.