Insight#2. New standards, new delivery challenges

Hello. We’re just setting up and will start shortly. You should be able to hear the presenters sound-checking.

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Insight webinars for apprenticeships.

#2. New standards, new delivery challenges

20 September 2016
Housekeeping
Housekeeping

For technical support during the event
Use the chat window and our support team will respond

We’ll go into more detail on topics later in the series
We'll run further events every few weeks for as long as people find them useful.

Slides will be sent you post-event
Interacting

There will be a Q&A session at the end of the event.
But your microphones are off by default.

You can ask a question at any time using the chat window
We won’t answer immediately but will pause between sections to summarise key points of interest.
Your presenters

Cheryl Woods
Apprenticeships Portfolio Manager

Nathan Cookson
Sector Manager, Business Skills and Customer Services

Neil Ingoe
Senior Marketing Manager (Event host)
Today’s schedule

8  The challenge
11 Transition considerations
22 Standards in practice
The challenge
The challenge

With the shift from frameworks to standards, design and delivery of apprenticeships programmes is about to undergo a radical change.

With programmes now leading towards a summative, end-point assessment, how do you create a programme with the right blend of knowledge and skill learning, behaviour development and competence building, at the right moment in the learner’s journey?
From SASE to New Standards – a reminder

**SASE Frameworks**
(Multi-occupational)

**Initial Assessment**
On-the-job and off-the-job training including:
- NVQ and Technical Certificate
- Maths and English
- Personal Learning and Thinking Skills (PLTS)
- Employment Rights and Responsibilities (ERR)

**Completion and certification**

**Occupational Competence**

**Trailblazer Apprenticeships**
(Single standard per job role/occupation)

**Initial Assessment**
On-the-job and off-the-job training including:
- Qualifications not mandatory – defined in standard and assessment plan – optional qualifications could be built in by provider/assessment organisation
- Maths and English
- Formative assessment of behaviours

**Gateway – Employer and provider sign off learner ready for End Point Assessment**

**End Point Assessment**

**Completion and certification**

**Occupational Competence**
Transition considerations
Making the transition – some key considerations

- What is your future apprenticeship offer?
- Understanding new standards
- Mapping existing framework offer to new standards
- Organisational planning to facilitate delivery
- Curriculum Planning/Delivery models – Partnerships?
- Recruitment process
New Apprenticeship Standards – how will they look?

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 specified
- 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 on-programme assessment will remain, the focus is now on End Point Assessment.
Programme Planning

Apprenticeship Standard

Apprenticeship Plan

Individual Learning Plan

**Standard** – sets out the requirements for an individual who is competent in the occupation

**Assessment Plan** – sets out the criteria that will be implemented to assess job readiness and competence

**Individual Learning Plan** – is the configuration of the elements of both of the above in order to design a training plan
Delivery Considerations

On Programme/Off programme

Knowledge

Competence

Behaviours

Maths and English
Delivering Knowledge and Competence

- On the job/Off the job
- Regulated qualification
- No regulated qualification
- Blended learning methodology
- Partnership delivery
Options for on-programme qualifications

**Regulated**

- Design of units linked to outcomes of standards (Skills and Behaviours) and specialist functions
  - Designed in collaboration across sector
- In-house assessment and/or delivery or via provider/ FE
  - External QA
  - Options for grading
- Outcome: Competence qualification
  - Gateway > EPA

- Design of units linked to outcomes of standards (Knowledge and Behaviours) and specialist functions
  - Designed in collaboration across sector
- In-house assessment and/or delivery or via provider/ FE
  - External assessment and QA
  - Options for grading
- Outcome: Knowledge qualification
  - Gateway > EPA

- Design of units linked to outcomes of standards (Knowledge, Skills and Behaviours) and specialist functions
  - Designed in collaboration across sector
- In-house assessment and/or delivery or via provider/ FE
  - External assessment and QA
  - Options for grading
- Outcome: Combined qualification
  - Gateway > EPA

**Non-regulated**

- Pearson Assured
  - Designed in collaboration with individual employers
- Quality assurance of training content
- Certification to demonstrate achievement of core K, S, B or Specialist function
  - Gateway > EPA
Attitudes and behaviours

- Experience of detailing outcomes for attitudes and behaviours
- Diagnostic tools, e.g. Self Smart, Talent Lens
- Support for delivery and assessment
- Bringing in International Expertise in 21st century Skills
Post-16 English and maths

- Qualifications in English, maths and ICT to equip learners with the practical skills needed to live, learn and work successfully
- Suitable for learners of all ages and a mandatory part of the new standards based apprenticeships
- **New! Rich feedback service.** From September 2016 free weekly cohort and individual learner feedback for your learner’s Functional Skills English and maths assessments

Functional Skills or GCSE to meet the needs of learners
On-programme assessment throughout will still be a very necessary part of the process

On-programme tracks progress of apprentices, gathers feedback and offers employers and providers a clear view of apprentices’ readiness for final assessment.

On-programme could include:

- **one-to-ones** 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
Assessment Gateway

Purpose

• Employer, Apprentice and trainer/assessor involved
• Check that apprentice has achieved the knowledge, skills and behaviours outlined in the standard
• Is Apprentice ready for End Point Assessment – opportunity to practice ready for EPA

Checklist

✅ Find an Assessment Organisation for EPA
✅ Decide what month the apprentice will be doing EPA
✅ Contact the Assessment Organisation and book EPA
Customer Service – standards in practice
Example Proposition
(End to End) – Customer Service

On Programme Learning

Learning and Development

Initial Assessment → On Programme → On The Job Training → Off the Job Training

Off the Job Training

English and Maths

End Point Assessment

After at least 12 months

Assessment Gateway

Apprentice Showcase

Practical Observation & Professional Discussion

Completion (cannot be achieved prior to 12 months)

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Customer Service Practitioner
– a complete solution

- Accredited qualification & certification
  A BTEC specialist qualification for apprentices who successfully pass their end-point assessment, along with their apprenticeship certificate

- Assessment support
  Assessment support tools and resources to prepare the apprentice for their end-point assessment

- Rich feedback
  Thorough feedback for the apprentice once they have completed their end-point assessment

- End-point assessment services
  A full end-point assessment service, including apprenticeship showcase, observation and professional discussion components

- Trailblazer toolkit
  On-programme and end-point assessment toolkits and specifications

- New apprenticeship standards implementation events
  Face-to-face and digital events to help you deliver your work-based training programme

- Bundles
  Products such as end-point assessment, maths and English, can be bundled together

- English and maths
  Core English and maths training, including Functional Skills and GCSEs

- Digital learning resources
  Teaching, learning and assessment resources to support the delivery of the new apprenticeship standards, as well as assessment support

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Solutions and support

- **End Point Assessment** – Full support from registration to EPA and everything in between

- **Employer Engagement Support.** Stakeholder Relationship Team support to engage Employers.

- **Expert advice and guidance** from our Sector Managers. Sector Specific visits to centres

- **A full suite of BTEC Apprenticeships** in over 35 sectors across 250 pathways. Current SASE Apprenticeships routes.

- **Personalised, tailored traineeships** to support progression into apprenticeships, higher education and employment. Support in building Employability Programs

- **Sector Forums and Roadshows.** Specific support on the new Standards and CPD events.
Preparing for Lift Off

1. READY
   Get informed

2. RESEARCH
   Check what's already available

3. COMMUNICATE
   Speak to key stakeholders

4. STEADY
   Develop your programme

5. GO
   Are you ready?

6. Choose an end point assessment provider

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Questions
#3. Targeting and winning employer clients

Wednesday 5 October, 4.00 - 5.00 pm  
(re-scheduled from 27 September)

#4. A new approach to apprenticeship funding

Tuesday 4 October, 4.00 - 5.00pm
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Future Insight webinars
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