



Insight#5

Opportunities for employers in new apprenticeships standards.

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.

#5 Opportunities for employers in new apprenticeships standards

29 November 2016



Housekeeping

Housekeeping

For technical support during the event

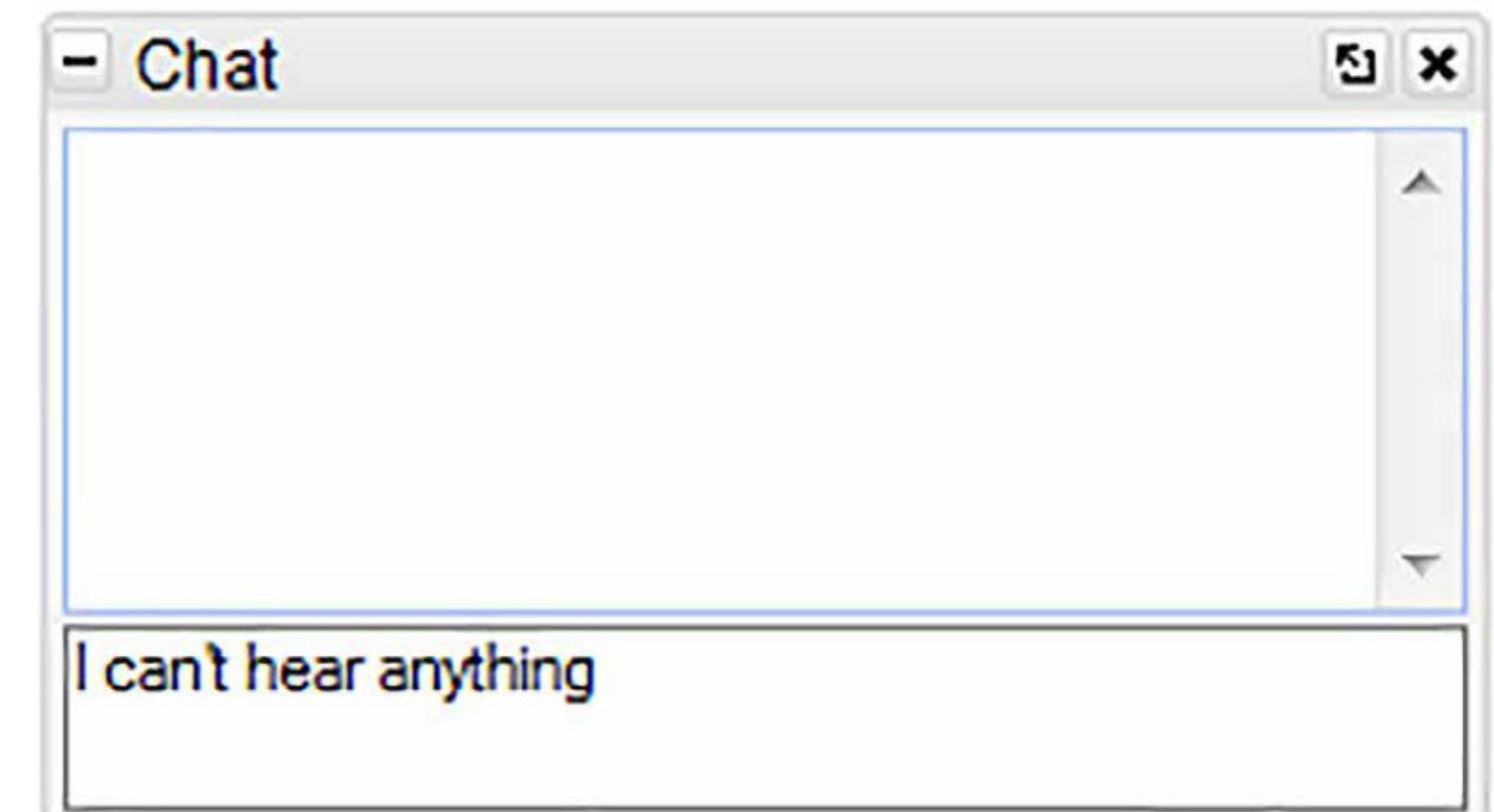
Use the chat window and our support team will respond

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

quals.pearson.com/apprenticeships



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.

quals.pearson.com/apprenticeships

Synopsis

Switching to the employer's perspective, we look at the new opportunities for employers of all sizes to use apprenticeships programmes as part of a balanced approach to talent acquisition. While much of the public discussion around apprenticeship reform has focussed on the levy, the move to employer-designed programmes, and increased influence brought about by funding changes leaves the enlightened employer with a range of option.

Through guest contributions from HR leads, we'll see how organisations are preparing for the introduction of the apprenticeships levy and employer contributions for SMEs, how their approach to recruitment is evolving, plus how they are selecting their delivery partners.

If you are a Learning & Development or HR professional, or a Director of a smaller business considering your options, this free event is for you.

Your presenters



Gary Tovey

Head of Employer and Stakeholder Relationships,
Pearson BTEC & Apprenticeships

Gary is responsible for supporting Pearson's UK business in implementing the Apprenticeship reforms and developing strategic relationships within the vocational arena. He was previously at Sainsbury's, where he was responsible for the implementation of their skills strategy. His background enables him to bring a real perspective to working with employers and an in-depth understanding of their requirements.



Siân Owen

Head of Stakeholder Engagement (Funding)

Siân tracks and reports on what's going on in the world of education and skills funding to ensure Pearson and the providers it works with are up-to-date with, and able to respond to, the changing policy and funding landscape.



Anne Ashworth

Apprenticeships Programme Manager

Anne has been an inspector for the sector since 1999 and has run numerous projects on behalf of institutions and funding bodies such as the Skills Funding Agency. She is part of a team working towards the launch of the new Pearson Apprenticeship programme in April 2017.

Who are we?



Apprenticeship Reform

- 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 SME funding
 - 3 million target
 - Legislation to protect the term “apprenticeship” and target public bodies in the Enterprise Bill
 - Introduction of the Institute for Apprenticeships and Digital Apprenticeship Service (DAS)
 - **The reform/Trailblazers applies to England only**



Employer led standards and programmes

Design

- Employer (large and SME) designed standards - to meet future skills requirements for occupations
- Process of designing standards
 - EOI
 - Standard Development
 - Sign Off
 - Assessment Plan
 - End point Assessment definition



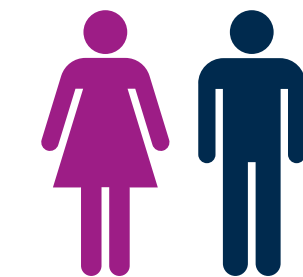
Delivery

- Employers in the driving seat
- EPAOs chosen by employers
- Funding vs procurement by employers



Engagement

- Employer contributions (Levy and SMEs)
- Transition for existing Apprenticeship employers
- Introduction of new employers to Apprenticeships
- Impact of government skills plan (Sainsbury Review)



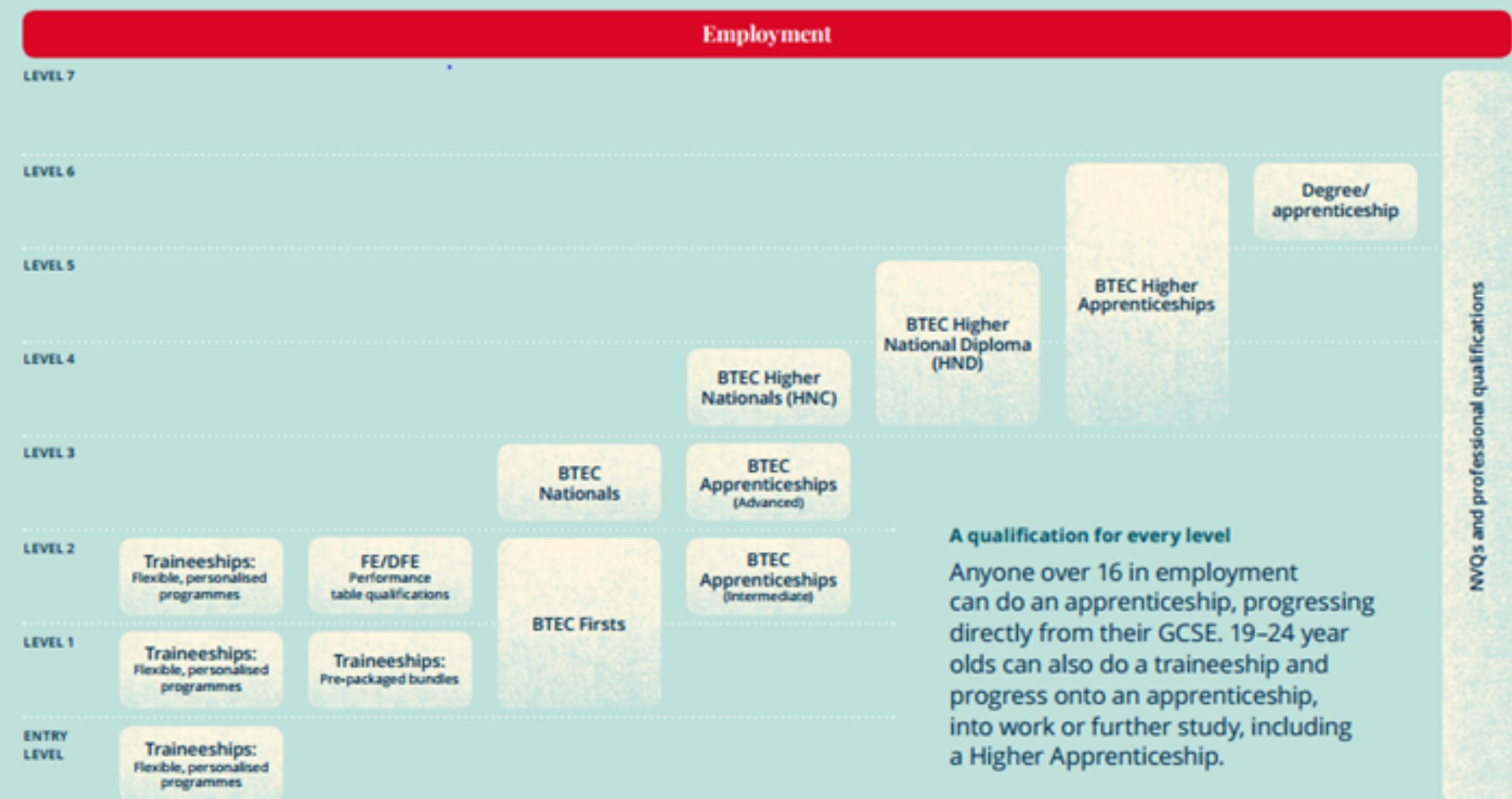
Considerations

- Responsibility as an employer – delivering Apprenticeships to your employees
- Impact of Levy on other L&D/Talent/Grad programmes
- Offering across the age spectrum
- Unintended consequences of delivery – e.g. Employer provider, Inspection etc.
- Engaging with DAS and IfA
- Relationship post Levy, not just HRD now FD
- Valid learning experience

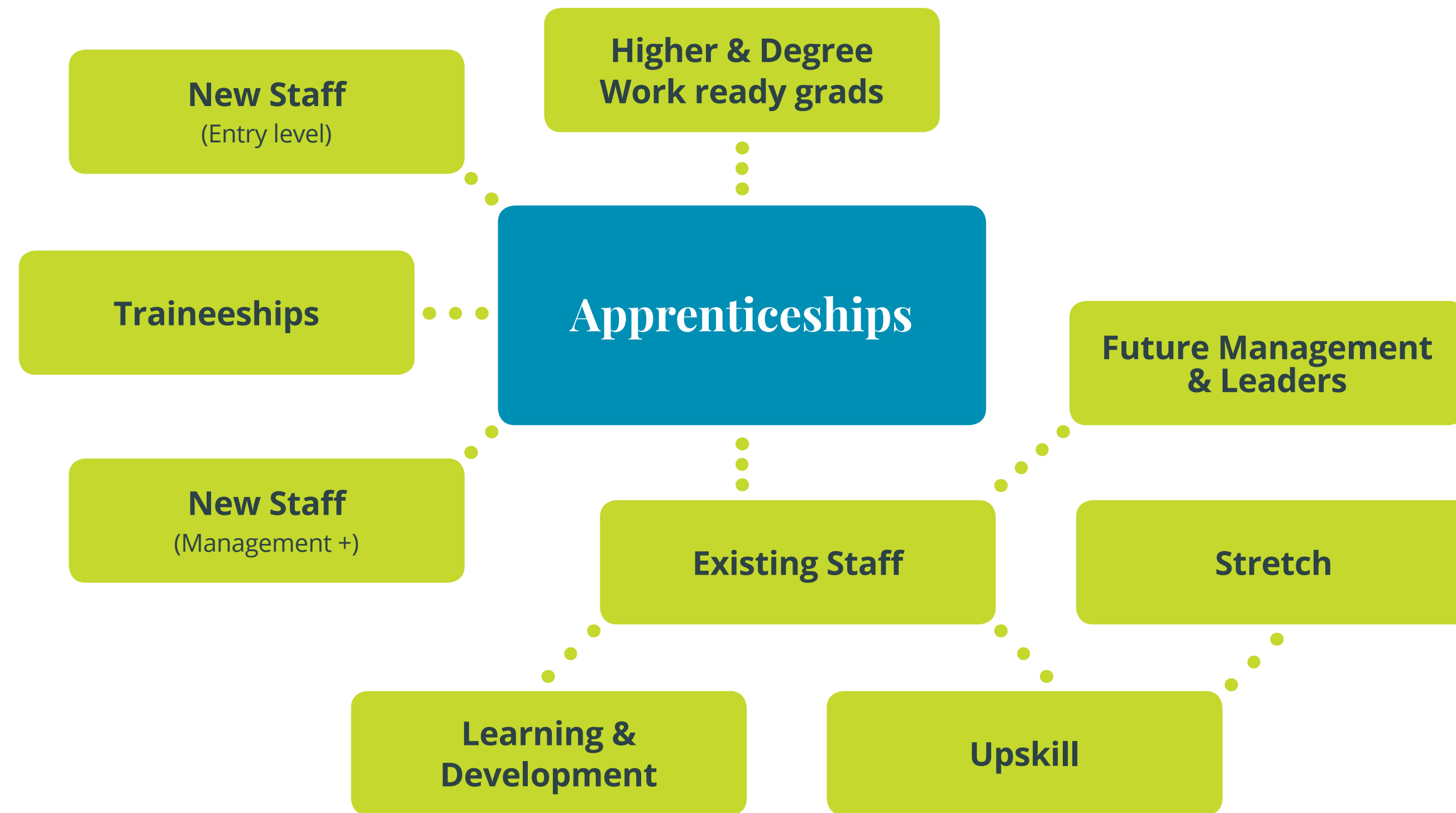


Apprenticeships as part of your talent acquisition and development

- Using Apprenticeships as a route into your business, across levels and with different employment skills (e.g. GCSE, A-Levels, BTEC and beyond)
- Upskilling of existing workforce, including specialist functions, using a multitude of standards



The full talent cycle – entry to development



www.findapprenticeship.service.gov.uk/apprenticeshipsearch

Recognising and ensuring achievement

- Qualifications within Apprenticeships
- Assuring training
- Quality Assurance
- Digital badging
- Pearson Apprentice 360



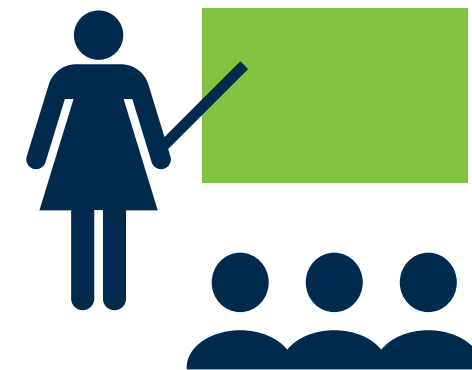
What's changing?

Overall

Learning model

- What an apprenticeship contains
- Overall outcomes
- Pedagogy

- Design of new occupational standards and assessment plans



Institutions

- Who administers apprenticeships
- How apprentices and employers are matched
- Certification
- Quality assurance

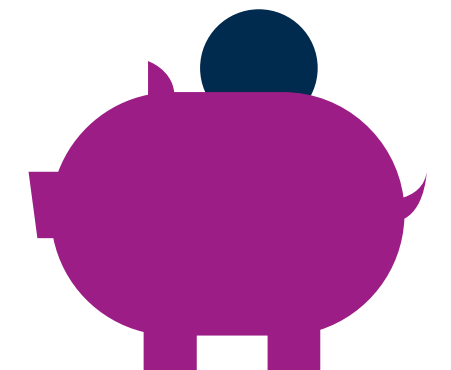
- Design of new occupational standards and assessment
- New employer led – institute for apprenticeships (IfA) plans



Funding

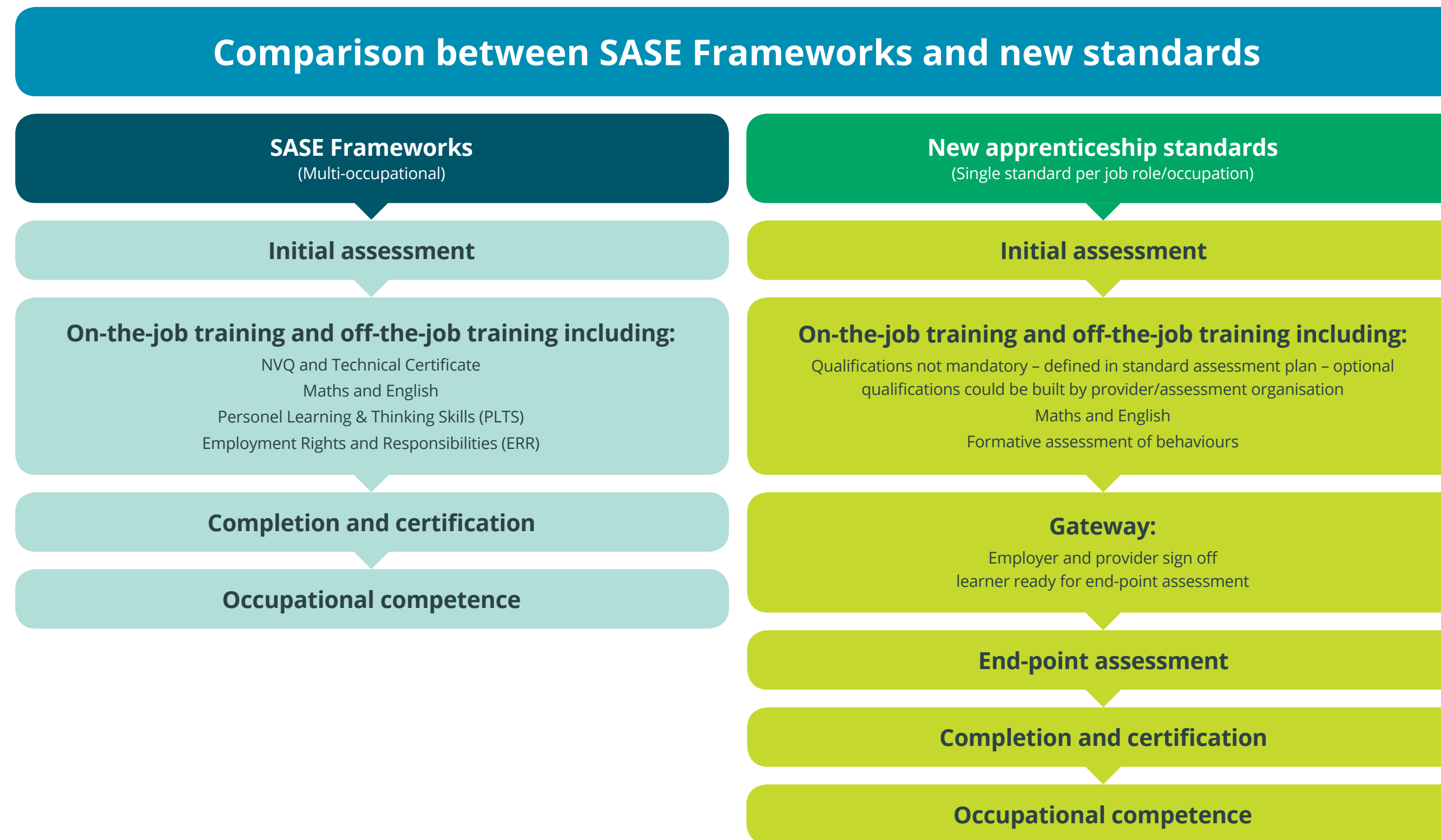
- Who pays
- Funding levels
- Mechanisms

- Greater ownership of funding – mandatory contributions, Levy, SME funding



- New procurement and management by employers through Digital Apprenticeship Service (DAS)

What's changing cont.?



For Levy payers

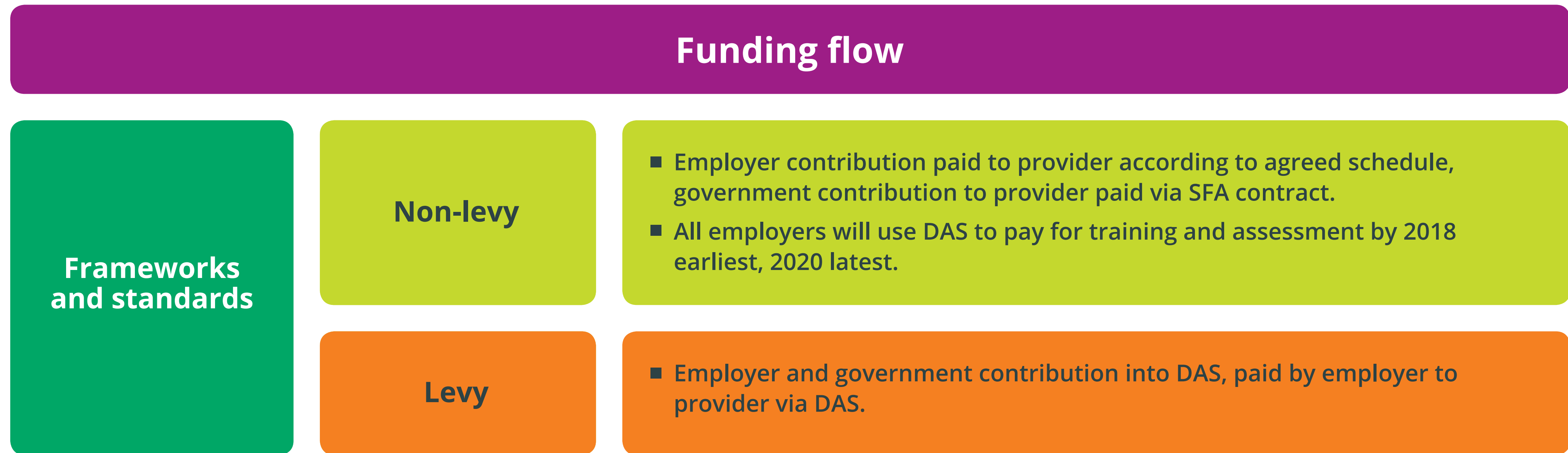
- From April 2017 levy on pay bill at a rate of 0.5%.
- Levy allowance to offset against this, of £15,000 each tax year, therefore payable on pay bills over £3 million (0.5% x £3 million = £15,000).
- Allowance operates on a monthly basis and accumulates throughout the year, so allowance of £1,250 a month, and unused allowance carried from one month to the next.
- For example, if your levy liability in month 1 is £1,000 you will not pay the levy and your allowance in month 2 will be £1,500.
- Applies to employers across the UK but the levy to spend calculated based on home address of employees. Can be spent on employees whose main workplace is England.
- 10% top-up from government. • Expires after 24 months.
- Government considering allowing employers to transfer 10% of unused funds to employers in supply chain or sector from 2018.

More information on Levy including overview factsheets can be found at our Funding Hub

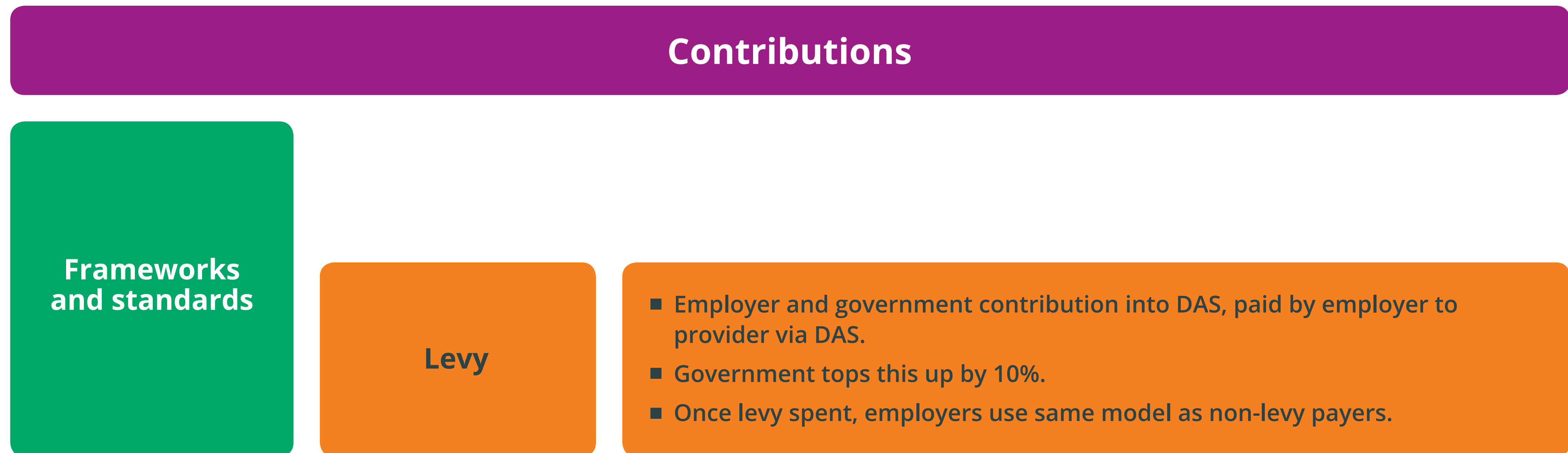
Spending from your digital account (Levy)

- New employees
- Existing employees
- Across levels of Apprenticeships

How will Apprenticeships be funding moving forward?



For Levy payers



For non-Levy payers

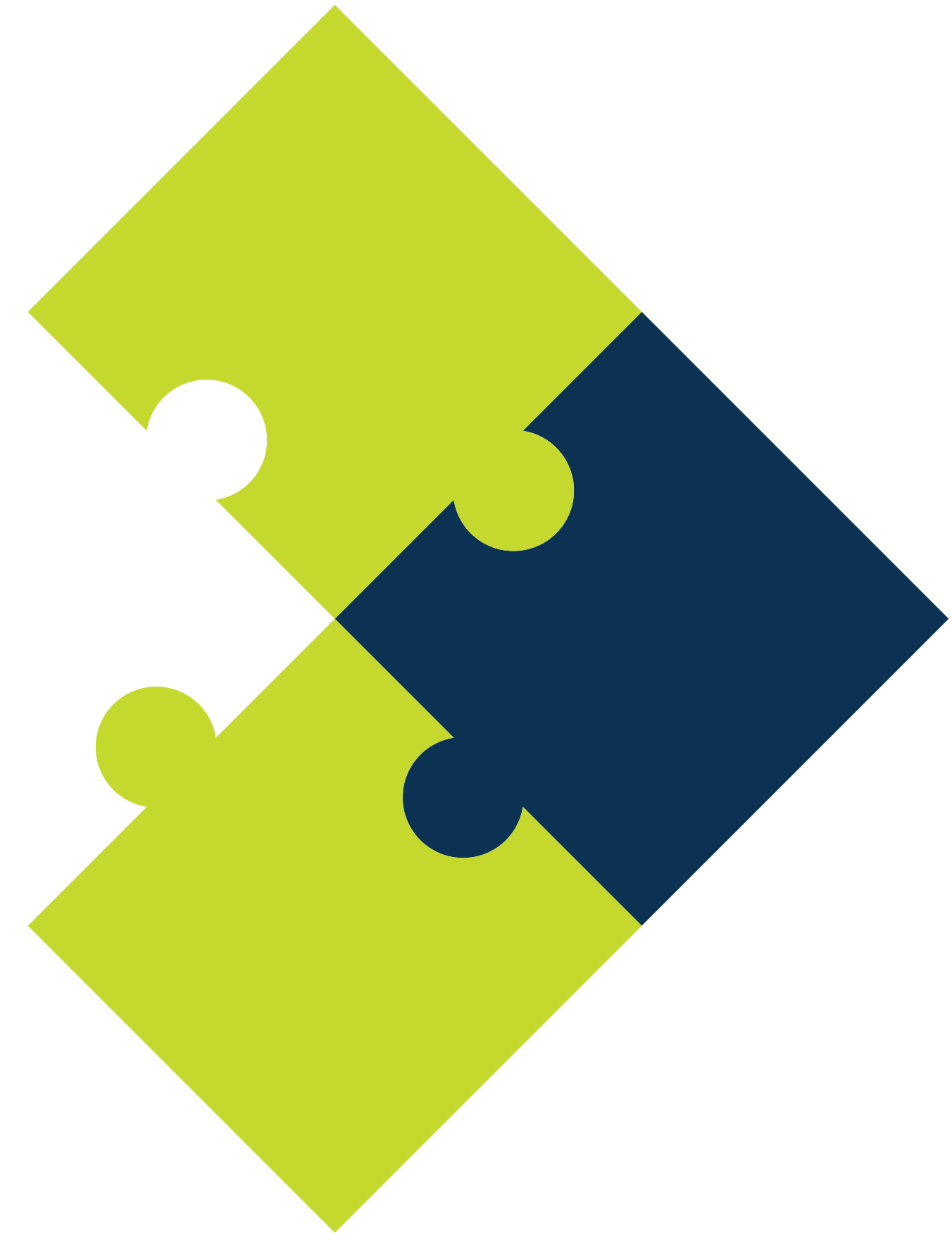
Frameworks
and standards

Non-levy

- For all age apprenticeships employers co-invest 10% and government co-invests 90% (mandatory)
- No funding reduction for apprentices aged 24+
- Funding band is the maximum amount towards which government will co-invest 90%
- Small employers (<50) do not have to co-invest 10%; government pays 100%

Partnership options

- Working with an Education Provider, such as Pearson, including Advice, Guidance and Support
- Working with a PTP or FE College
- Direct delivery (employer provider)
- End Point Assessment



Employer Perspective: Pearson PLC

- Interview with Anne Ashworth,
Apprenticeships Programme
Manager



Pearson

Case Study:

Rotational Degree Apprenticeships

- New talent route, but also about the opportunities to upskill existing staff
- Offering an opportunity to combine apprenticeships across three different leading companies and complete a degree at Pearson Business School, the Rotational Degree Apprenticeship programme is a three year structured training programme.



Ways we can help



Reform

- Transition?
- New to Apprenticeships?
- Meeting the target (3 million)
- Spending your Levy

Post 16 Skills Plan

- Link to Apprenticeships
- Additional employer involvement
- Talent pipeline through Apprenticeships and T&P

Governance

- DAS
- IfA
- Brexit
- Changes in Government

Your business

- What do you know? What's your business doing?
- What should you be thinking about?

Coming January 2016 – The employer's guide to apprenticeships

- New 44 page guide for employers
- Covers all the new English apprenticeships standards and reforms
- Learn more about funding, recruitment and getting a return on your investment
- Read case studies from other employers
- Packed full of useful information and next steps
- Sign up to our newsletter and we will send you a copy when it's ready: <http://qualifications.pearson.com/en/forms/wbl-newsletters.html>



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#6. Progress towards the new funding regime

Tuesday 6 December 2016
4.00pm - 5.00pm





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Image credits

Illustration by Tang Yau Hoong
and Lucy Vigrass

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