Insight#1.2
New apprenticeships, the story so far.

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

Having problems? Contact 
FECustomerTrainingEvents@pearson.com
OR 0845 373 0114
Insight webinars for apprenticeships.

#1.2 New apprenticeships: the story so far

22 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

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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.

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Your presenters

Cheryl Woods
Apprenticeship and Professional Development Manager

Gary Tovey
Head of Employer and Strategic Partnership

Lisa Wallman
Marketing Manager

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Today’s schedule

8  The landscape
10  Learning model
20  Institutions
24  Funding
27  The outlook
34  Q&A
The landscape
Richard Reviews implications

Learning model
• What an apprenticeship contains
• Overall outcomes
• Pedagogy

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

Funding
• Who pays
• Funding levels
• Mechanisms

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The apprenticeship learning model
What’s changing?

**Comparison between SASE Frameworks and new standards**

**SASE Frameworks**
(Multi-occupational)

- Initial assessment
- **On-the-job and off-the-job training including:**
  - NVQ and Technical Certificate
  - Maths and English
  - Personal Learning & Thinking Skills (PLTS)
  - Employment Rights and Responsibilities (ERR)
- Completion and certification
- Occupational competence

**New apprenticeship standards**
(Single standard per job role/occupation)

- Initial assessment
- **On-the-job and off-the-job training including:**
  - Qualifications not mandatory – defined in standard assessment plan – optional qualifications could be built 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

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Implications

- Move from formative to summative assessment
- More specific learning aims
- Different types of assessment
- More providers

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Standards development update

Assessment plans have been agreed by trailblazer groups and the standards have either been opened for business in anticipation of the first EPAs.

Trailblazer group consultation well advanced. Can now predict when agreement will be reached and roll-out process thereafter.

Either too recent to predict EPA rollout and / or no agreement on general principles.

No Trailblazer group has yet been formed or invited to form.
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

Checklist
- Find an Assessment Organisation for EPA
- Decide what month the apprentice will be doing EPA
- Contact the Assessment Organisation and book EPA
What is End Point Assessment (EPA) and who can deliver it?

End-point assessment is separate to any qualifications or other assessment that the apprentice may undertake during training.

Assessments will either be delivered by an independent third party or in such a way that no party who has been involved in delivery of the apprenticeship can make the sole decision on competence and passing the end-point assessment.

The SFA created the Register of Apprentice Assessment Organisations (RoAAO) for employers. This is separate to the Register of Apprenticeship Training Organisations (RoATO).

It is a list of organisations that have been assessed as being suitable to conduct independent end-point assessment of apprentices and be in receipt of public funds.

Only organisations on the Register can be selected to undertake the end-point assessment of apprentices.
The EPA Organisation

An end-point assessment organisation must:

• have relevant occupational experience of the standard
• have relevant assessment experience and expertise
• Robustly manage conflicts of interest
• provide Quality Assurance of their activity

An end-point assessment organisation cannot:

• deliver the learning elements to the same apprentice
• deliver end-point assessment to non-apprentices
The end-point assessment process

End-point assessment involves an organisation:

• conducting synoptic and independent end-point assessment of apprentices

• adhering to any specific arrangements or additional criteria set out in the assessment plan

• quality assuring the end-point assessments they deliver

• identifying and recording when the apprentice has passed the end-point assessment process

• adhering to external quality assurance requirements
End Point Assessment

**Assessment Organisation**
- Assessment Organisation will contract an Independent Assessor (IA) that will conduct EPA for your apprentice
- IA will arrange a suitable date for EPA to take place

**Employer**
- Ensures relevant people are aware Apprentice will be doing EPA and the date
- Ensures apprentice will be able to carry out their job for observation.
- Ensures there is a room available so apprentice can complete

**Process**
- IA will review apprentice's portfolio of evidence before EPA
- IA will come to organisation on pre-arranged date
- IA will observe apprentice, invigilate professional practice test and conduct the professional
An example of a Pearson solution for the new Customer Service Practitioner standard

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

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

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

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

Bundled together enabling you to pick the services you want to use, and reducing your administration time at the point of registration!

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

Trailblazer toolkit
On-programme and end-point assessment toolkits and specifications
SASE switch-off dates

Two batches of low-subscription frameworks already retired.

53% of frameworks under consultation

47% still waiting to hear

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Institutions
Institute for Apprenticeships

Launch date: April 2017

Chaired and led by employers

Governance
Structure
Resourcing

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Institute for Apprenticeships - role

- Standards
- Expressions of Interest and sign-offs
- Quality
- Certification

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Institute for Apprenticeships - an expanded role?

Standards
Expressions of Interest and sign-offs
Quality
Certification
Funding?
Digital Apprenticeships Service?

Sainsbury Review
July 2016

Skills Plan
July 2016

Final remit not clear but direction of travel is for a much larger role
Digital Apprenticeships Service

August 2016 – BETA mode
April 2017 – Launch

Will handle £2bn-worth of transactions per year.
3 million individual apprentices by 2020.

Comparable websites

HMRC digital self-assessment – 5m users 2016
HMRC Personal Tax Account (PTA) – 2m users

Source: Jon Thompson, CEO, HMRC

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Funding regime - key principles

- Funding channelled to the employer, not the provider
- Large employer will self-fund through levy mechanism
- Small employers will receive increased support, but employer contribution mandatory

Transition begins in May 2017.
### Apprenticeship funding – key changes

#### Up until levy introduced April 2017

<table>
<thead>
<tr>
<th>Frameworks</th>
<th>Standards</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer contribution</td>
<td>50% expected contribution, but not mandatory.</td>
</tr>
<tr>
<td>33% mandatory cash contribution.</td>
<td></td>
</tr>
</tbody>
</table>

#### After levy introduced April 2017

<table>
<thead>
<tr>
<th>Levy payers</th>
<th>Non-levy payers</th>
</tr>
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<tbody>
<tr>
<td>100% contribution in the form of the levy, and government top up levy funds by 10%. Once levy spent, employers use same model as non-levy payers.</td>
<td></td>
</tr>
<tr>
<td>Small employer contribution is 10%. Further detailed information is available on the Pearson Funding webpage.</td>
<td></td>
</tr>
</tbody>
</table>

- **SFA contract:**
  Government contribution paid to provider via SFA contract, employer contribution paid to provider according to agreed schedule.

- **Digital Apprenticeship Service (DAS):**
  Government contribution and employer contribution paid to provider via SFA, employer and government contribution paid in via DAS and drawn down by provider via DAS.

- **SFA contract:**
  Employer contribution paid to provider according to agreed schedule DAS to be introduced for non-levy payers by 2018 earliest, 2020 latest.

#### How funding channeled

- **Rates assigned to qualifications within framework.**
- **Extra funding to recognise costs of apprenticeship added to competency qualification.**

#### Funding rates

- **Each standard allocated to one of six funding caps, cap sets maximum core government contribution.**
- **Each apprenticeship standard and framework allocated to one of 15. Six funding caps, cap sets maximum levy spend, or core government contribution. Under levy threshold = 90% of costs from government, bands expected to be confirmed in September.**
Outlook
Under new management

Justine Greening
Secretary of State for Education

Nick Gibb
Minister of State for Schools

Robert Halfon
Minister of State for Skills

Jo Johnson
Minister of State for Universities, Science, Research and Innovation

Edward Timpson
Minister of State for Children and Families

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Take the context wider

1. Business confidence and investment outlook
2. Prime Minister’s industrial and trade strategy
3. New Chancellor’s attitude to economy rejuvenation and greater focus on investment
Scrutiny

Three reviews into Apprenticeship funding:

- National Audit Office
- Cabinet Committee
- Public Accounts Committee
Questions?
#6. Progress towards the new funding regime

Tuesday 6 December 2016
4.00pm - 5.00pm
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Funding Focus

Handy Guide

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