



Pearson

Retail Apprenticeship Reform – from SASE to Standards

Overview of Apprenticeship Reform

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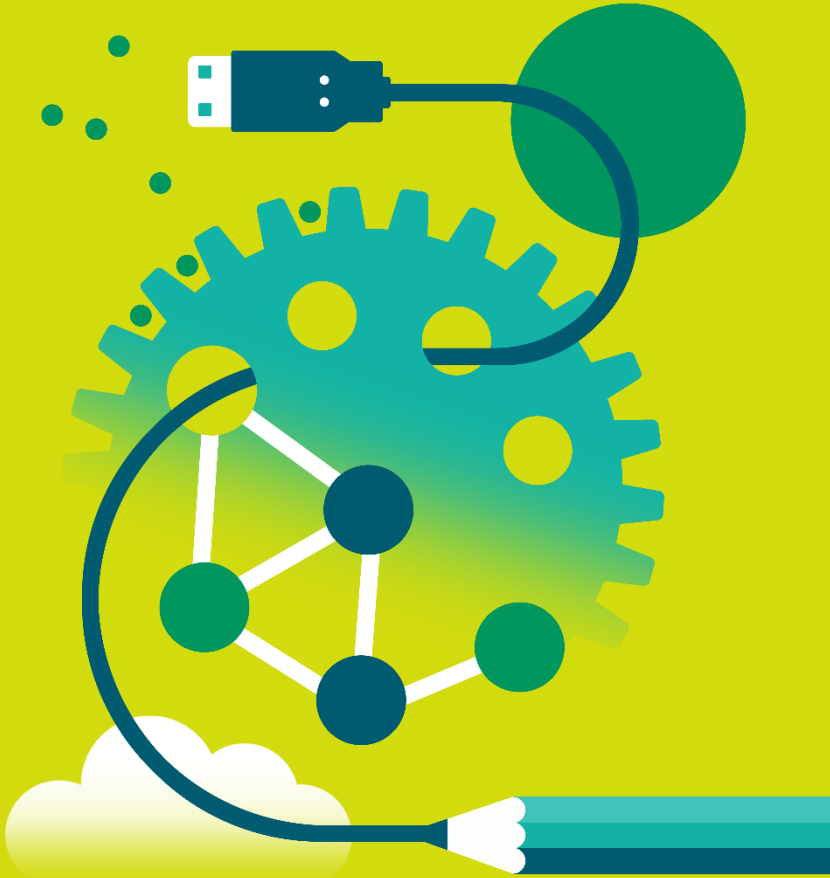
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**Requirements for new
Apprenticeship
Standards**

Requirements for new Apprenticeship Standards

- Designed by employers, for employers
- Leads to a specific occupation (i.e. Retail Team Leader / Supervisor)
- Minimum 12 months on programme delivery/assessment
- Independent End Point Assessment to confirm Occupational Competence
- Mandatory 20% off the job training
- Mandatory Employer Cash Contribution (10% of Levy contribution)
- No mandatory qualifications – except English and maths.





**On Programme Delivery
and Assessment**

On Programme Delivery and Assessment



- No mandatory qualifications – providers required to design delivery around the requirements of the apprenticeship standard
- Delivery to cover the knowledge, skills and behaviours outlined in the standard
- To take a minimum of 12 months with at least 20% being delivered off the job (approx. 9 ½ weeks in a 12 month period).
- Standards outline the minimum requirements to meet the job role, employers can add additional requirements to the training programme (and pay additionally for these as required)



End Point Assessment

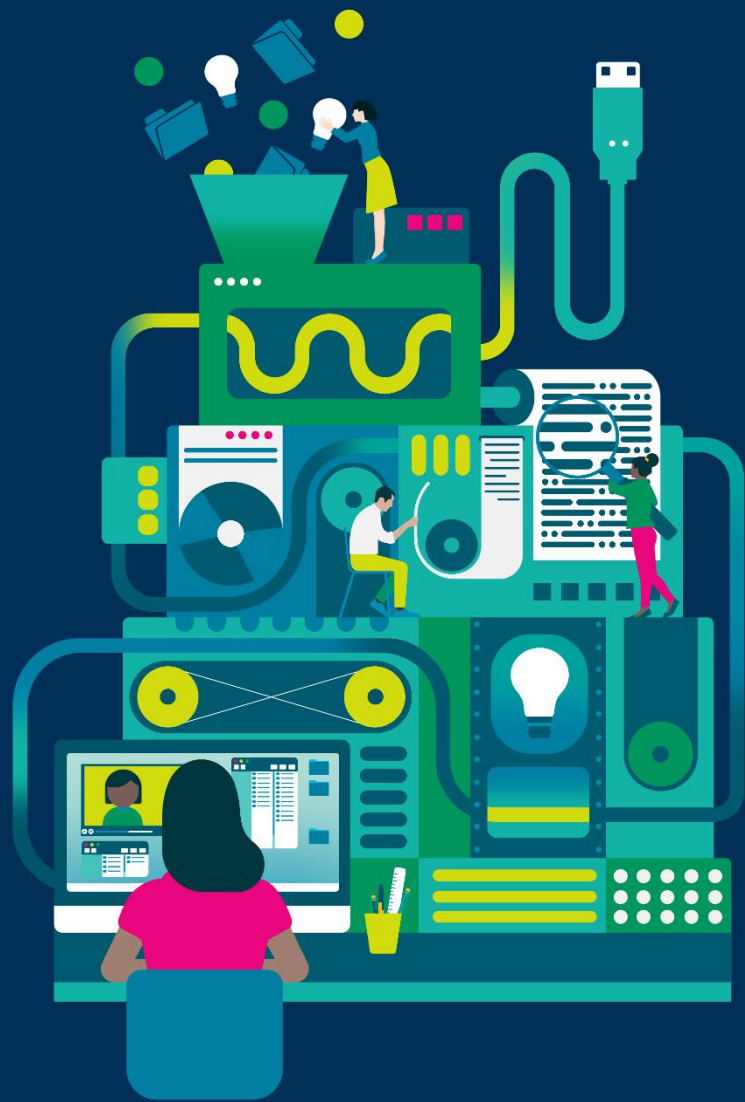
End Point Assessment



- Designed to confirm occupational competence
- Set by the employer group as part of the design of the apprenticeship
- Carried out by an independent organisation approved by the ESFA
- Differs according to apprenticeship standard – no ‘standard’ approach
- Activities can include Knowledge Testing, Observation, Business Projects and Professional Discussions / Interviews



**Difference between SASE
and Standards**



Difference between SASE and Standards

- Retail Standards are currently under consultations for withdrawal from October 2018
- SASE has limited flexibility to meet specific employability requirements
- Both have a minimum 12 month / 20 % off the job training requirements (not currently monitored)
- SASE is not as detailed as new Apprenticeship Standards
- No specialist pathways in new Apprenticeship Standards (i.e. Garden Centre)

The image features a white circle centered on a blue background. The background is filled with a repeating pattern of dark blue, wavy, horizontal lines that resemble stylized waves or a textured surface. The white circle is perfectly circular and contains the word "Funding" in a bold, dark blue, serif font.

Funding



Funding

- Mandatory employer cash contribution (either 10% or 100% via Levy contribution)
- SASE funding will be reduced to £1500 for all retail standards from 1 May for all learners (with mandatory cash contribution)
- Cost of delivery and assessment is negotiated between the employer and the training provider up to the funding cap (i.e. retailer) – any costs above this have to be met 100% by the employer (not levy fundable)
- End Point Assessment could be up to 20% of the overall funding cap
- Small employers (less than 50 employees) will not have to pay the 10% contribution unless they fall under the levy cap



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