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Apprenticeship Reform Update

London Councils Apprenticeship Sub Group

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Skills Funding Agency

Employer and Delivery Services Manager

Welcome



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Why are we reforming Apprenticeships?

- To meet the needs of the **future economy** and businesses.
- To ensure Apprenticeships are **more rigorous and responsive** to the needs of employers following Richard Review
- Apprenticeships viewed with the **same esteem as University**
- The changes will **build on existing strengths**

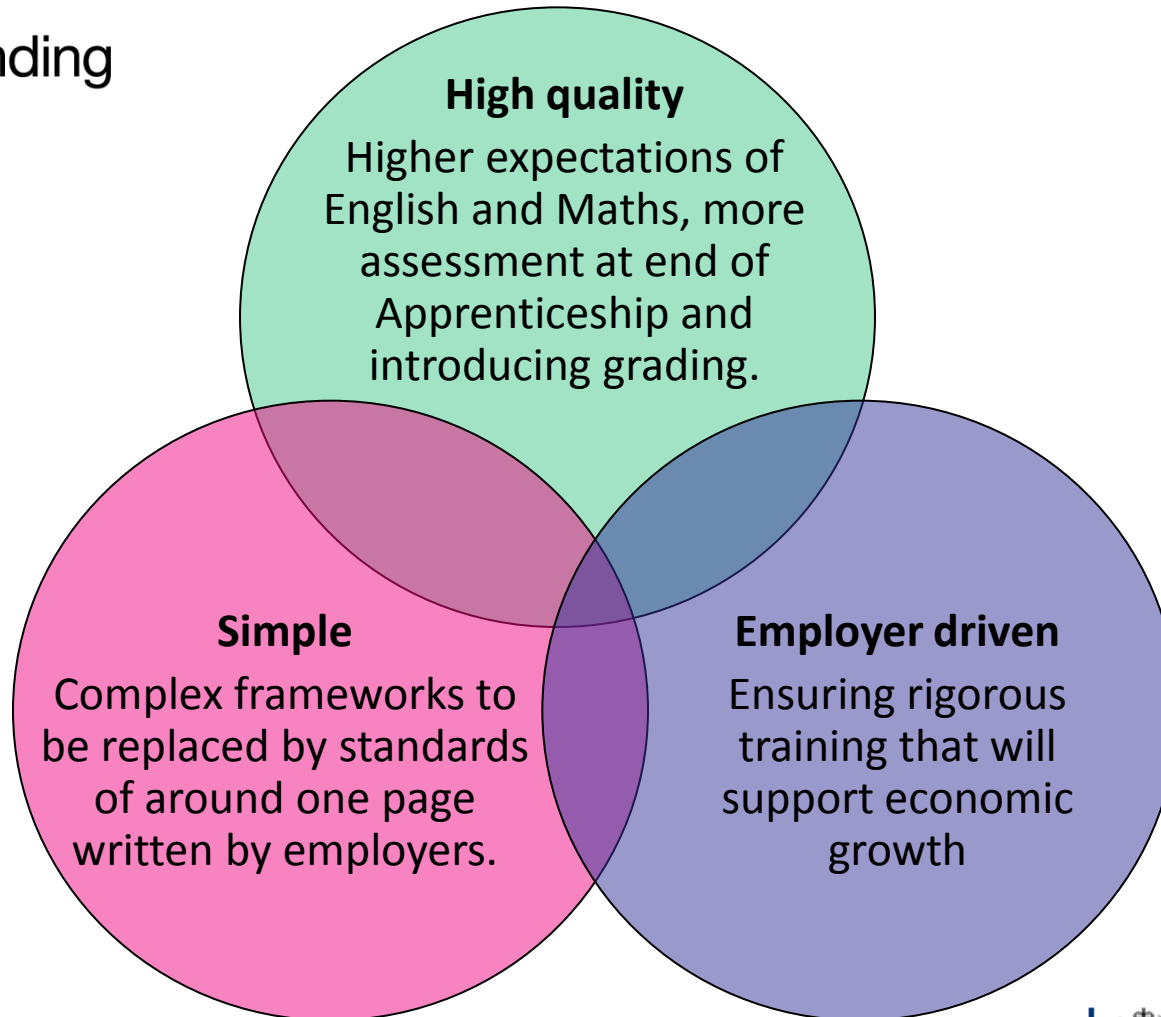


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What are the main aims of the reforms?



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What changes are we making to Apprenticeships?

- Standards **designed by employers** will replace existing Frameworks.
- New standards will be **clear and concise**, written by employers and no more than **two pages long**.
- All Apprenticeships will have an **end-point assessment**.
- Apprenticeships will be **graded** for the first time.
- All Apprenticeships will last a **minimum of 12 months**.



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What does this mean for Apprenticeship assessment?

- Employers want successful apprentices to be **fully competent** in their chosen occupation.
- **All new apprenticeships will have an end-point assessment** - apprentice will be required to demonstrate competency across the whole standard.
- **End-point assessment will be synoptic** – assessing skills and knowledge in an integrated way – and will be **graded**.
- Trailblazers will set out their high level approach to the end-point assessment – **what, how and who should assess**.



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How will we deliver the reforms?

- **Trailblazers** are leading the way in implementing the reforms.
- Trailblazers are **led by large and small employers**. They are leading the way in developing new Apprenticeship standards and assessment approaches for key occupations in their sectors.
- **Over 400 employers** are involved in the Trailblazers so far.
- They are building on what already exists to ensure that professionalism and quality in training are the primary focus.



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Trailblazers and Standards

Phase 1 Trailblazers

- Covered the following 8 sectors, developing 11 standards:

Aerospace

Automotive

Electrotechnical

Energy & Utilities

Digital Industries

Food & Drink
Manufacturing

Life & Industrial
Sciences

Financial
Services

- Detailed assessment plans due to be published Autumn 14
- First starts anticipated in 2014/15 contracting year
- All starts on the new standards will be funded using the new funding system



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Trailblazers and Standards

Phase 2 Trailblazers

- On 20th August 2014 we published the **Phase 2** of the Trailblazers in 29 sectors, developing 40 more Standards
- As with Phase 1 they worked to the **published Guidance for Trailblazers**
- May be limited starts towards the end of the contracting year 2014/15

Phase 3 Trailblazers

- Criteria for Phase 3 Trailblazer selection published
- Successful Trailblazers to be announced September 2014



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Trailblazers and Standards

Phase 2 Trailblazer Sectors (29)

Accountancy	Actuary	Adult Social Care	Airworthiness	Automotive Retail
Aviation	Butchery	Cinema	Civil Service	Construction
Conveyancing	Craft	Dental Health	Early Years	Emerging Technologies
Hair and Beauty	Horticulture	Hospitality and Tourism	Housing	Insurance
Land-based Engineering	Law	Maritime	Media	
Property Services	Rail Design	Retail	Travel	



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What funding model are we trialling in 2014/15?

- We are trialling our funding approach through the Trailblazers to learn lessons for future delivery.
- For every £1 that an employer invests in training an apprentice, the Government will pay £2.
- Extra funding will be provided to support small businesses and for younger apprentices aged 16-18. English and maths (Level 1 & 2) will also be fully funded.
- To ensure support for a wide range of apprentices, a cap will be set on the amount of core funding that we can provide. For each Apprenticeship standard this will be set at £18,000, £8,000, £6,000, £3,000 or £2,000.



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AY14/15 Funding Model for Trailblazers

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Maximum core Government contribution (£2 for every £1 from employer)		Cap 1	Cap 2	Cap 3	Cap 4	Cap 5
		£2,000	£3,000	£6,000	£8,000	£18,000
Additional incentive payments	Recruiting a 16-18 year old	£600	£900	£1,800	£2,400	£5,400
	For a small business (<50)	£500	£500	£900	£1,200	£2,700
	For successful completion	£500	£500	£900	£1,200	£2,700
Maximum total Government contribution		£3,600	£4,900	£9,600	£12,800	£28,800

Notes:

- Employer contributions if maximum funding is claimed would be £1,000 at Cap 1, £1,500 at Cap 2, £3,000 at Cap 3, £4,000 at Cap 4 and £9,000 at Cap 5.
- Employers have complete flexibility on what they use any incentive payments for.
- Timing of incentive payments is half after 3 months and half after 12 months for 16-18 payment, single payment after 3 months for small business payment, and directly on successful completion for the completion payment.
- All funding still routed from SFA direct to provider during AY14/15



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What is the timetable for reform?

- The **Trailblazers will pave the way** for full implementation of the reforms during 2015/16 and 2016/17.
- The aim is that **all new Apprenticeship starts from 2017/18** will be on the new programme.
- As the new standards are developed and agreed, we will **cease funding Apprenticeships under former frameworks**.



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Where can I find out more?

Trailblazers Guidance and detail about Funding Trial:

www.gov.uk/government/publications/future-of-apprenticeships-in-england-guidance-for-trailblazers

Published standards:

www.apprenticeships.org.uk/standards

Additional standards in development:

<http://www.apprenticeships.org.uk/employers/steps-to-make-it-happen/apprenticeship-standards-in-development.aspx>

If you are interested in getting involved, you can email:

apprenticeship.trailblazers@bis.gsi.gov.uk



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Other Updates

- **Get in go far campaign – www.apprenticeships.gov.uk**
- **GLA and London LEP campaign**
- **Apprenticeship Awards**
- **Apprenticeship week , 9th – 13th March 2015**



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Any Questions?



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