Engaging With New Standards

Transforming lives **National Apprenticeship Service**

Skills Funding Agency
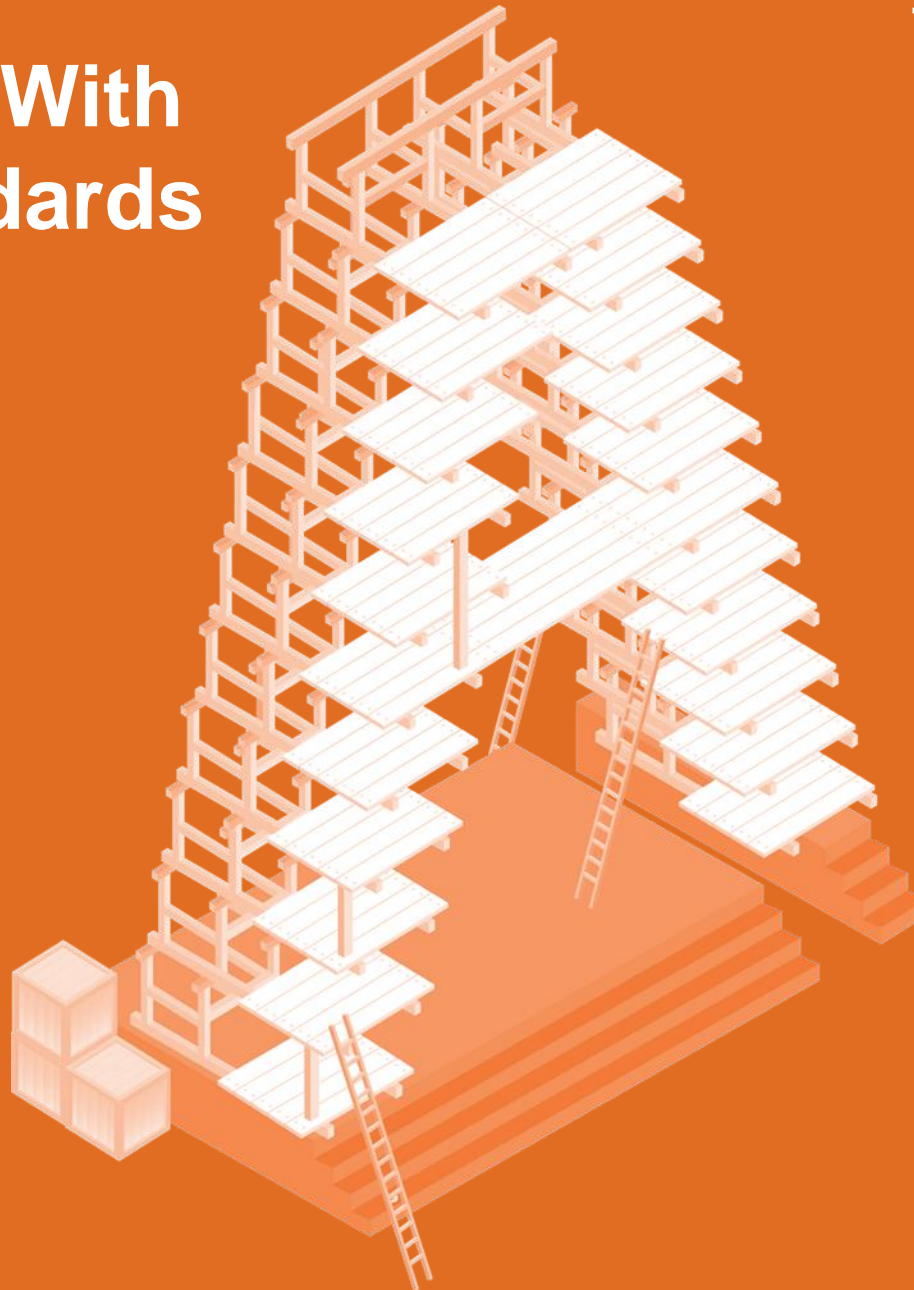
WHY? Rationale for reforms

Employer driven
Employers designing apprenticeships to make them more responsive to their needs and the future economy, and controlling funding

Simplicity
Simplifying apprenticeship standards so that they are shorter and more accessible

Quality
Improving the quality of apprenticeships so that they are viewed with the same esteem as University
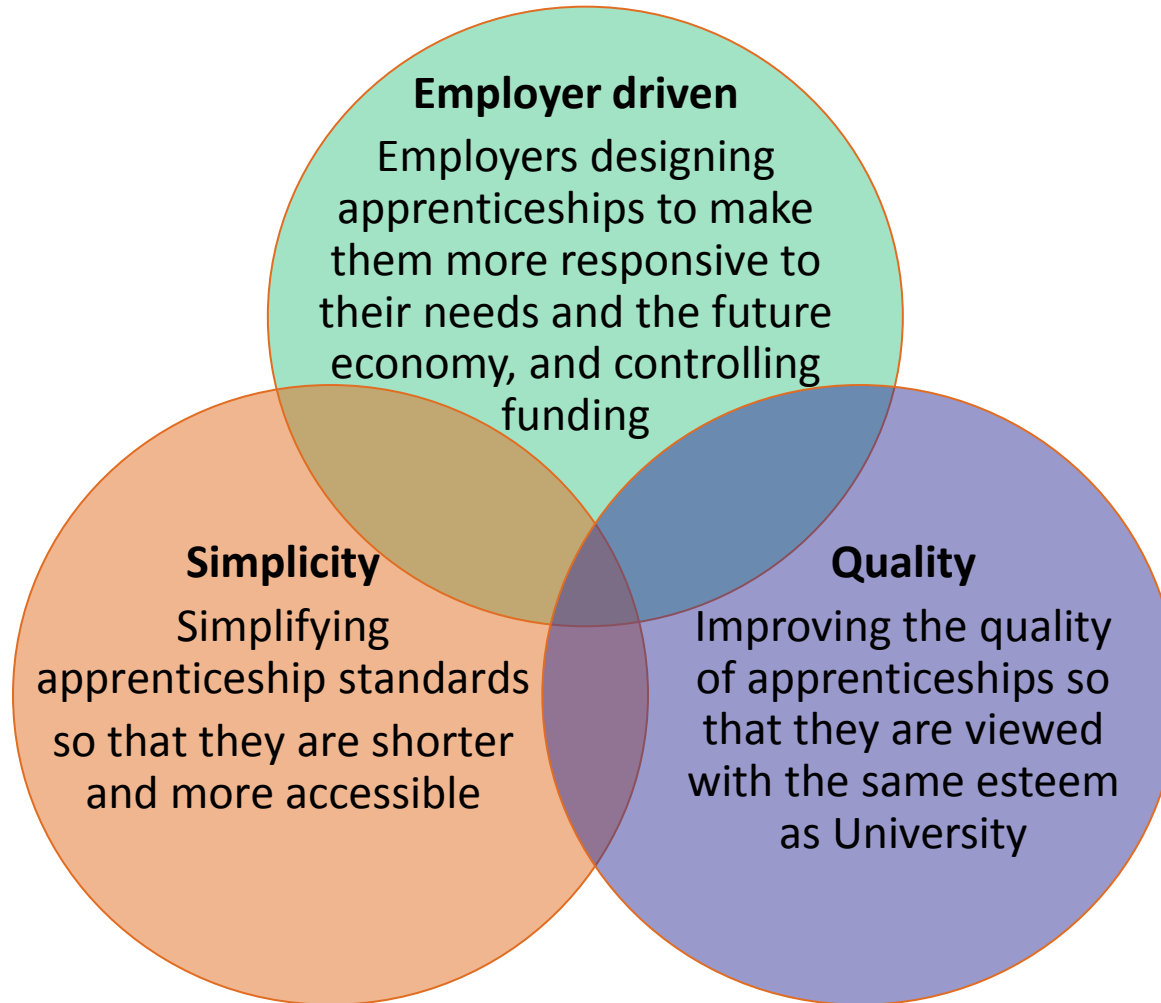
Apprenticeship standards

Employer-led Trailblazers designing apprenticeships

Giving employers the opportunity to set the skills, knowledge and behaviours they need.

Short, concise standards replace long, complex frameworks

Providing a clear and attractive 'shop window' for parents, apprentices and businesses

All apprenticeships have an end point assessment and include grading

Ensuring that apprentices are signed off as fully competent at the end of their apprenticeship
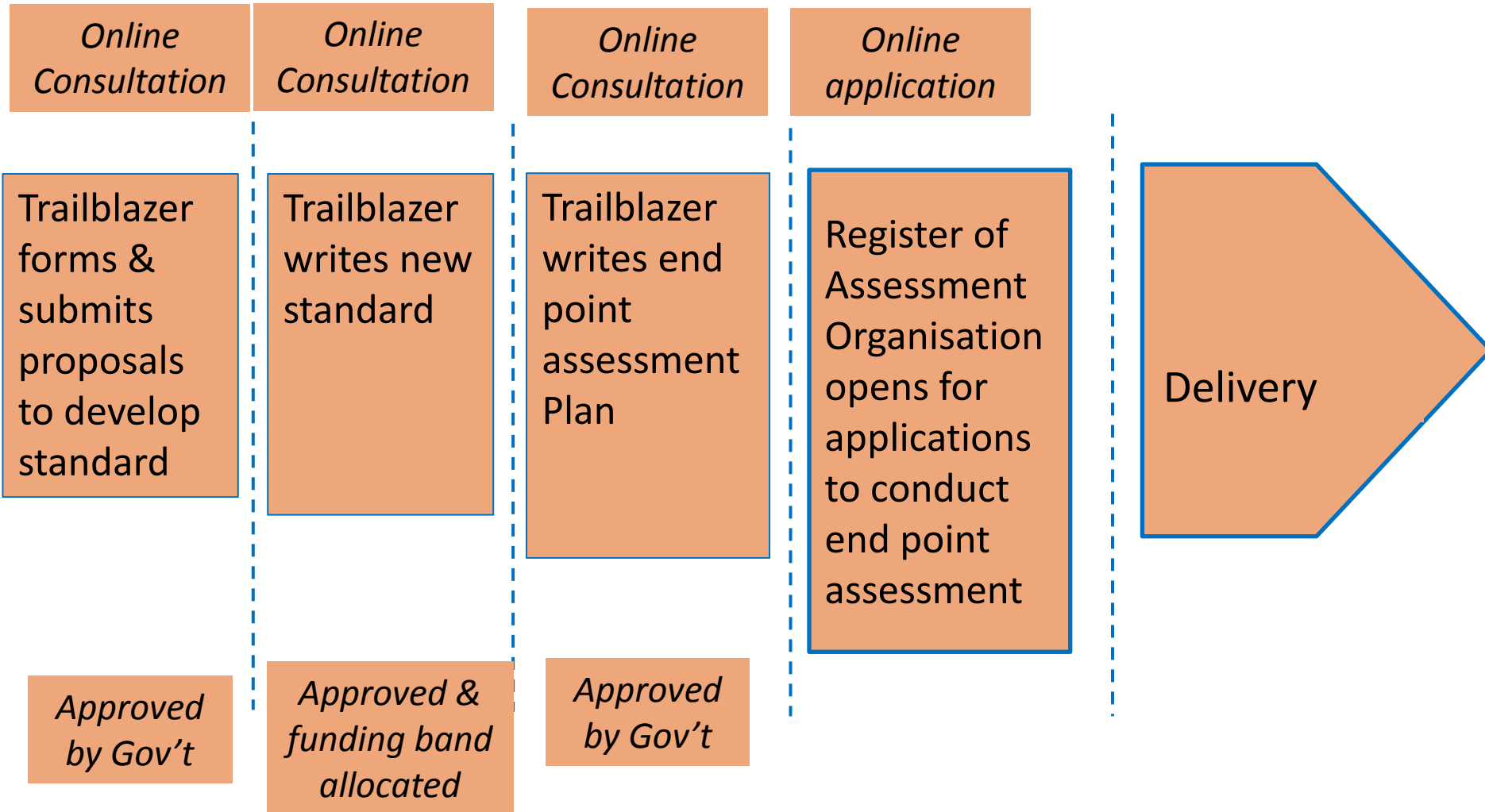
All apprenticeships must last at least 12 months

Continuing to drive up the quality of apprenticeships

Alignment to professional registration

Ensuring apprentices gain professional registration where applicable

Trailblazers development process

Online Consultation	*Online Consultation*	*Online Consultation*	*Online application*	
Trailblazer forms & submits proposals to develop standard	Trailblazer writes new standard	Trailblazer writes end point assessment Plan	Register of Assessment Organisation opens for applications to conduct end point assessment	Delivery
Approved by Gov't	*Approved & funding band allocated*	*Approved by Gov't*		

Monthly submission dates and regular publication on direct.gov

Approved for delivery so far

- **Over 1400 businesses in over 100 sectors involved**

- **146 'approved for delivery'**

- **Over 2500 starts so far**

- **Around 30% of standards so far are for Higher and Degree apprenticeships**

Junior Journalist
Media

Aerospace Manufacturing Fitter
Aerospace

Dental Laboratory Assistant
Dentistry

Software Developer
Digital

Nuclear Welding Inspection Technician
Nuclear

Laboratory Scientist
Life & Industrial Sciences

Bespoke Tailor and Cutter
Bespoke Tailoring

Chartered Surveyor
Surveying

Solicitor
Law

Professional Accountant
Accountancy

Higher and Degree Apprenticeships

Journey so far:

- Fastest growing part of the apprenticeship programme

- Of the 246 standards published so far, over 60 are higher and degree apprenticeships

- Over 100 companies working with over 20 universities and several colleges to develop Degree apprenticeships.

- 40 HEIs currently contracted to deliver degree apprenticeships

Starts and ambitions

- 9,200 starts achieved in 2013/14 – still only accounted for 2% of the apprenticeship programme

- 7,500 starts achieved since September 14 - expecting to comfortably achieve the target of 20,000 starts over 2013/14 and 2014/15

- Government committed to growing degree apprenticeships

Degree standards

Wide range of degree standards:

- Aerospace Engineer
- Aerospace Software Developer Engineer
- Building Services Engineering Site Manager
- Chartered Legal Executive
- Chartered Manager
- Chartered Surveyor
- Civil Engineering Site Manager
- Construction Design Manager
- Construction Quantity Surveyor Construction Site Manager
- Control / Technical Support Engineer
- Digital and Technology Solutions Professional
- Electrical/Electronic Technical Support Engineer
- Embedded Electronic Systems Design & Development Engineer
- FE Lead Teacher (in development)

- Manufacturing Engineer
- Manufacturing Engineer
- Non-destructive testing Engineer (in development)
- Nuclear Scientist & Engineer
- Nurse (in development)
- Outside Broadcast Engineer
- Power Engineer
- Product Design and Development Engineer
- Public Relations Consultant
- Relationship Manager (Banking)
- Systems Engineer

Financial Services Customer Adviser
- end-point assessment

Gateway to end point

https://www.gov.uk/government/publications/apprenticeship-standard-financial-services-customer-adviser

Induction

Develops S,K,Bs - BAU

Quals – not mandatory

Regular performance monitoring -

English/ Maths L1

Project – real work activity collated towards the end of the apprenticeship

Professional discussion

Distinction

Pass

Fail
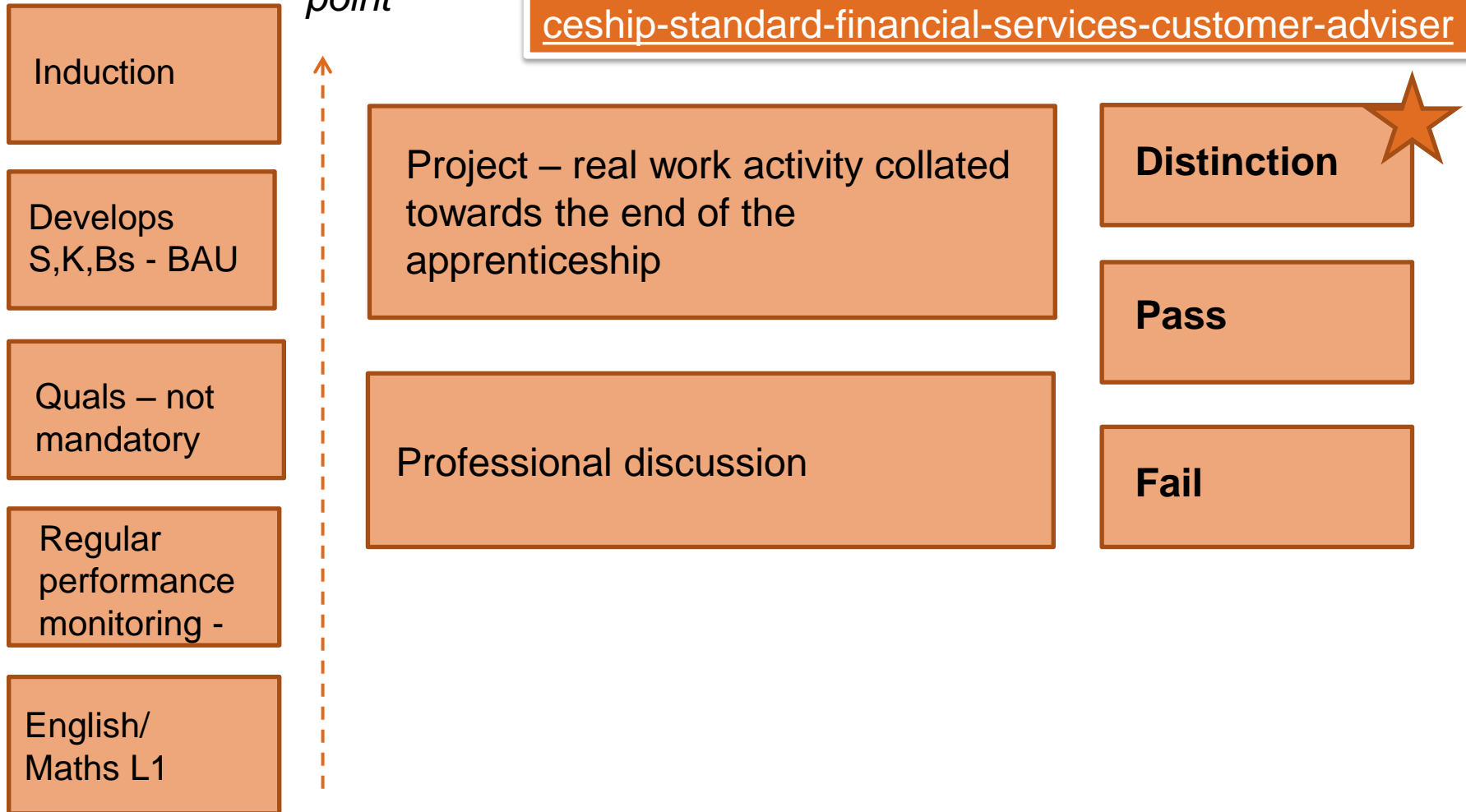
List of apprenticeship standards

Apprenticeship Standards

Groups of employers (trailblazers) are working together to design new world-class apprenticeship standards that respond to the needs of their industries. More than 1200 large and small employers are already involved in a wide variety of industry sectors. To find out more visit gov.uk and search 'apprenticeship standards'.

✓ = standard in development*
✓ ✓ = standard approved
✓ ✓ ✓ = approved for delivery (standard and assessment plan approved)

* Standards that are still in development do not have a confirmed level, this will be finalised when the standard is approved and published.

Agriculture, horticulture and animal care	Level	
Senior equine groom	3	✓ ✓
Equine groom	2	✓ ✓
Farrier	3	✓ ✓
Golf course manager	5	✓ ✓
Advanced golf greenkeeper	3	✓ ✓
Sports turf operative	2	✓ ✓
Forest operative	2	✓ ✓
Arborist	2	✓ ✓
Golf greenkeeper	2	✓ ✓ ✓
Horticulture and landscape operative	2	✓ ✓
Horticulture and landscape supervisor	3	✓ ✓
Crop technician		✓
Packhouse team leader		✓
Stock person – (beef, dairy, pigs, and sheep)		✓
Animal technologist		✓
Animal trainer		✓
Licensed animal technologist		✓
Animal care & welfare officer		✓
Veterinary nurse		✓
Countryside worker		✓
Poultry worker		✓
Abattoir workers - red meat		✓
Underkeeper		✓

Arts, crafts and design	Level	
Papermaker	3	✓ ✓ ✓
Bespoke saddler	3	✓ ✓
Community arts co-ordinator		✓
Blacksmith		✓
Hand engraver		✓
Organ builder		✓
Spectacle maker		✓
Shoemaker		✓
Glass maker		✓
Papermaking operative		✓
Papermaking supervisor		✓
Print finisher, prepress operative and printer		✓
Watch maker	3	✓ ✓
Glazing operative		✓
Calligrapher		✓
Ceramicist		✓
Conservator		✓
Cordwainer		✓
Jewellery maker		✓
Milliner		✓
Stone mason		✓
Thatcher		✓
Weaver		✓
Wheelwright		✓
Wood-turner		✓
Clockmaker		✓

Business, management and administration	Level	
Bid and proposal co-ordinator	3	✓ ✓
HR consultant/partner	5	✓ ✓
HR support	3	✓ ✓

	Level	
Entrepreneur	4	✓ ✓
Chartered manager (degree)	6	✓ ✓ ✓
Junior management consultant	4	✓ ✓ ✓
Business administrator	3	✓ ✓
Business improvement technician		✓
Innovation & growth associate		✓
HR advisor		✓
Team leader / supervisor	5	✓ ✓ ✓
Operations / departmental manager	3	✓ ✓ ✓
Associate project manager	4	✓ ✓ ✓
Project / programme / portfolio manager (degree)		✓

Construction	Level	
Construction design & build technician	4	✓ ✓
Construction design management (degree)	6	✓ ✓
Building services engineering craftsperson	3	✓ ✓
Building services engineering installer	2	✓ ✓
Building services engineering ductwork installer	2	✓ ✓
Building services engineering ductwork craftsperson	3	✓ ✓
Building services engineering service and maintenance engineer	3	✓ ✓
Structural steelwork erector	2	✓ ✓
Construction assembly technician	2	✓ ✓
Building services engineering technician	4	✓ ✓
Building services engineering site management (degree)	6	✓ ✓
Building services engineering design technician	3	✓ ✓
Building services design engineer		✓
Digital engineering		✓
Assembly technician		✓
Building services engineering ventilation hygiene technician		✓
Food and drink maintenance engineer	3	✓ ✓ ✓
Maritime mechanical fitter standard	3	✓ ✓
Maritime pipeworker	3	✓ ✓
Maritime fabricator	3	✓ ✓
Maritime electrical fitter	3	✓ ✓
Railway engineering design technician	3	✓ ✓ ✓
Rail engineering operative	2	✓ ✓ ✓
Rail engineering technician	3	✓ ✓ ✓
Rail engineering advanced technician	4	✓ ✓ ✓
Boatbuilder	3	✓ ✓ ✓
Highway electrical maintenance and installation operative	2	✓ ✓ ✓
Highway electrician / service operative	3	✓ ✓ ✓
Highways maintenance skilled operative	2	✓ ✓
Highways maintenance supervisor	3	✓ ✓
Construction site engineering technician	4	✓ ✓
Civil engineering site management (degree)	6	✓ ✓
Civil engineering technician		✓
Scaffolder		✓
Tunnelling operative		✓
Steel fixer	2	✓ ✓
Structural steelwork fabricator	2	✓ ✓
Piling attendant	2	✓ ✓
Interiors systems		✓
Live event rigger	3	✓ ✓ ✓
Advanced carpentry and joinery	3	✓ ✓
Carpentry and joinery	2	✓ ✓
Painter and decorator	2	✓ ✓
Plumbing and domestic heating technician	3	✓ ✓
Welder	3	✓ ✓ ✓
Bricklaying		✓
Wheelwrighting		✓
Plasterer	3	✓ ✓

Transforming lives
National Apprenticeship Service

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What will employers need to do?

Existing apprentice employers can review the standards available and in development and establish:
- Which of these would fit within their business roles?
- Which would replace the current frameworks delivered?
- Which new areas of delivery they can introduce to their business?
- Where the gaps are and therefore need be developed?

Start talking to their providers:
- What would delivery look like for them now?
- What services would they need from their providers
- Ask for a costing plan to deliver new standard?
- Ask if they have accessed the ETF support?

How to develop new standards?

- Identify occupation?

- Check list of apprenticeship standards to ensure not in development already

- If not covered, get together with employer representatives of the sector (small and large) and send in a proposal to develop new standard.

Transition from frameworks to standards

- Migration from apprenticeship frameworks to standards will continue over the course of the Parliament, with as much of this to take place by 2017/18 as possible.

- Dual running in the interim but notice was given to withdraw the first batch of frameworks in March 2016 - these were closed to new starts from 1 June 2016.

- In May 2016 we announced the second batch of frameworks to be withdrawn to new starts from 1 December 2016

- We are currently considering further frameworks to be withdrawn on 1 May 2017 and 1 October 2017.

Institute for Apprenticeships

- The Institute for Apprenticeships will be an independent employer-led body that will regulate the quality of apprenticeships. It will be set up by April 2017 (shadow form from 2016).

- An independent Chair will lead a small Board of employers, business leaders and their representatives. The Institute will approve apprenticeship standards.

- Outline role:
  o Approve/reject EOIs, standards and assessment plans
  o Provide advice and guidance during their development
  o Determine policy on when standards need to be refreshed or closed
  o Advise on funding for each standard
  o Overview quality of standards/assessments

More information

- Our main hub page on apprenticeship reforms updated with all of the latest information:
https://www.gov.uk/government/collections/apprenticeship-changes

- Published standards and those in development:
https://www.gov.uk/government/collections/apprenticeship-standards
https://www.gov.uk/government/publications/apprenticeship-standards-in-development

- Guidance for developers of standards:
https://www.gov.uk/government/publications/future-of-apprenticeships-in-england-guidance-for-trailblazers

- Easy reference listing of all standards:
https://www.gov.uk/government/publications/apprenticeship-standards-list-of-occupations-available

- Online survey for feedback on EOIs, standards and assessments plans:
https://www.gov.uk/government/publications/apprenticeship-standards-changes-to-the-process-for-approvals