



# Apprenticeships in Higher Education - Policy, Practice and Partnerships

7 November 2017

10.30am – 11.30am



Future  
Apprenticeships



Department  
for Education



# Apprenticeships in Higher Education

## Policy, Practice and Partnerships

### **Webinar Chair:**

Matthew Alvarez, Project Manager, AELP

### **Facilitators:**

Mandy Crawford-Lee, Director of Policy & Operations, UVAC

Rebecca Rhodes, Senior Associate, UVAC

# Agenda

Introduction

Development of Higher and Degree Apprenticeships

Key Policy Elements

- Impact on Delivery

Partnerships

***Questions***

Getting Started

- Practical Considerations

***Questions***

# Introduction

## UVAC – Our Role

- Not for profit, HE organisation established to champion higher level vocational learning
- HE, FE and Awarding Organisation membership
- Advocacy, Research and Dissemination
- UVAC Journal ***Higher Education, Skills and Work-based Learning***
  - Special Edition 2012 *The Future of Higher Apprenticeships in the UK*
  - Special Issue 2016 *Higher and Degree Apprenticeships: Creating the Future Workforce*



# UVAC – Our Role in Apprenticeships

- Asked by BIS/DfE to support employer groups engage with HE providers
- Worked with 10 Downing Street Policy Unit on the launch of Degree Apprenticeships
- Commissioned by HEFCE to provide:
  - Information, advice and guidance to HE providers on Degree Apprenticeships
  - HEFCE with technical and operational advice on the development of the Apprenticeships system
- Represent HE on the DfE Degree Apprenticeship Policy Group and ESFA Apprenticeship Provider Readiness Group
- Working with UUK and QAA on Quality Assurance
- Provide regular Apprenticeship policy and operational updates for HE
- Deliver a programme of practical support for HE providers who want to deliver degree apprenticeships

# UVAC – Our Role

Experts in all aspects of the policy and operational requirements of higher and degree apprenticeships.

# Development of Higher and Degree Apprenticeships

- **Clarity of purpose**
  - Increase productivity
  - Support social mobility
  - Grow progression opportunities
  - Smash the level 3 glass ceiling
- **Once in a generation opportunity**
  - A fundamental and mainstream part of Apprenticeship provision
  - New routes, new cohorts
- **Substantial interest from HE Sector**
  - RoATP
  - RoEPAO
  - Integrated Degree Approach
- Employers choosing to develop Apprenticeships in occupational areas most needed
  - **40% of Standards developed at HE level**
- Employers incentivised to develop and use work-based Apprenticeship progression routes
  - **From Advanced Apprenticeships through Higher and Degree Apprenticeships to technical, professional and managerial occupations**
- HEIs developing institution-wide Higher and Degree Apprenticeship strategies – linked to LEPs, skills priorities and collaborative partnerships

# Key Policy Elements

- **Funding**
  - Levy versus non-Levy
  - Co-investment
  - Incentivising employers to invest in higher level skills
- **Role of Government and Agencies**
  - ESFA Procurement
  - Institute for Apprenticeships Approval
  - Sticking to the Reforms
- **Employer Leadership**
- **Quality**
  - Role of all organisations set out in *DfE Apprenticeship Accountabilities Statement* including HEFCE
  - Position Statement from QAA set out in *Quality Assuring Higher Education in Apprenticeships*
  - QAA Quality Code being revised
- **Post-16 Skills Plan and Technical Education**
  - Introduction of T-Levels
  - Use of Traineeships



# How UVAC Can Help

- Email/Telephone Support and Advice / FAQs
- Regular Opinion / News Articles / Case Studies
- Mapping and Signposting
- Promoting Relevant Apprenticeship Resources including contract templates for HE providers
- Helping to spot and avoid 'pitfalls' and to develop an Apprenticeship system that supports HE engagement

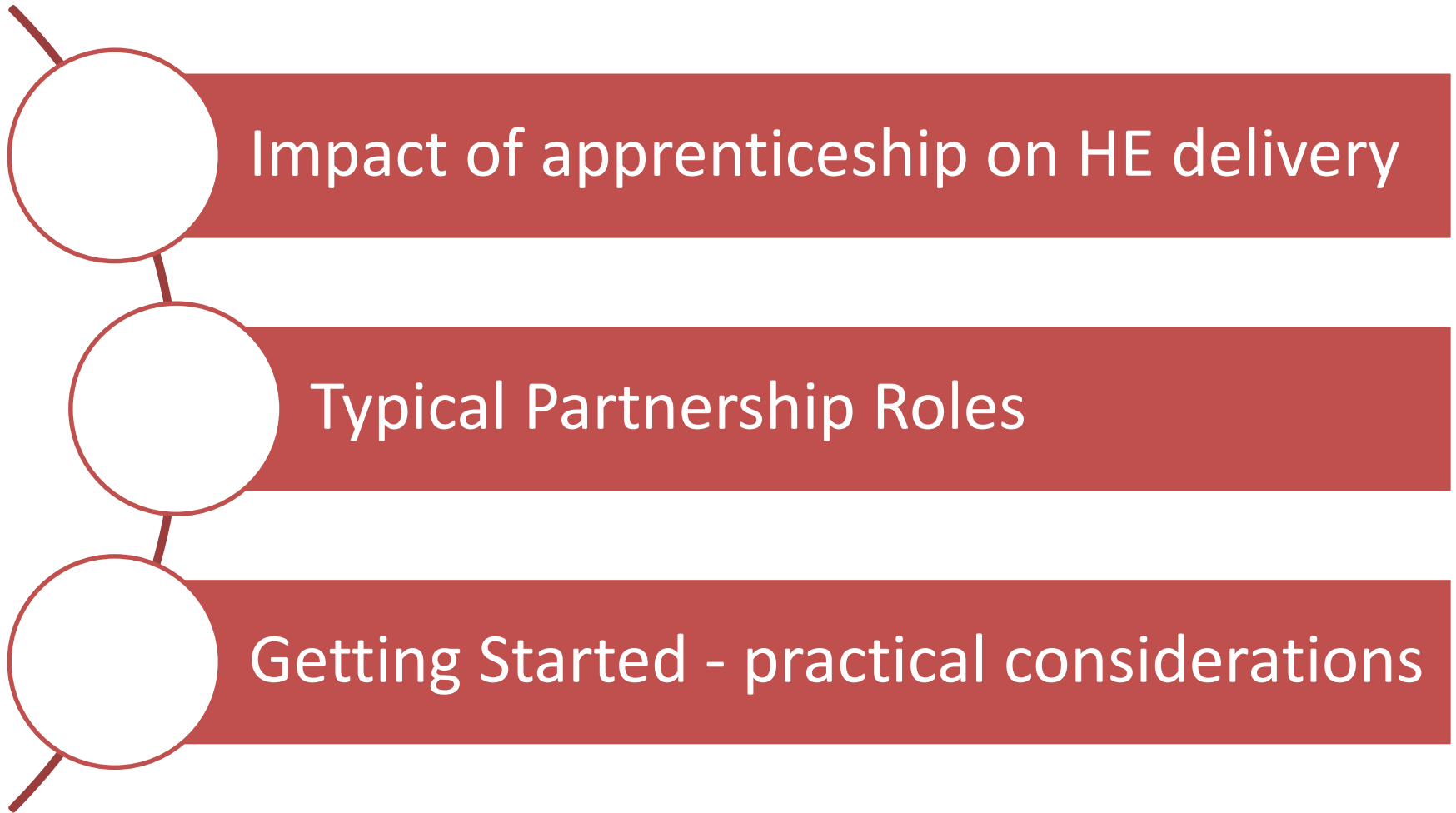
# DELIVERY CONSIDERATIONS & GETTING STARTED

Rebecca Rhodes

Senior Associate

[r.rhodes@bolton.ac.uk](mailto:r.rhodes@bolton.ac.uk)

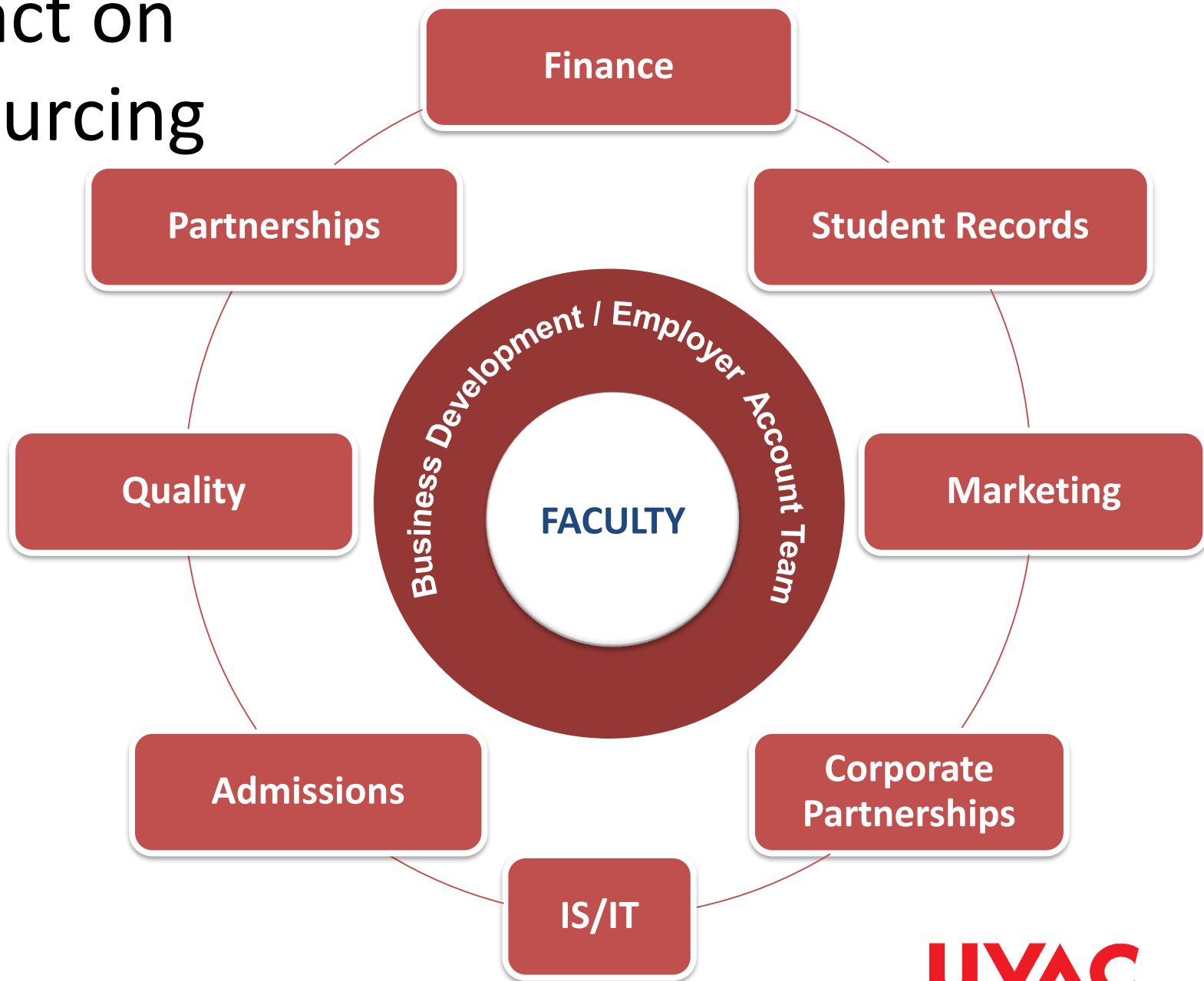
# Topics



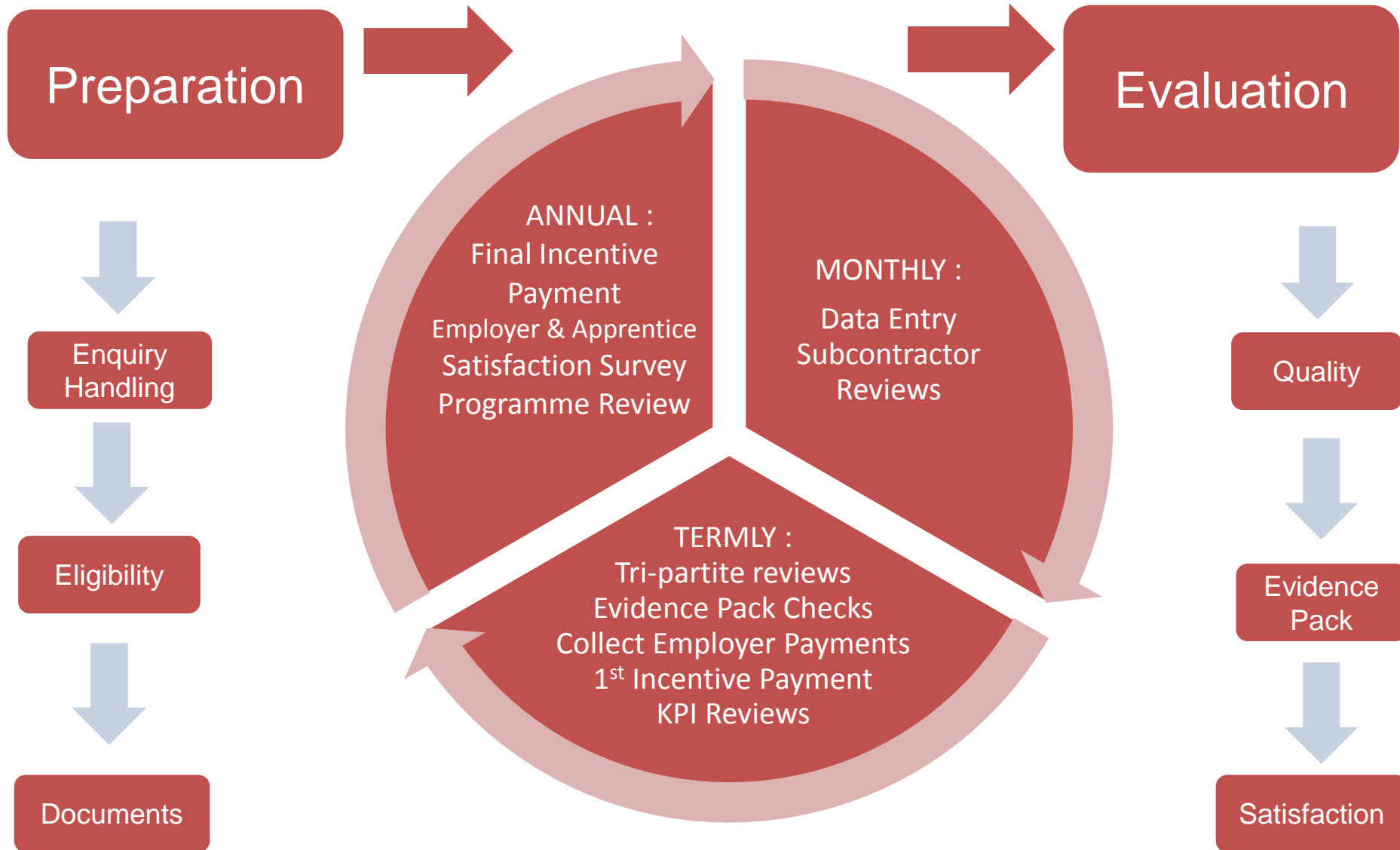
# Policy Context

- Must be on the RoATP at point of first agreement with employers
- Can only deliver to levy paying employers as a main provider until April 2019
  - Unless successful in the July 2017 ITT (awards December / January) or
  - Secure a subcontract with the above
- Bound by all ESFA apprenticeship Funding (& other) Rules
- Maintain Degree Awarding Body powers for qualifications delivered within the Apprenticeship
- Quality arrangements if over L6 (degree) led by QAA ....
- Toughest policy rules for higher & degree apprenticeship delivery?
  - Non-integrated end-point assessment
  - 20% off the job
  - Working week
  - No clawback for early leavers
  - IFA funding cap / pricing

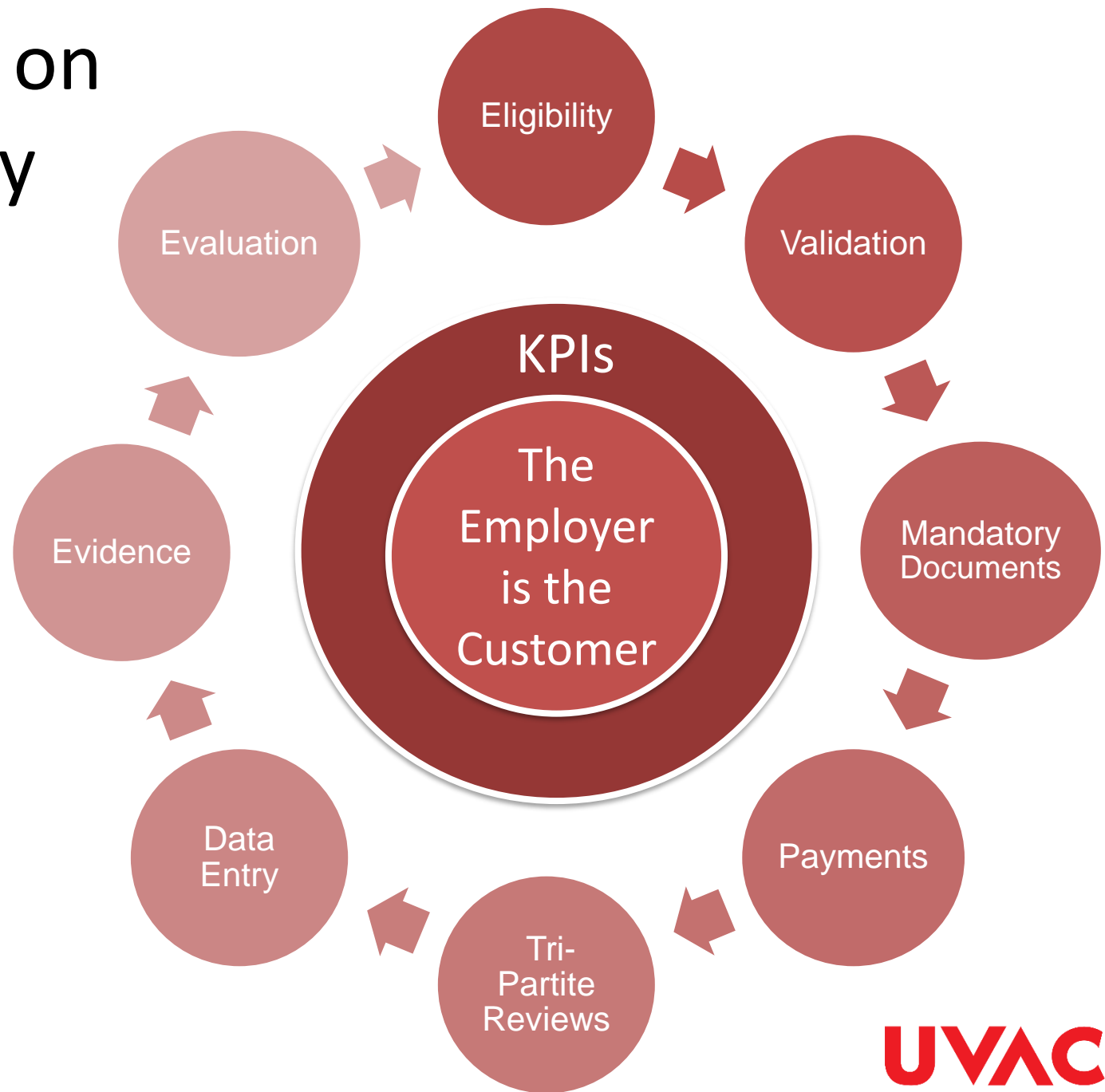
# Impact on Resourcing



# Apprenticeship Operational Delivery Journey



# Impact on Delivery



# Resourcing & Delivery Considerations & Advice

- Resource the Implementation Team
- Brief the University
  - anyone speaking to employers
  - Key functions
- You will need partners
  - End-point Assessment of non integrated degree apprenticeships
- Employer at the centre
  - Streamline contacts
  - Maintain the relationship
- Expect to amend existing rules
- Processes need to be responsive and quick e.g.
  - Validation
- Processes will be different e.g.
  - Admissions
- KPIs are Different
  - Satisfaction

*'It is all absolutely possible if people are prepared to change'*



# Partnership Opportunities

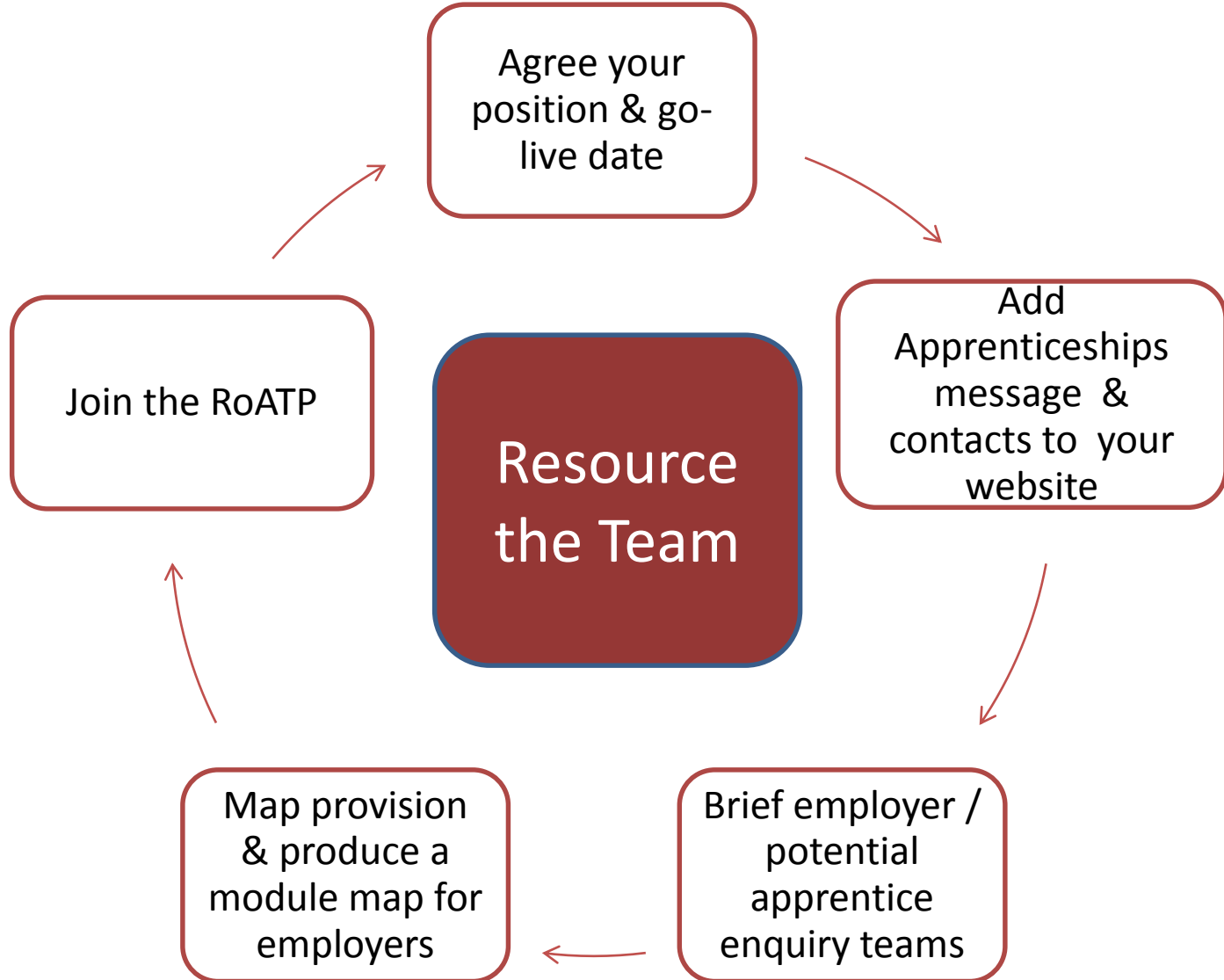
## Principles

- Contracting out Services :  
e.g.
  - Data Entry
  - Business Development
- There must be a 'main provider'
- Cannot pass over:
  - The employer relationship
  - Funding conduit
  - Accountability for over all quality and delivery

## Delivery

- Degree Awarding Powers
  - Acting as the Awarding Organisation Only
- Subcontracting Out
  - You must deliver 'some element' of every programme
  - Managing Subcontracting
  - Monitoring and declaring
- End-Point Assessment
  - Employer Choice

# Getting Started – First Steps: Visibility



# FIRST STEPS - Mystery Shopper Advice

## Messages for HEIs

Make sure enquiries are answered

- Have a clear process and accountabilities for handling inbound enquiries

Make contact details visible

- Make apprenticeship contact numbers, people, emails very prominent on your website

Create an enquiry Log

- Create and manage an enquiry log and record calls and actions arising - find the holes

Brief everyone

- Make sure people in the chain knows the process, your key messages and apprenticeship basics

Collect and share contacts

- So that employer information is collected and can be used to accurately match to apprenticeships

Create a set of basic apprenticeship information

- That all employers are given, and support this with web based detail.

# Apprenticeships in Higher Education

## Policy, Practice and Partnerships

**Mandy Crawford-Lee, Director of Policy and Operations**

[m.crawfordlee@bolton.ac.uk](mailto:m.crawfordlee@bolton.ac.uk)

**Rebecca Rhodes, Senior Associate**

[r.rhodes@bolton.ac.uk](mailto:r.rhodes@bolton.ac.uk)

[www.uvac.ac.uk](http://www.uvac.ac.uk)

# Future FA Webinars:

- |         |                      |
|---------|----------------------|
| Jan 17  | Policy update TBC    |
| Jan 30  | Policy update on OTJ |
| March 7 | Gateway - EPA        |



# Future Apprenticeships



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