

A stylized lightning bolt graphic in blue and white, positioned behind the text 'FIRE IT UP'. The bolt starts at the top right and strikes downwards, branching out as it descends.

**FIRE
IT UP**

A blue and white spiral graphic, resembling a stylized flame or a vortex, located below the text 'Apprenticeships'.

Apprenticeships

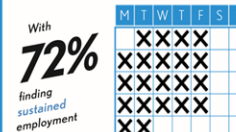
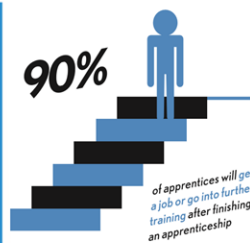
Apprenticeships are delivering



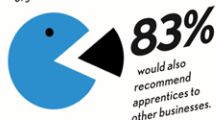
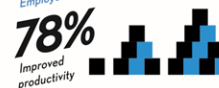
Education & Skills
Funding Agency



Nearly *three quarters* of apprentices agreed that their chances of earning a higher wage in future had increased



Employers also report benefits such as



**FIRE
IT UP**
Apprenticeships

Source: Learners and Apprentices Survey 2018 report

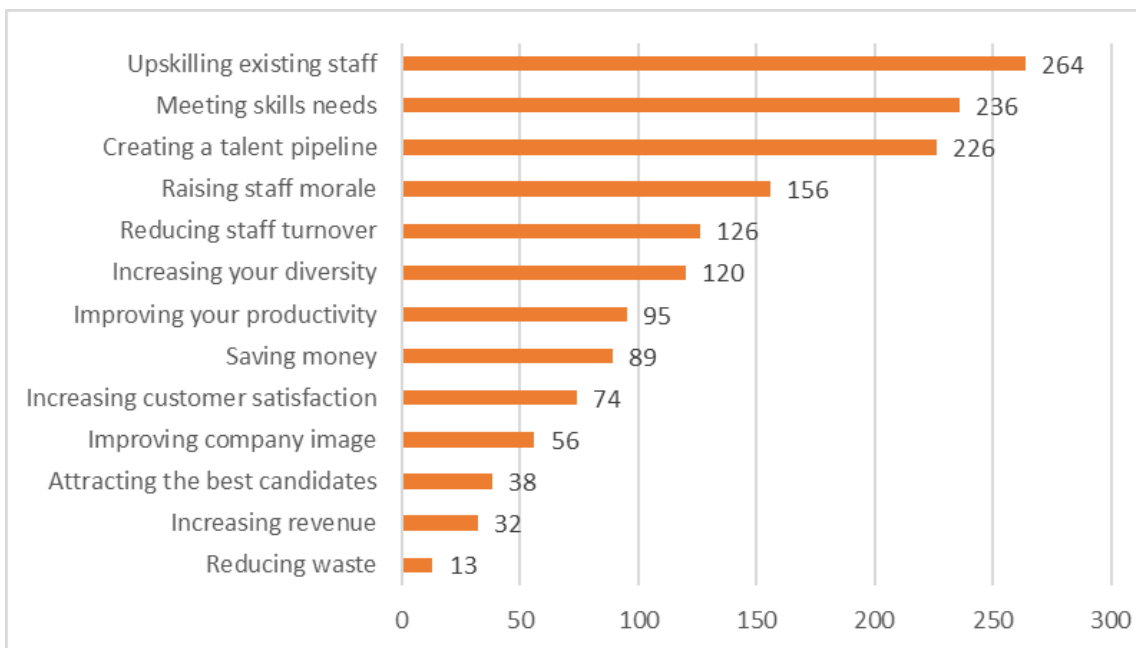


Let us know about your apprentices and employers who are delivering
real returns: marcomms.mailbox@education.gov.uk

Benefit realisation in your business

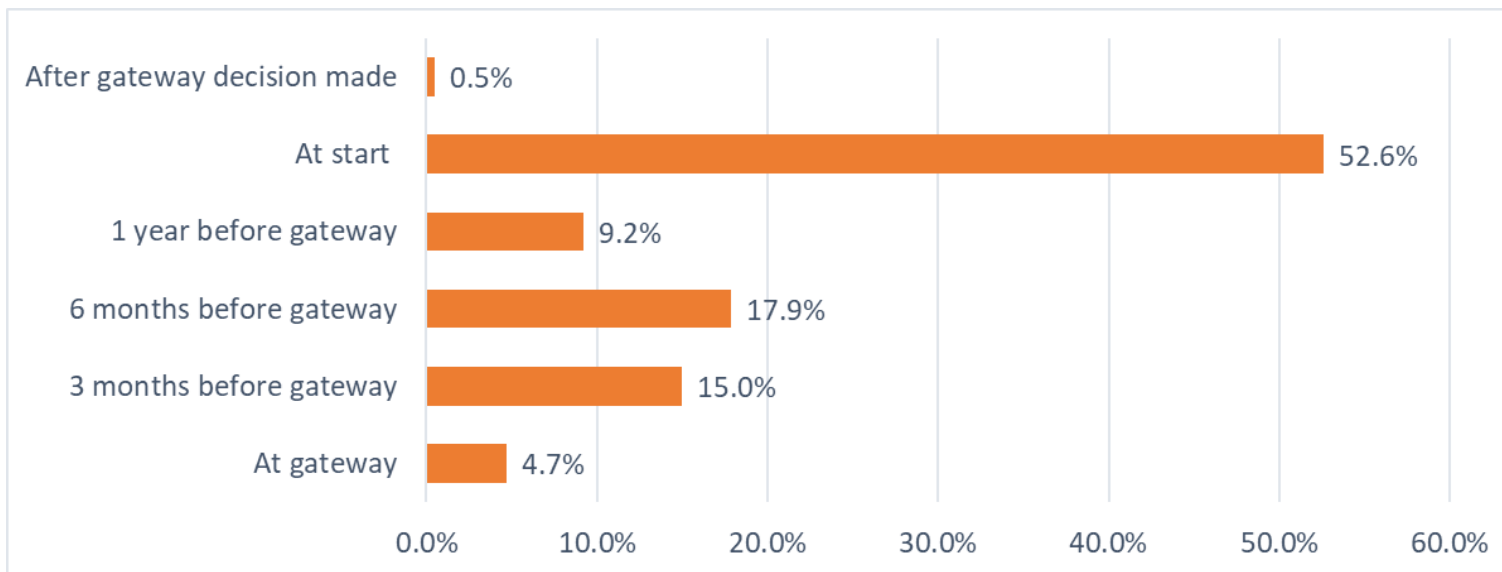
What benefits are your apprenticeships delivering?

Tick all that apply:



End Point Assessment

When do you plan to engage with the EPAO for your apprentice/s?



Delivering 20% off the job

How to overcome barriers:

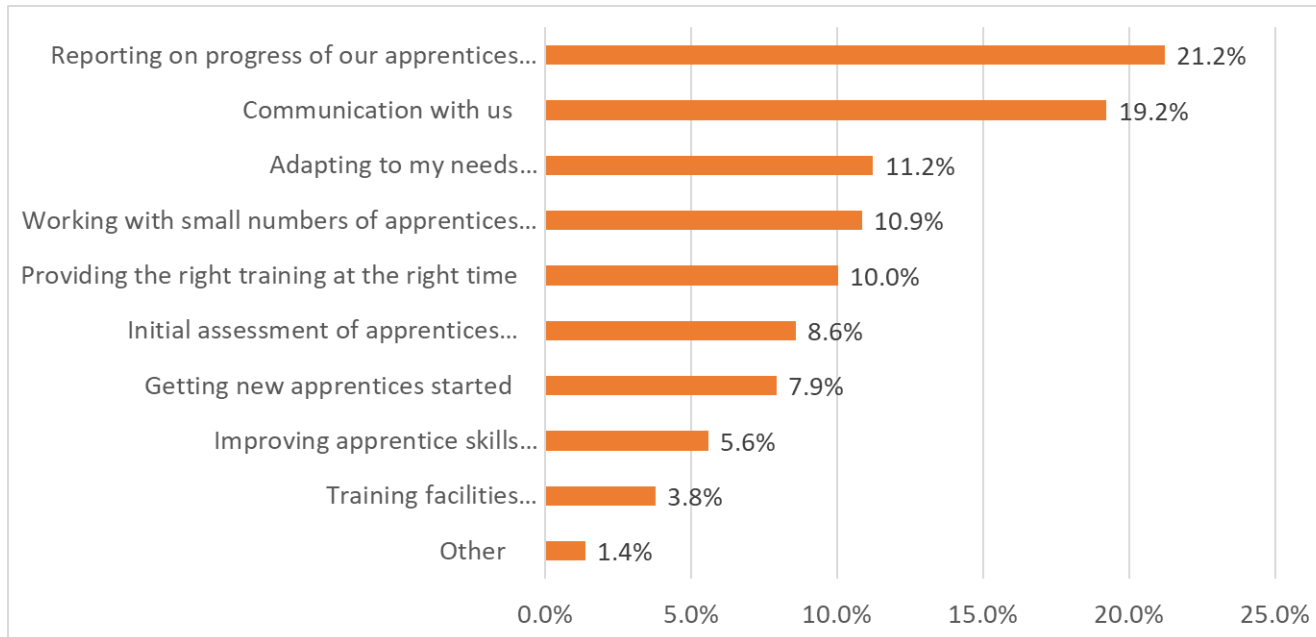
- Engaging with managers first before offering apprenticeships
- Engage with training partner
- Protected learning time policy at sign up time - and line manager engagement
- Turn it round as an investment not a loss. Building into talent succession planning
- Workshops, mentoring, shadowing, undertaking projects
- Learner to talk about the programme and their experience
- Flexibility in how the time is structured
- Real examples of what other apprentices have done as their 20% OTJ
- Using ambassadors, apprentices that have completed
- Having early conversations so everyone is clear on the expectations
- Creating manager toolkits to outline what the 20% really looks like
- I have marketed it internally as apprentice development time
- Manager engagement from outset, have to sign agree. Myth busting
- Aligning to business values and priorities



Managing quality apprenticeships

Please rank the things providers could improve?

Rank the top 5 using numbers 1 to 5:



Delivering a quality strategy

The Quality Alliance



- The Quality Alliance (QA) is made up of bodies responsible for the quality of apprenticeships.
- It is chaired by the Institute and includes representative bodies: AELP, AoC, FAB and UUK.
- It brings together work across organisational boundaries to deliver a high quality apprenticeship programme.
- In 2017 they published a Quality Statement to ensure there is a clear **collective vision of what excellence in apprenticeship delivery looks like → this focuses on quality beyond compliance.**
- Building on this, the QA published a Quality Strategy in March 2019 with 14 statements of best practice:
 - This covers 5 areas of the end-to-end process: the partnership, the occupation, the job, training and end-point assessment to ensure the highest quality in the design and delivery of apprenticeships.

Managing quality apprenticeships

Apprenticeship Service in Numbers

Find An Apprenticeship gets about **37,000 visits per day**



Over 190,000 Find An Apprenticeship accounts created in 2019
2.7 million in total since 2015



Over 500,000 Apprenticeship applications submitted on Find An Apprenticeship in 2019
6.5 million since 2015



Find Apprenticeship Training gets around **15,200 visits per week (+37%)** and handles around **8,000 searches per week**



Over 1,600,000 unique page views in 2019 on Find Apprenticeship Training (+20%)



The Fire it Up Campaign has attracted **over 700,000 users. 11,400 apprentices and 1,100 employers** have registered as a result.



Managing quality apprenticeships

Service Roadmap

Up to Apr 19

- ✓ Employers can see **projections** of their levy spend and **model** against it
- ✓ Employers can **post and manage vacancies**
- ✓ Employers can **transfer apprenticeship funds** to other employers
- ✓ EPAOs can apply to **join the register** to deliver apprenticeship standards
- ✓ Employers can agree to providers **managing** more of their **apprenticeship activity**
- ✓ Employers can see when **funds are due to expire**
- ✓ Employers can **leave feedback** on their training provider
- ✓ The **funding rules** are easier to use

Apr - Jun 19

- ✓ First pilot phase begins with training providers and **non-levy paying employers**
- ✓ The **co-investment rate** for non-levy paying employers is reduced to **5%**
- ✓ Employers can **transfer up to 25%** of their apprenticeship funds to other employers
- ✓ The **first funds will expire** from levy paying accounts
- ⚙️ The **registration process** is simplified
- ✓ Employers can **see feedback on training providers** in Find Apprenticeship Training
- ✓ Public sector employers can **amend reports** after they have been submitted to improve accuracy
- ⚙️ EPAOs can record successful and unsuccessful outcomes

Jul- Sept 19

- The first **non-levy paying employers** can use the apprenticeship service
- The process of **approving apprentice details** is simplified and streamlined
- ⚙️ Employers can **save standards and training providers** to their accounts
- ⚙️ Training providers can **add and manage vacancies** from their apprenticeship service account
- ⚙️ **Apprentices can leave feedback** on their training provider by text
- EPAOs can see data about current and future apprenticeships through the **opportunity finder**.
- Pausing and stopping apprentices** is easier

Oct – Dec 19

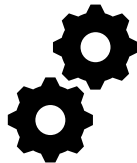
- Employers can **collaborate** with their training provider on vacancies
- Apprentices recruited through the service can be approved quickly and easily
- Training providers can help employers to **set up their accounts**
- **Improved support service**, including self-service functionality
- The employer **account home page** and **finance pages** are re-designed for a better experience

Jan 20 onwards

- Training providers can **bulk upload** apprentice data across multiple employers
- Payments for end-point assessments and training are separated out
- Content for teachers included on campaign plan

Managing quality apprenticeships

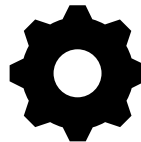
A new journey for small employers



An end to government contract allocations
– a market led model



Employer ownership
– decision making in the
hands of the business



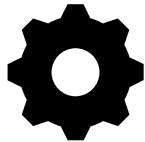
Closer working between smaller employers and training
providers with employers looking for provider support



Supporting employers to
understand how the funding works



New Provider Register and Quality Strategy



Enabling small employer access to
our award winning digital platform



The Find an apprenticeship function on the
digital apprenticeship service has 90%
positive user satisfaction and has processed
nearly 6 million transactions since its launch



All providers on our register can deliver
to any non-levy business across
England; no longer dependent on
winning a contract



More focus on
supporting
apprentices

Managing quality apprenticeships

Transformation timeline



Managing quality apprenticeships

Traineeships

Traineeships successfully support unemployed young people to progress – we recently published evidence showing that 75% of trainees progressed to apprenticeships, other jobs or further learning within a year.

They help employers to diversify their workforce and support social mobility:

- 24% of trainees were from BAME backgrounds;
- 22% of trainees had learning difficulties and/or disabilities;
- 65% were on benefits at the start of their learning.

The government has shown its commitment to traineeships by keeping it as a national programme, supported by a £20m budget for 2019/20 (19-24 year olds).

We have listened to your feedback and responded:

- We are improving our communications and working with DWP to improve how referrals work between JCP and providers;
- Recently announced success measures that better reflect the purpose of traineeships which is to support progression;

For those further from the labour market and at risk of becoming NEET, we are working with DWP and other departments to look at how we can better identify those at risk when in school, and how we can improve the transition from school to sustainable employment.

Managing quality apprenticeships

key areas

- Recognising this transition year in Qualification Achievement Rates
- Completion of the new provider register - improving standards and the offer to employers and apprentices
- Complete the systematic review of real time apprentice feedback - use alongside employer feedback to drive standards and interventions
- Develop the intelligent use of data – demand and connecting better with programme outcomes
- Provider oversight and improvement
- EPA and EQA – ensuring this is simplified and fit for purpose



Apprenticeship Programme Thank you!
