

# Ensuring apprentice success at end-point assessment through diagnostics and tracking

**AELP Workshop**

# Introductions



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# Purpose of the workshop



Review regulatory requirements from key stakeholders

Discuss what's happening now

Prompt discussion on suitable solutions

# Key Stakeholders



# ESFA

Are the right people on the correct programme?

## Compliance

- Funds must not be used to pay for training for skills, knowledge and behaviours already attained by the apprentice.
- You must assess the individual's prior learning before starting the apprenticeship.
- You must quantify and evidence the proportion of prior learning already attained, quantify the proportion of off-the-job training content that will not be covered, and quantify the amount that the funding will be reduced by.
- You must include a thorough appraisal of the apprentice's existing knowledge, skills and behaviours against those required to achieve occupational competence.

*P197 – P202 Apprenticeship Funding Rules (2018/19)*

- Regular planned on-programme assessments (progress reviews) to discuss progress to date against the commitment statement and the immediate next steps required.

*P93.3 Apprenticeship Funding Rules (2018/19)*

# Ofsted

## Quality of Education

- Progress from starting points
- Personalised programme of learning
- Stretch and challenge of the more able

“Analysis of provider and learner records, showing planning for; and monitoring of, learners’ individual progress and destinations from their starting points when they began their apprenticeship”.

“Evaluate learners’ progress and progression through their course of study...and whether the knowledge and skills they have learned are well sequenced and have developed incrementally”.

“Inspectors will evaluate learners’ progress in relation to their starting points, based on their rate of learning, acquisition of knowledge, skills and behaviours and whether they have achieved their individual, challenging targets”.

*Further Education and Skills Inspection Handbook*

# Provider

- Funding Assurance Review
  - a. Wider Eligibility – substantial skills development
  - b. Negotiated Price – initial assessment
  - c. English and maths
  - d. 20% off the job – quantity & delivery
- The Evidence Pack (assessment must include an analysis of the apprentice's existing knowledge, skills and behaviours versus those required to complete the apprenticeship. This also includes evidence of prior attainment for English and maths)
- Retention
- Feedback
- Gateway readiness
- Success rates, timely success
- Pass, Merit, Distinction

# Employer

- Value of workforce development
- Co-investment
- Impact
- Progression
- Addressing skills shortages and productivity
- If you negotiate a reduced price with the employer as they are delivering some of the content this is not compliant with funding rules
- If the employer is legitimately delivering relevant training or an eligible cost then this must be included into the overall price.
- ROI
- 20% OTJ



# To discuss...

1. How do you do it now?
2. What is and isn't working for you?
3. What is the ideal solution?

