



“Why are Level 2 Qualifications and Apprenticeships key to Social Mobility, Skill Development and Productivity”

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A view across all key Industrial Sectors, including **Construction, Healthcare and Financial Services**, with key takeaways from the governments **Augar Report** and why **Level 2's are fundamental** to a future pipeline of talent in the workforce

Workshop Agenda

- Introduction to NOCN Group
- Post-18 education review: The 9 main recommendations for FE
- Why Level 2's are fundamental to a future workforce
- Why Construction Level 2 programmes are key to the UK
- Case Study Apprentice **Construction**
- Why Financial Services Level 2 Programmes are key to the UK
- Case Study Apprentice **Financial Services**
- Why Healthcare Level 2 Programmes are key to the UK
- Case Study Apprentice **Leeds Teaching Hospitals NHS**
- Why End Point Assessments provide a positive outcome and vital to progression
- The future landscape of level 2 and productivity

Top Educational & Skills Charity (UK and International)

- Charity - established in 1987 to help people get into work and develop themselves by working with employers, training providers and the individuals
- NOCN Group does this now by:
 - Large regulated international Awarding Organisation – Ofqual CCEA and Qualification Wales
 - Market-leading independent apprentice End Point Assessment Organisation regulated by the Institute for Apprenticeships & Technical Education
 - Access to Universities – Practical Vocational Diplomas QAA
 - Accreditation and Short Courses
 - SMART Job Cards – currently construction
 - Assessment services
 - Consultancy and research

NOCN Group

- Ofqual regulated Awarding Organisation – over 540 of **qualifications** Entry to Level 7
- Trailblazer **Apprenticeships** - End Point Assessment
 - **48 standards** Level 2 to Level 6
 - 30 Standards in the development for 2019
- Access to **Higher Education** – wide range of educational sector
- Construction Job Cards e.g. **CPCS** (plant operators)
- **International delivery**, UAE, USA, India, Bangladesh and Southern Europe and now in Malaysia
- Advocate for impact of learning, skills and social mobility
- Accredited **Leader in Diversity** and **Investor in People**

Government's 2017 Industrial Strategy

- Establish a **technical education system** that rivals the best in the world to stand alongside our world-class higher education system;
 - **T Levels** cut out the starting point for many non-A Level learners
 - Instead pushing them to Apprenticeships at the **Level 2 entry point**
- Apprenticeships are a vital UK-wide **vehicle for employer investment** in their workforce, offering opportunities to those entering it for the **first time**
- We will help people develop the skills needed for jobs of the future AI and data analytics will change jobs and businesses, and we want people to be able to **capitalise on these opportunities**.
- Developing skills within apprenticeships is one of ten key pillars in the government's industrial strategy

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/730048/industrial-strategy-white-paper-web-ready-a4-version.pdf

Post-18 education review: The 9 main recommendations for FE

1. The FE college 'network' should be 'rationalised' and given a **dedicated capital investment**
2. All adults should be entitled to their first **level 2 and 3** qualifications for free
3. The reduction in the **core funding rate** for 18-year-olds should be reversed
4. ESFA funding rules **should be simplified** and government should commit to providing an indicative adult education budget
5. Funding for level 6 apprenticeships and above should be available only for those who have **not previously undertaken** a publicly-supported degree
6. Investment in the FE workforce should be a '**priority**'
7. Government should improve **data collection**, collation, analysis and publication across FE
8. FE colleges should have a **protected title** like universities
9. Ofsted should become the **lead responsible body** for inspecting apprenticeships at all levels

<https://feweek.co.uk/2019/05/30/post-18-education-review-the-10-key-recommendations-for-fe/>

Why Level 2's are fundamental to a future workforce

- Level 2 courses are the most **frequently used** route into a career job roles
- Provide an opportunity to get qualifications that prepare you for study at a higher level
- Most learners who have achieved grades C-E at GCSE in their final year at school choose a **vocational level two pathway**
- Participation in study for both levels 2 and 3 has fallen in recent years, the Augar report said, despite the **financial benefits** they can provide for post-18 students”.
- The Augar panel wants to bring back full funding, at all ages, for both levels 2 and 3 to remove barriers in **social mobility and productivity** and to allow people to meet changes in economic demand.

UK Social Mobility in Construction

- **‘Technical’** trade which leads to various opportunities:
 - Technical Expert – Tunnelling experts are paid in excess of **£80k p.a.**, crane lifting ‘Appointed Person’ on site paid in excess of **£60k**
 - Manager options – Site Manager paid in excess of **£60k**
 - Self Employed and Own Company – in excess of **£55k**
- Practical skills, experience and ‘learnt’ common sense is valued as much as education
- **2nd Level 2** important as it provides multi skilling and additional skills during career
- Significant opportunities across the country with the industry needing at least **250,000 new workers** in the next 5 years
- Industry which is **modernising rapidly** with increasing technology and changing environment

Case Study Apprentice 1 – Damien Construction

Damien

- 1994-1996 Worked for several contractors across the UK as a labourer – **1st NVQ Level 2**
- 1996-2000 Plant Operator on many different types of heavy plant and equipment around the North East of England. **2nd NVQ Level 2**
- 2000-2004 Employed as a plant operator undertaking renewal of Gas Services and Cable TV ducting network. This required him to hold the Supervisors **NVQ Qualifications at Level 3**
- 2004 – 2006 Operating plant and equipment on various types of Piling Rigs and associated piling equipment - **NVQ Level 5 Construction site manager**
- 2006 – 2019 Training Manager responsible for the development of 2200 employees. The role requires the management of 1.5 million pounds per annum.

Currently remunerated **in excess of £65k**



Why Financial Services Level 2 Programmes are key to the UK

- The UK is a world leader in banking and finance, “with employees in the finance related professional services, **contributing 1.5 times more to the economy** than the average UK employee”
- The industry is spread nationally, with over 2.2 million employees, **two-thirds** of which are outside London.
- The UK is the **second largest exporter** of professional services after the US,
- The **Brexit urgency** within Financial Services companies of a need to **diversify their intake** beyond standard graduate recruitment. This has led some employers to explore how they can utilise apprenticeships within their workforce.
- Barclays’ and HSBC apprenticeship schemes have begun to **broaden the demographic** of the business.
- HSBC’s apprenticeship programmes look for people who are ambitious and want to develop their career while making a strong contribution to **HSBC’s long-term, sustainable growth**.

UK Social Mobility in Financial Services

- The Apprenticeship programmes have been developed with a focus on the dearth of opportunities for those with **little or no work experience** in the Financial Sector.
- Barclays wanted to address the perception that apprenticeships are only for those aged 18-24 with good qualifications, but to reform the **falling entry-level retention rates** within their business.
- Importantly since 2016, Barclays have hired 60 apprentices who have declared a disability and across traineeships 100% are from NEET Background; 40% had been unemployed for 12 months plus; 69% from a disadvantaged area; **8% had no prior learning attainment at all**; 11% with a disability or learning disability
- Barclays said: “We want people of all ages and backgrounds to consider a career in banking - a sector that we know is traditionally viewed as something **only university graduates** work in”
- “Open up banking to people from **all backgrounds**, allowing them to earn and learn, without racking up student debt.”

Case Study Apprentice 2 – Financial Services

Mark

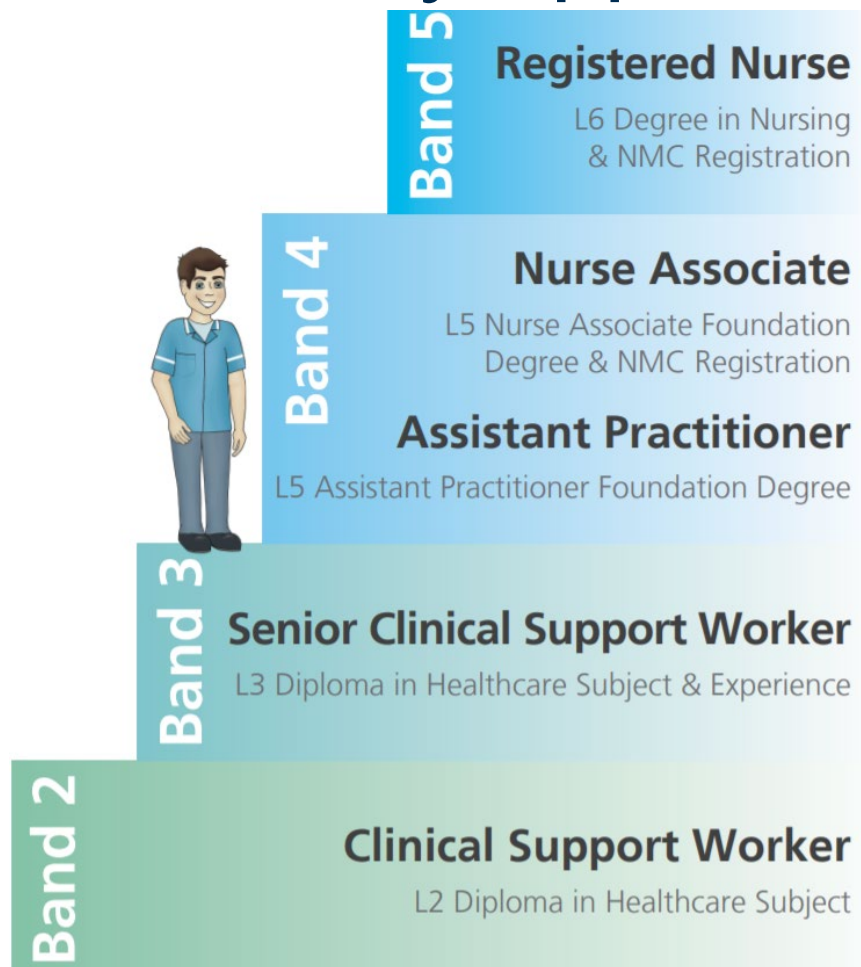
- Started with Barclays in 2015
- One of the **UK's first** Financial Services Apprentices on Standards
- Level 2 Apprentice **Personal Banker** in 2016 (Financial Services Customer Advisor)
- Level **3 Charter Banker** Qualification
- UK **Premier Banker** 2017 (following Successful EPA)
- **Premier Relationship Banker** (2018 Level 3 SFSCA EPA)
- **Direct Premier Relationship Manager** (2018-19)
- Currently remunerated **in excess of £35k plus Bonus**



Why Healthcare Level 2 Programmes are key to the UK

- The UK's NHS is a **world leader** in Clinical care, R&D and Workforce Development
- The development of the NHS workforces is **not simply the degree entry routes** of Doctors and Consultants, but the Nurses, Health care Support workers and Science Assistants
- The **UK's largest** single Apprenticeship Levy contributor, attracts both Clinical and non-clinical pathways
- The **Brexit urgency** within Health Care recruitment, Trusts are **diversify their intake** beyond standard graduate recruitment. This has led some NHS Trusts to explore how they can utilise apprenticeships within their workforce.

Case Study Apprentice 3 – Health Care



Case study

Career pathways from traineeship to registered nurse

The Leeds Teaching Hospitals NHS Trust has developed a career pathway for nursing staff. This has helped the trust to exceed the public sector apprenticeship target of 2.3 per cent quite significantly.

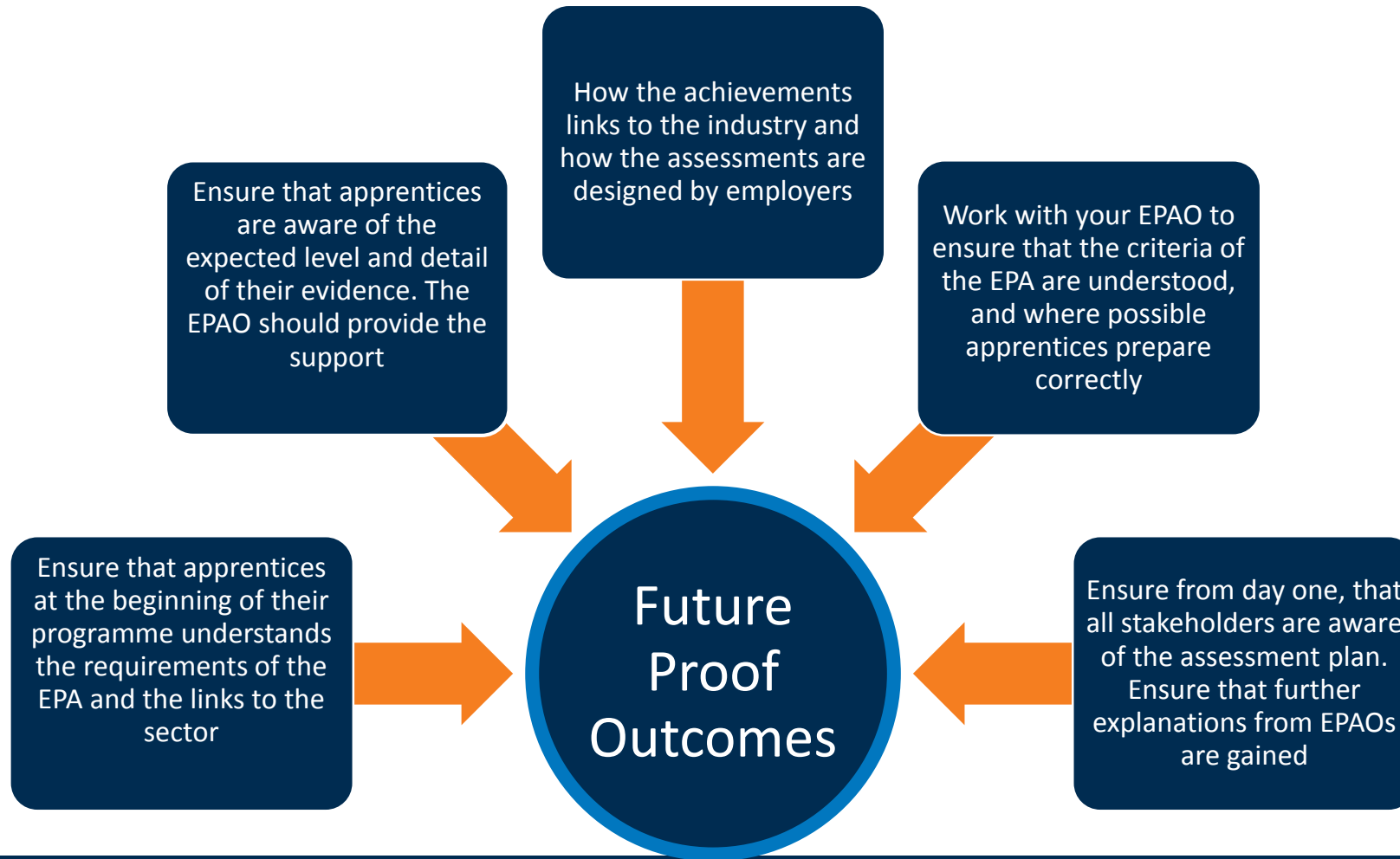
The pathway can start on completion of a six-week traineeship. Those who successfully complete a traineeship are guaranteed an interview for a level one apprentice clinical support worker role. Staff are then given the option to progress along the career pathway through apprenticeship levels 2 to 6, until reaching a Band 5 nurse role or a level 6 degree in nursing and Nursing and Midwifery Council registration. New and existing staff can also join the career pathway at any entry point, provided they have the core requirements for the role. They can also stop or pause at any point on the career pathway.

This pathway has been so successful, that the trust is now looking to create similar pathways for business and admin and pharmacy. Proposals are also in development to extend the career pathway to help nurses train towards the advanced practitioner level (Level 7 apprenticeship).

Why End Point Assessments provide a positive outcome and vital to progression

- **Valued highly** by both the Employer and Apprentices, especially where apprenticeship standards have no mandatory qualifications
- Applies **industry standard** judgements of apprentice's competence and work place readiness
- Viewed by the employers, who have had apprentices complete EPA, as a **robust testing process** and are valued in terms of recruitment identifiers
- Ensures that each and every time an apprentices reaches the end of their programme, the achievement is recognised as a **robust and valid** judgement
- Ensures that the apprentice is fit for their **future role**, with competences (K,S,B) which are designed and recognised by industry
- **Transferable across industry** as EPA focuses on competencies based on common industry-wide learning outcomes

Successful EPA and Future Proof Achievements



The future landscape of level 2 and productivity

- 2nd level 2 important- ensuring **cross industry skills** are developed
- Increasing use of manufacturing techniques and off-site productions, A.I and Machine Learning techniques
- Move towards **repetition and standardisation** rather than traditional 'bespoke' in key industrial sectors
- Adoption of **digital information** and product controls
- Lobbying of policy makers and influencer groups ensuring the **value of Level 2** apprenticeships and qualifications is not lost
- Key “**Productivity Skills**” Digital productivity, MS Office and Coding as well as A.I management in Financial Services (Fin-Tech)
- Desire of any “New Government” to reform again the Technical Education System

Further Questions