

# Future Apprenticeships Webinar: Apprenticeship Reforms for Governors and Non-Executives

17 January 2017 10.30 am – 11.30 am



## Future Apprenticeships

The  
Education  
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# Future Apprenticeships Webinar:

## Apprenticeship Reforms

What governors need to know about the reforms and what the business risks are.

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**Webinar Chair:** Mike Cox, Operations Director, AELP

**Facilitator:** Dr. Sue Pember OBE, Governance Advisor and HOLEX Director of Policy and External Relations

# Agenda

- 10.30 Welcome and introductions – Mike Cox, AELP
- 10.35 Overview of landscape changes
- 10.45 Main points governors and non-executives need to know
- 10.55 Identification of risks
- 11.05 What does good governance look like?
- 11.15 Questions
- 11.30 Close

# Overview of Landscape Changes

## Apprenticeship reform sits in a changing post-16 landscape

Each of these changes has an impact on apprenticeship providers and governors and non-executives need to know the impact:

- One Department in charge (DfE).
- Changes to GCSE in 2016/17.
- New 16-18 programmes (Sainsbury Review).
- Expansion of Grammar Schools, Academies and UTC.
- Universities moving away from traditional undergraduate courses to degree apprenticeships.

# Apprenticeship Reform

The main points governors and non-executives need to know are what is the impact of these changes on the bottom line and on working practices:

- How the new apprenticeship levy works.
- Changes for non-levy paying employers.
- The transition from existing apprenticeship frameworks to new standards.
- Separating end testing out from the main programme.
- Payment levels.
- The establishment of the Institute for Apprenticeships.
- The role of Ofsted.

# The role of governors and non-executives in identifying risk

## The main risks to success and financial security are:

- Not being prepared for the change.
- Business model will not flex to get the most from the levy payers.
- Changes for non-levy paying employers make small businesses walk away from the programme.
- Your business is not making the transition from existing apprenticeship frameworks to new standards quickly enough.
- Poor relationship with the chosen end testing organisation leads to poor results.
- Payment doesn't happen.
- Institute for Apprenticeships does not facilitate the creation of standards in your industry quickly enough.
- Digital apprenticeship service (DAS) not ready.

# Minimising Risk

**Governors and non-executives need to ensure these business systems are in place:**

## **1. Identifying Risks**

- A costed risk register with a mitigation plan.

## **2. Strategy and Preparation**

- A new business strategy that demonstrates that the executive understand the levy, making the most out of the new funding available and maximising return.
- An apprenticeships programme development plan which demonstrates the organisation is ready and it is sustainable.
- A plan to ensure existing apprentices and employers are being supported.

## **3. Implementation and Delivery**

- A plan to build capacity in the team.
- Implementation support for new systems.
- Ensuring the accreditation process in place covers qualification design, award, and end-point assessment.

## **4. Monitoring and Scrutiny**

- Agreed performance plan.
- Data requirement.
- Reporting mechanism.

# What does good governance in the apprenticeship world look like?

## Good governance concentrates on:

- Setting strategy.
- Demonstrating proactive and supportive leadership.
- Being collectively accountable.
- Ensuring financial security.
- Making best use of public funds in a prudent manner.
- Having the apprentice at the forefront of the business.
- Ensuring the quality of training, learning and assessment.
- Being responsive to employers.
- Ensuring the Equality and Diversity dimension is monitored and addressed.
- Ensuring the process of governance is efficient, effective and transparent.



# Poll 1

**As a governor or non-executive of a provider that offers apprenticeships what do you see as the biggest risk to your finances? Select all that apply.**

1. Employers not using their levy and not engaging a provider.
2. Non-levy players not taking part.
3. Management not fully engaged in making it work.
4. Trainers & assessor not understanding the different relationship with employers.
5. Other.

## Poll 2

**As a governor or non-executive of a provider that offers apprenticeships what support do you need?**

**Select all that apply.**

1. None we are ready.
2. Clarity on who does what in the new system and we can just get on with it.
3. Information and guidance on how the system will work.
4. Training days on risk management.
5. Provider readiness checks by an external advisor.

# Future Apprenticeships Staff Support Programme

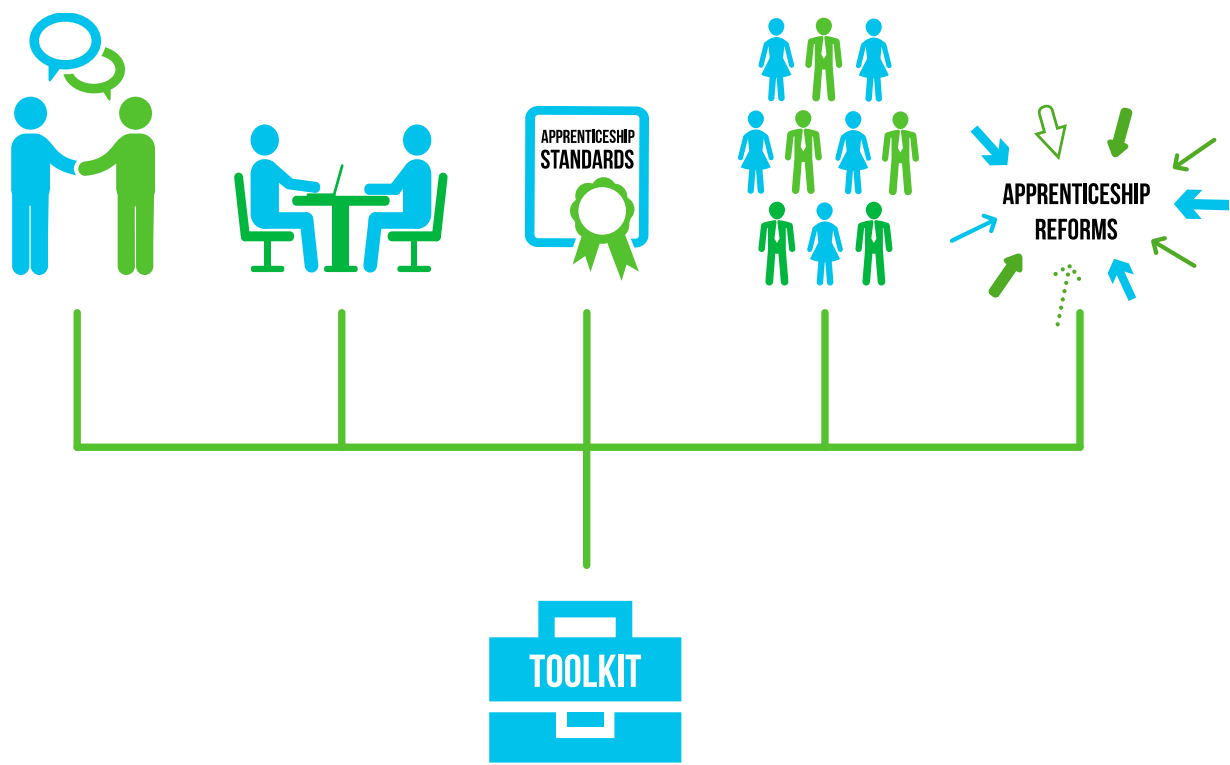
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# 5 Strands



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Sue Pember, Hoxley