

Apprenticeships: expectations

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Outline

- Changes to the Common Inspection Framework
 - Impact on providers and employers
 - What it means for apprentices

Inspectors will consider how well (1):

- Apprenticeships are planned and managed and fully meet the principles and requirements of an apprenticeship
 - Focus on impact of leadership and management
 - Relationships with employers
 - Is it an apprenticeship?
 - English and mathematics
 - Substantive skill development
 - Off-the-job training

Inspectors will consider how well (2):

- Staff engage with **employers** to **plan** the training, assessments, review points and milestones throughout, agree any additional **qualifications** to be included, if any, and monitor and support apprentices to **progress** quickly, gain **new skills** and **achieve** to their full potential
 - Are employers involved in the whole process?
 - Initial assessment
 - Apprenticeship 'journey'
 - Feedback: differentiation; EPA
 - English and mathematics

Inspectors will consider how well (3):

- Staff communicate up-to-date vocational and technical **subject knowledge** that reflects the **expected industry practice** and meets **employers' needs** and apprentices acquire that knowledge effectively
 - Staff qualifications and experience
 - Just the standard?
 - What do employers say about apprentices' knowledge and skills?

Inspectors will consider how well (4):

- Apprentices develop the **skills and behaviours**, including English, mathematics and digital skills, that enable them to meet expectations, contribute to their workplace and **fulfil their career aims**
 - How do apprentices exemplify the expected behaviours?
 - Embedded English, mathematics and digital skills
 - Attendance, punctuality, retention
 - British values
 - Information, advice and guidance

Inspectors will consider how well (5):

- Apprentices **complete** their apprenticeship successfully, **progress** to their intended job role or other sustained employment, get promoted or, where appropriate, **move** to a higher level of apprenticeship or qualification
 - Completion rates
 - Destinations

Inspectors will consider how well (6):

- Apprentices **contribute** to their employer's business
 - What difference do apprentices make?
 - Skills – productivity
 - Retention

Safeguarding

- Key requirement for apprentices aged under 18 or adult apprentices with defined learning difficulties or disabilities
- Companies and providers should apply best HR practice as a matter of course for all apprentices, regardless of age
 - DBS
 - Prevent duty

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