

Higher and Degree Apprenticeship - the Government Position and Operational Delivery from May 2017

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UVAC – Our Role in Apprenticeship, Technical and Professional Level Skills

- Asked by BIS/DfE to support Apprenticeship Trailblazers to engage HEIs
- Commissioned by HEFCE to provide:
 - Information, advice and guidance to HE providers on Degree Apprenticeship
 - HEFCE with technical and operation advice on the development of the Apprenticeship system
- Worked with the 10 Downing Street Policy Unit on the launch of Degree Apprenticeships
- Represented on the DfE Degree Apprenticeship policy group and SFA Apprenticeship provider readiness group
- Working with UUK and QAA on Degree Apprenticeship Quality Assurance
- Supporting the Higher Education Trailblazer
- Provide regular Apprenticeship policy and operational updates for the HE sector

Government 'Drivers' for Apprenticeship

- UK productivity lags behind other developed economies
- Employers are investing less in training
- Relative social mobility has stagnated or declined over recent decades – Degree Apprenticeship a Gateway to the Professions
- The UK has lower levels of intergenerational social mobility compared to some other developed countries
- £26 - £28 return for every £1 of Government investment

Source - DfE

A Major Market Opportunity

- 3 million - Apprenticeships by 2020
- £2.5bn per annum – Raised through the apprenticeship levy in England – employers can only recover when they spend on Apprenticeship
- 2.3% - Statutory target for the employment of apprentices for public bodies with 250 or more employees
- 40% - Proportion of Apprenticeship standards in early 2016 at HE level
- 41% - Proportion of starts on Apprenticeship standards (August 15 – April 16) were Higher and Degree Apprenticeships
- 90% - Government contribution to training and assessment costs of the Apprenticeship for non levied employers (up to a defined upper band limit) from May 2017 + additional incentives

An Opportunity and a Threat?

- Higher and Degree Apprenticeship could be an alternative to existing Higher Education provision at levels 4 – 7
- Private Training Providers, Alternative Providers and Further Education Colleges with lower cost bases will compete with HEIs for Higher and Degree Apprenticeship business
- Impact on employer behaviour?
- Impact on individual behaviour – a job and salary from day one and Govt/your employer pays your fees and no debt!
- AND Impact on existing HE provision?

How and which HE Providers will respond?

Apprenticeship – What is it?

‘An Apprenticeship is a job, in a skilled occupation, that requires substantial and sustained training, leading to the achievement of an Apprenticeship standard and the development of transferable skills to progress careers.’

Source:DfE

Apprenticeship – Some Key Points

- The employer is in the ‘driving seat’
- The employer **not** the individual is the ‘customer’ and ‘purchaser’
- Viability is based on the level of employer demand
- The focus of the Apprenticeship is developing the knowledge, skills and behaviours as specified in an employer developed national Apprenticeship standard
- A system based on FE process – RoATP, ILR, etc.
- A ‘fluid’ and developing system for Degree Apprenticeship
- End Point Assessment
- Delivery model – blended, work-based learning, partnership etc.
- Costing and pricing
- KEY - Responsiveness, Innovation and Flexibility

Institutional Priorities – Urgent Action Required

- Register of Apprenticeship Training Providers (RoATP)
- SFA Procurement and Invitation to Tender (ITT) for non-levy paying employers (now closed)
- Register of Apprenticeship Assessment Organisations (RoAAO)
- **UVAC webinars/briefings on RoATP, ITT and RoAAO**
- The Digital Apprenticeship Service (DAS) – positioning your offer

Compliance with SFA/emerging IfA Requirements

- Management Information/ILR
- SFA Funding Rules, Performance Management and Contracting Requirements
- Quality Assurance – A QAA Degree Apprenticeship Characteristics' Statement is being developed

The Apprenticeship Levy and the New Funding System

- Commences on **6 April 2017**, at a rate of **0.5% of pay bill**, paid through PAYE
- All **UK employers** in all sectors in scope
- £15,000 allowance - akin to an Individual's Income Tax Personal Allowance
- Only **1.3% of employers** will pay the levy
- Will raise approximately £2.5bn pa in England

Support for Supply-Chains

During 2018 Government propose to introduce means for employers to **transfer up to 10% of the levy funds** to another employer with a digital account, or to an ATA

Graduate Eligibility

‘From May 2017, an individual can be funded to undertake an apprenticeship at the same or lower level to acquire substantive new skills.’ - DfE

Digital Apprenticeship Service

Will enable an employer to:

- *Plan your apprenticeship programme*
- *Choose an apprenticeship training and assessment*
- *Advertise a vacancy to recruit an apprentice*
- *Manage the funding for your apprenticeship*
- *Start a new apprenticeship contract*

HE Providers will need to position their training offer

HEI Apprenticeship System Priorities

- Make a successful application to RoATP and the ITT for non levy paying employers (now closed) (and RoAAO for integrated Degree Apprenticeships)
- Check and read carefully the Funding Rules, Performance Management and Contracting Requirements
- Understand and abide by the Apprenticeship Standard and Assessment Plan

‘Any apprenticeship training provider delivering an apprenticeship and holding the SFA and employer contracts is responsible for delivery of every element of the Apprenticeship programme.’ – UVAC FAQ, October 2016

Where will the Demand Be?

- Intermediate, Advanced or Higher and Degree Apprenticeship?
- Levy payers or non-levy payers?
- Which existing or potential Apprenticeship standards? e.g.
 - Chartered Manager
 - Digital
 - Engineering
 - Police Officer
 - Social Worker
 - Teacher
 - Registered Nurse

HEI/FEC Approaches – Some Observations

- HEIs are focusing on their work based learning frameworks, use of learning technologies, blended, distance learning, partnerships with FECs and private providers etc. – innovation, new delivery models
- HEIs developing institution-wide Higher and Degree Apprenticeship strategies – see case studies published by UVAC – link to LEPs, skills priorities, FECs, private training providers
- **Substantial interest from HE Sector**– key role of Degree Apprenticeship in student recruitment, employability, approaches to working with employers and increasing diversity – some HEIs have long-term targets for 15 - 20% of their student intake to be Higher and Degree Apprentices
- Increasing interest in ‘integrated ‘ Degree Apprenticeship across the HE sector – linked to relationships with PSRBs and knowledge transfer
- Areas of key interest across the HE sector; Chartered Manager Degree Apprenticeship, Digital solutions and the public sector, NHS Trusts and local authorities

Universities who can offer Degree Apprenticeships – Source SFA

- Anglia Ruskin University
- Aston University
- Birmingham City University
- Bishop Grosseteste University
- Coventry University
- De Montford University
- Harper Adams University
- Leeds Trinity University
- Liverpool John Moores University
- Manchester Metropolitan University
- Middlesex University
- Nottingham Trent University
- Plymouth University
- Queen Mary University of London
- Royal Agricultural University
- Sheffield Hallam University
- Teesside University
- The Open University
- The University of Essex
- The University of West London
- The University of Wolverhampton
- University of Bolton
- University of Brighton
- University of Central Lancashire
- University of Chester
- University of Cumbria
- University of Derby
- University of East London
- University of Gloucestershire
- University of Greenwich
- University of Hertfordshire
- University of Northumbria
- University of Portsmouth
- University of Salford
- University of Sheffield
- University of Sunderland
- University of Winchester

Institutional Focus

- Start with **employers and employer demand – the employer is customer and purchaser**
- Liaise with LEPs re. Apprenticeship standards and skills priorities
- **Plan a strategic HEI response** on the basis of HEI mission and strategy
- Keep up to date on new policies/initiatives emerging from the Government – including the Degree Apprenticeship Development Fund
- Identify Apprenticeship Standards with which you have synergy and where employer interest is apparent
- Liaise with Apprenticeship Trailblazers , participate in Provider Readiness Groups etc.
- **Monitor the development of ‘integrated’ Degree Apprenticeships ‘fluid policy’**
- Be aware of ‘complexities’ and uncertainties
- Monitor the approaches of other HEIs, awarding organisations, professional bodies, FE, private providers and challenger institutions.

How UVAC can Help – HE Provider Support

- Email/Telephone Support and Advice/FAQs
- Bi-monthly Opinion Article
- Mapping Signposting and Promoting Relevant Apprenticeship Resources Developed by Others (e.g. the Education and Training Foundation, Future Apprenticeships programme) and Developing Resources where Gaps are Apparent
- Helping to spot and avoid ‘car crashes’ and to develop an Apprenticeship system that supports Higher Education engagement