

# Apprenticeships

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## Agenda



- What is an apprenticeship?
- How they are structured, delivered and assessed
- Degree Apprenticeships
- Finding an apprenticeship













## What is an apprenticeship?

- A job with training
- Based on a set of
   Apprenticeship Standards
   defined by each industry sector
- Delivered by an Approved Apprenticeship Training Provider
- Funded for training and assessment
- It is <u>not</u> a qualification in its own right, but may include qualifications
- It includes:
  - On-the-job learning 80%
  - Off-the-job learning 20%
  - Assessment process





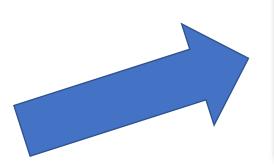






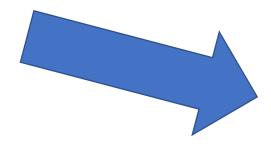


#### **Two Routes**



#### **New Job**

Employers create an apprenticeship position in their organization and recruit externally



#### **Existing Employee**

Apprenticeships can also be used for developing the skills of your existing team













## **Job description**



- Duties
- Responsibilities
- Skills
- Experience
- Qualifications
- Expected behaviours











## **Apprenticeship standards**

#### An occupational standard is:

"...a short and concise document. It describes the 'knowledge, skills and behaviours' (KSBs) needed for someone to be competent in the occupation's duties. It also details any qualifications that must be passed and how it aligns with professional recognition if applicable."\*











<sup>\*</sup>Institute for Apprenticeships and Technical Education



#### **Regulated Qualifications Framework for England**

#### **Apprenticeships**

Level 8	<b>Doctorate</b> , e.g. PhD or DPhil	
Level 7	Master's Degree, e.g. MA, MSc Postgraduate Certificate e.g. PGCE	
Level 6	<b>Degree</b> – e.g. BA (hons), BSc (hons).	Degree Apprenticeship
Level 5	Foundation Degree Higher National Diploma (HND)	
Level 4	Higher National Certificate (HNC) BTEC Higher Nationals	Higher Apprenticeship
Level 3	A level, T Level, BTEC Nationals	Advanced Apprenticeship
Level 2	GCSE (grades 4 and above or C and above) BTEC Technicals	Intermediate Apprenticeship
Level 1	GCSE (grades 3 - 1 or grades D-G)	
Entry Level	Essential Skills, Functional Skills, Skills for Life (English, Maths and ICT)	

In partnership with:







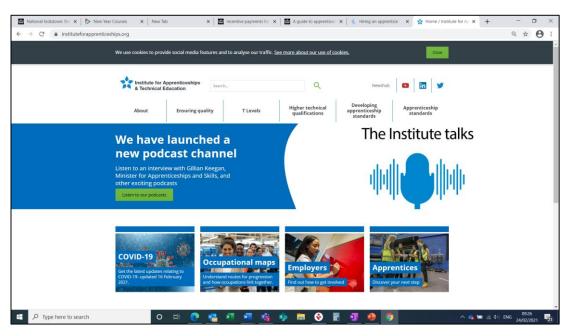






## **Apprenticeship Standards**





https://www.instituteforapprenticeships.org/























#### Two types of training:

#### Off-the-job training

- Delivered by the training provider
- Covers knowledge, skills and behaviours set out in the apprenticeship standard
- Must be 20% of working hours
- Can take place:
  - Online
  - At workplace
  - At a college, university or training provider
  - Combination of these
- Flexibility in delivery:
  - 1 day a week
  - · Part of a working day
  - Blocks of time

#### **On-the-job training**

- Delivered by the employer.
- 80% of working hours
- Mostly experiential
  - Supervision
  - Coaching
  - Mentoring
- Experience in all aspects of the job

**Training schedule** - to suit the needs of the business agreed with training provider.











#### **English and maths**

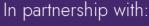
- The Apprentices may need to study for maths and English qualifications as part of their apprenticeship.
- The employer must allow the Apprentice time to study for this within their normal working hours.
- Studying for English and maths is not counted as part of the 20% off-the-job training.

#### **Apprenticeship agreement**

- Gives details of what the employer agrees to do for the apprentice, including:
  - Length of employment
  - Training programme
  - Working conditions
  - Qualifications included

#### **Apprenticeship commitment statement**

- Three-way commitment between the employer, the apprentice and the training provider.
- Must include:
  - o Training programme content and schedule
  - What is offered by and expected from the employer, the training provider and the Apprentice
  - How to resolve queries or complaints













#### **End Point Assessment (EPA)**

- Describes how the apprentice should be tested against the standard
- May include:
  - A practical assessment
  - An interview
  - A project
  - Written and/or multiple-choice tests
  - A presentation
- Delivered by an End Point Assessment Organization (EPAO)
- Make sure assessment process is clear from start

#### Certification

- Issued by EPAO on successful completion of EPA
- The EPAO will request this certificate on your behalf.
- Grading:
  - Pass
  - Credit
  - Distinction
- Some apprenticeships include recognition by professional body.











## **Degree Apprenticeships**











## What are degree apprenticeships?

Degree Apprenticeships offer a cost-effective way of obtaining a bachelor's or master's degree whilst gaining valuable work experience.

- Combine working with study at university.
- You gain a University degree with a recognized university
- You are a full-time, salaried employee
- No tuition fees!











## What are degree apprenticeships?

- 3-6 years to complete, depending on level
- You'll spend most of your time working
- you'll also study part-time at university.
  - For example, you might go to university one or two days per week, or in short blocks, such as a week at a time.
  - Overall, you spend about 20% of your time studying vs. 80% of your time working.





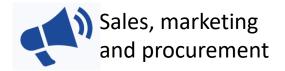








## **Subject areas**





Legal, finance and accounting



Protective services



Health and science



Transport and logistics



Creative and design



Digital



Education and childcare



Engineering and manufacturing



Agriculture, environmental and animal care



Business and administration



Care services



Construction and the built environment







FACTS AND FIGURES SUPPLIED BY THE TELEGRAPH WEBSITE





#### APPRENTICESHIP:

- LEARNING
- WORKING AND EXPERIENCE
- EARNING BASIC WAGE



### **DEGREE:**

- LEARNING
- STUDYING
- SOCIAL SCENE



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**COURSE FEES & DEBT** 



FREE TRAINING AND EARN A LIVING DURING COURSE -RESULTING IN NO STUDENT DEBT!



PAY FOR FEES UNLESS SPONSORED
RESULTING IN A FINAL DEBT OF
APPROX 40-50 THOUSAND POUND

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**University Degree** 

### **EMPLOYMENT STATISTICS \***

- 83% IN EMPLOYMENT
- 11% IN PART TIME ROLES
- ALL EARN AVERAGE WAGE AND ABOVE



- 87% IN EMPLOYMENT
- 26% IN PART TIME ROLES
- 27% EARN LESS THAN AVERAGE WAGE



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- WORK PLACEMENTS = EXPERIENCE & KNOWLEDGE
- FOOT IN THE DOOR WITH REAL COMPANYS

- DEGREE CERTIFICATE
- MAJOR DEBT

\* POST QUALIFICATION

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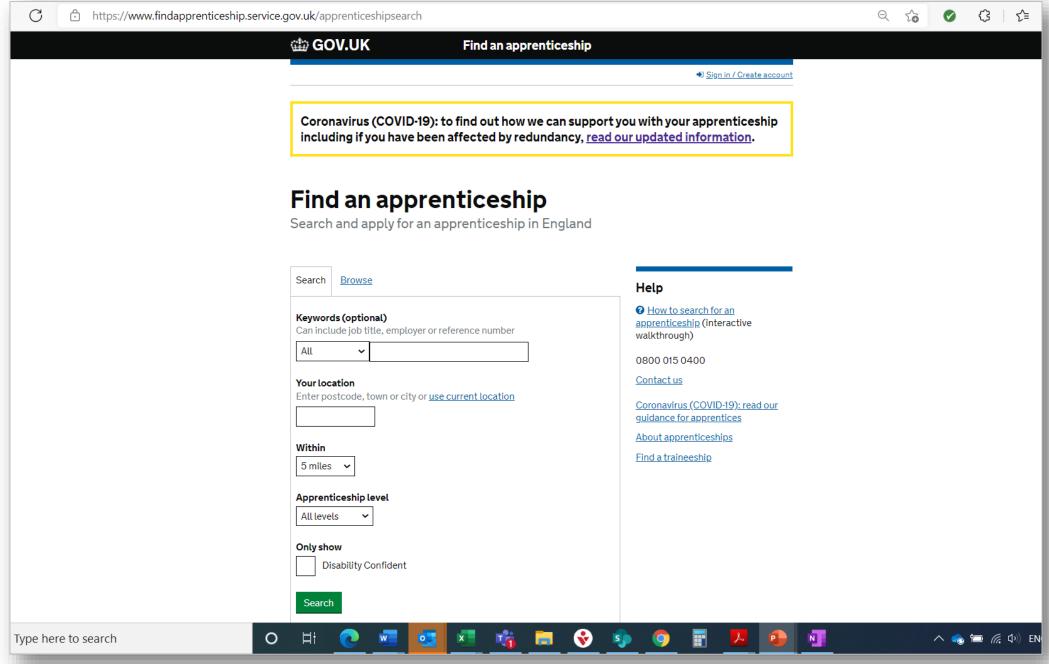
## Finding an apprenticeship

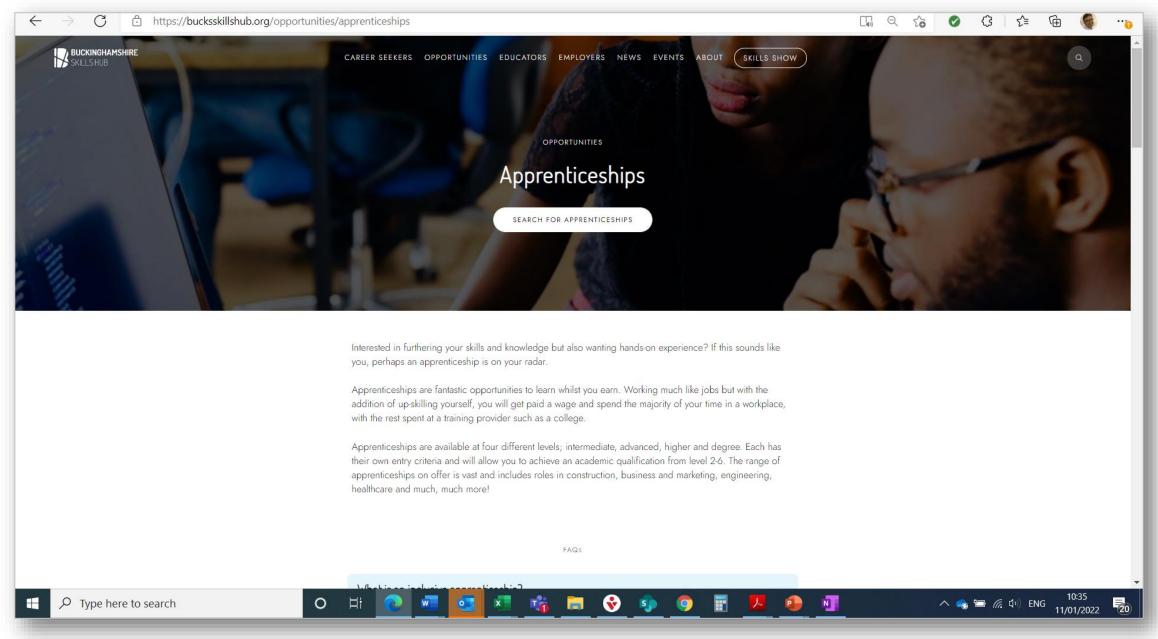














## Where to go for support











#### Resources



#### **Amazing Apprenticeship Resources for NAW2022**

- <a href="https://amazingapprenticeships.com/resource/the-apprenticeship-quiz-2022/">https://amazingapprenticeships.com/resource/the-apprenticeship-quiz-2022/</a> aimed at students
- <a href="https://amazingapprenticeships.com/resource/think-apprenticeships-films-full-collection/">https://amazingapprenticeships.com/resource/think-apprenticeships-films-full-collection/</a> aimed at subject teachers: Drama & Music, English, Business Studies, Maths
- <a href="https://amazingapprenticeships.com/resource/apprentice-story-films-full-collection/">https://amazingapprenticeships.com/resource/apprentice-story-films-full-collection/</a> aimed at students and their parent carers, but also aimed at teachers, using this guide to structure how best to use the films.......

  <a href="https://amazingapprenticeships.com/app/uploads/2022/01/10-ways-to-use-the-Apprentice-Story-films.pdf">https://amazingapprenticeships.com/app/uploads/2022/01/10-ways-to-use-the-Apprentice-Story-films.pdf</a>

<a href="https://amazingapprenticeships.com/app/uploads/2022/01/NAW2022-Resource-Checklist.pdf">https://amazingapprenticeships.com/app/uploads/2022/01/NAW2022-Resource-Checklist.pdf</a> - aimed at CLs and teaching staff – links to posters to use around the school and access to more resources









Are they right for you?

HOME > APPRENTICES

How do they work?

Get started

Browse apprenticeships

Useful resources

Visit our <u>new resource hub</u> to access useful guides and find out how employers can access <u>incentive</u> payments for hiring an apprentice.

Hide message



Find out how to become an apprentice, what apprenticeships are available, which employers offer them and information about starting your apprenticeship.





What you need to know

https://www.apprenticeships.gov.uk/apprentices











