

AO Forum 9th May 2017



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The Apprenticeships 'Jungle' fact or fiction?

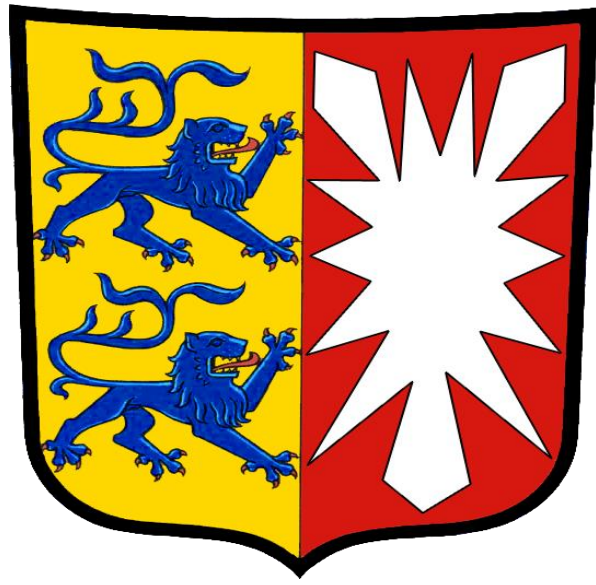


Aims of this session



- ▶ **Brief review of what's changing in England**
- ▶ **Implications for:**
 - **Apprentices**
 - **Employers**
 - **Training Providers**
- ▶ **Roles for AOs in the 'new world'**
- ▶ **Possible unintended consequences**
- ▶ **'Horizon scanning'**

Apprenticeships- like the Schleswig-Holstein question in 19th Century history!



Only three people understood it.....

First..... some good news!



► *OECD Skills Outlook 2017:*

- UK in 9th position for the proportion of 25-64 age group in education & training
- Ahead of Germany(15th), Spain(20th), & France (25th)
- Challenges:
 - UK 18th out of 29 OECD countries for adults with poor literacy & numeracy
 - Global Value Chains – UK need to improve the skills mix to align with technologically advanced industries

All change!

- ▶ **Phasing out of SASE frameworks & start of new Apprenticeship standards**
- ▶ **Introduction of new Apprenticeship levy & funding system from 1 May**
- ▶ **Launch of the new Institute for Apprenticeships & Technical Education (IFATE)**
- ▶ **Introduction of the register of independent end-point assessment organisations (RAAOs)**
- ▶ **Introduction of the register of Training Providers (RoATP)**
- ▶ **Technical Levels**
- ▶ **Reform of Functional Skills**

Impacts - Apprentices



- ▶ **Employer-designed standards leading to improved employability & continuing career development?**
- ▶ **Move from qualifications/formative assessment**
- ▶ **Adjustment to end-point holistic assessment challenges**

Impacts – Apprentices

Range of assessments



- ▶ **Multiple-choice and/or short answer tests**
- ▶ **Practical observations**
- ▶ **‘Trade tests’**
- ▶ **Situational Judgement tests**
- ▶ **Professional discussions**
- ▶ **Business projects**
- ▶ **Panel presentations**

Impacts - Employers

- ▶ Introduction of the levy & associated digital AS accounts
- ▶ Large employers – tax or boosting of apprenticeship programmes?
- ▶ Decision point on assuming the training role directly or adopting the ‘mixed economy’ model
- ▶ Non-levy paying employers – future funding implications & 10% ‘top-up’ commitment
- ▶ New relationship with training providers & assessment organisations

Impacts – Training Providers

- ▶ Introduction of the levy & associated digital AS accounts
- ▶ Change in emphasis to focus on training input
- ▶ New relationships with end-point assessment organisations & their associated quality assurance regimes
- ▶ Future funding flows & the effect on SMEs and micro businesses
- ▶ Staffing & recruitment issues for new-style delivery workforce
- ▶ Technology processes & systems

Impacts – AOs & RAAOs

- ▶ **‘Traditional’ market for ‘embedded’ & Functional Skills remains**
- ▶ **New business developed to meet the end-point assessment need**
- ▶ **Technology & process investment up-front**
- ▶ **Long-term cash flows & Rol**
- ▶ **‘A war for scarce talent’**
- ▶ **New External Quality Assurance regimes from four potential agencies:**
 - ▶ ***Ofqual***
 - ▶ ***Employer groups***
 - ▶ ***Professional Bodies***
 - ▶ ***IFATE (as a last resort)***

Unintended consequences...



- ▶ **Series of major reforms in quick succession – remember the apprentices & employers!**
- ▶ **Levy funding flows act as a replacement for internal training budgets**
- ▶ **Adverse impact on some training providers working for non-levy paying employers**
- ▶ **SME participation – impact on overall numbers?**
- ▶ **What will be the effect on social mobility?**

Horizon-scanning

- ▶ **Technical Levels – starting to deliver from 2018**
- ▶ **Reform of Functional Skills in 2019**
- ▶ **New government to 2022 (how will ‘strong & stable’ play out during Brexit?)**
- ▶ **Role of *IFATE* vital**

Summary



- ▶ **Increasing change presents us with massive opportunities as well as challenges!**
- ▶ **Our collective voice is important**
- ▶ **Support for FAB, AELP, AoC is vital**
- ▶ **Remember the apprentice!**

Thanks for listening!

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