

Apprenticeships: Safeguarding Quality and Raising the Bar on Standards

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The Apprenticeships programme has expanded and broadened considerably in recent years

- **457,200 starts** in 2010/11, 63.5% up on 2009/10, with growth at every age, level, sector and region
- An all-age programme - in 2010/11, 29% of starts were at 16-18; 31% 19-24; 40% 25+
- Over **100,000 employers** are offering Apprenticeships in more than **160,000 locations**
- There are nearly **250 frameworks** and over **1,200 job roles** available to apprentices, covering an extensive range of skills levels and occupations
- Government investment has been increased to **£1.5 billion in 2012-13**

Alongside delivering sustainable growth, Ministers have set out three priorities for the programme

- Safeguard quality and raise standards
- Reduce bureaucracy and boost employer ownership and engagement
- Further target efforts and investment where returns and benefits are greatest, including younger people (16-24), new employees, Advanced and Higher Levels, and specific sectors

What do we mean by quality in apprenticeships

- **An Apprenticeship is a job with an accompanying skills development programme**
- Gain the **new skills**, knowledge, experience required **both for their immediate job role and their longer term career**
- A mix of learning in the workplace, more formal off the job training and the opportunity to practice and embed new skills in a real work context
- Employment is a fundamental part of an Apprenticeship - **an apprentice must be employed in a job role with a productive purpose**
- **Employers should be centrally involved in the apprenticeship design, development and delivery**, and the Apprenticeship offered should be the most appropriate for the individual's job role
- **Duration** is expected to reflect the framework, and at least meet minimum requirements
- The opportunity to progress towards Level 2 in **English and Maths** if don't already have
- Frameworks should reflect the requirements of the **Specification of Apprenticeship Standards for England (SASE)**
- **On completion** of the Apprenticeship the apprentice must be able to undertake the full range of duties, in the range of circumstances appropriate to the job, confidently and competently to a high standard expected by employers

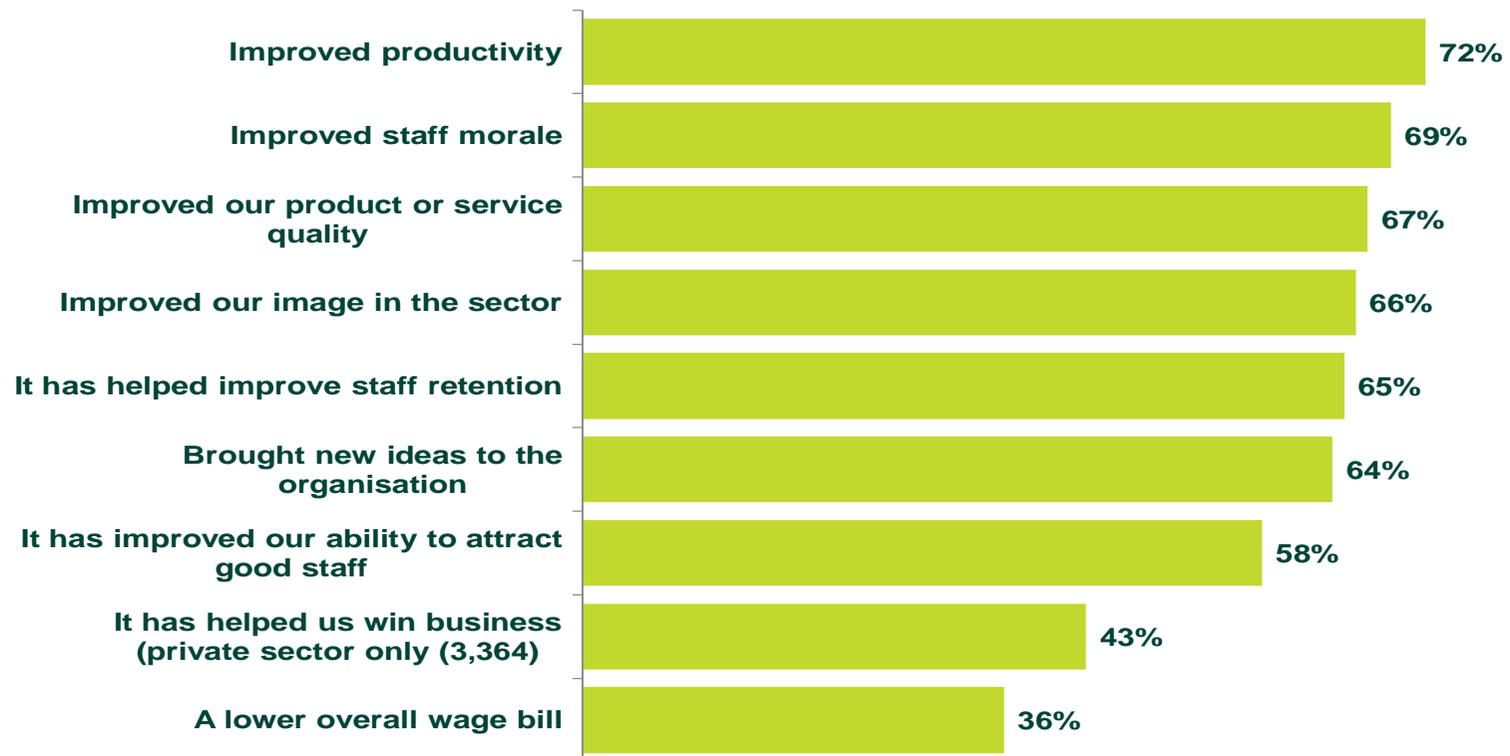
What do we know about the quality of the programme today?

- NAO confirmed a return of around £18 to £1 of government spending, based largely on wage returns
- Over 2005/06 to 2010/11, of those providers inspected by Ofsted that currently offer apprenticeships, 65% were good or outstanding at their most recent inspection. In its annual report for 2010/11, Ofsted was broadly positive on the quality of apprenticeship training
- Success rates have climbed steeply, from 47% in 2005/06 to 76.4% in 2010/11

What do we know about the quality of the programme today?

- Employer satisfaction with Apprenticeships is high
- 88% were satisfied (with 69% being very satisfied) with the relevance of the training
- 85% were satisfied (with 66% being very satisfied) with the quality of the training provided by their provider
- Nearly half (47%) had recommended Apprenticeships to other employers and in addition a further 22% would strongly recommend them if asked
- The large majority of employers with recent completers (80%) remain committed to Apprenticeships and plan to continue to offer them

Evaluation of Apprenticeships: Employer Survey, BIS 2011

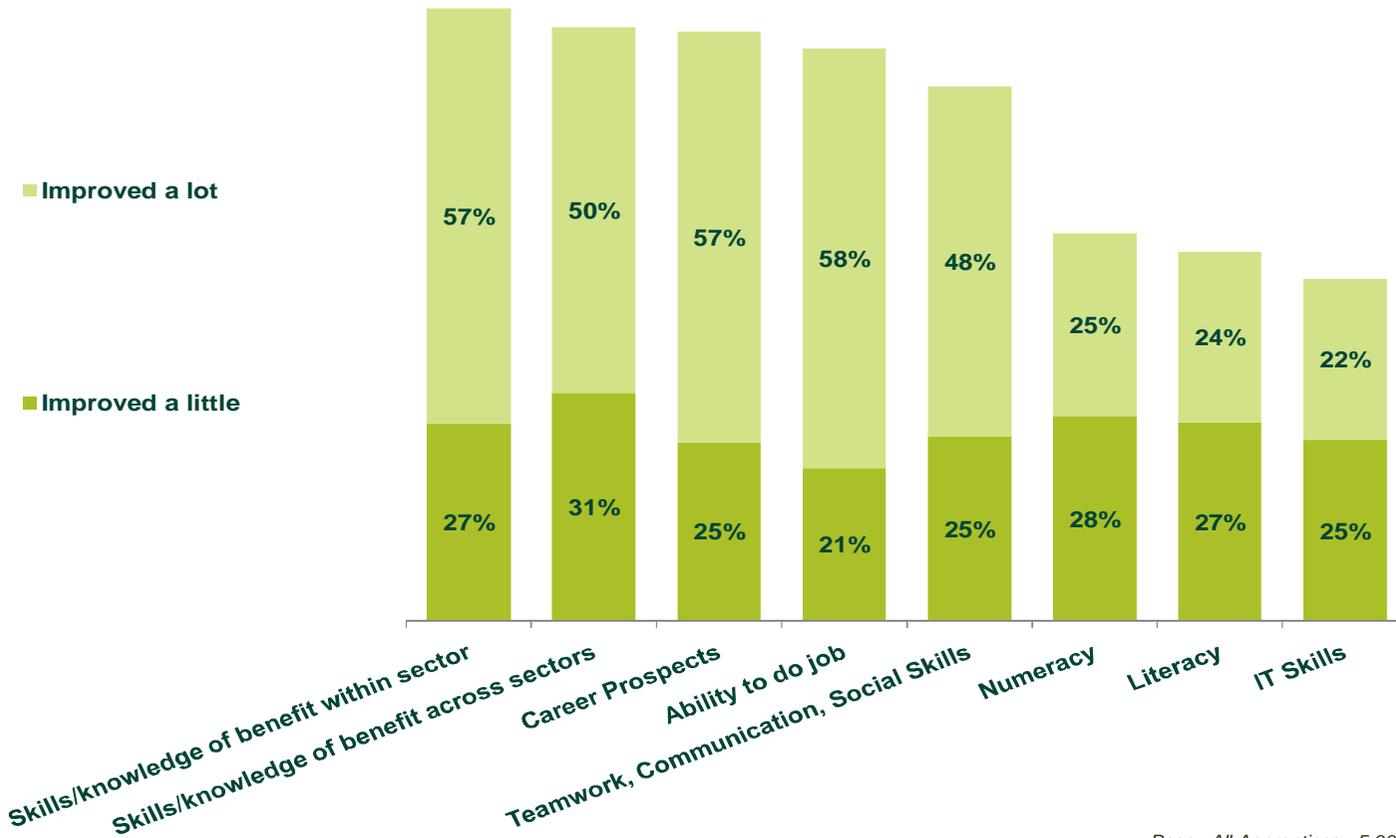


Base: All Employers unless stated (unweighted 4,075)

What do we know about the quality of the programme today?

- Learner satisfaction with Apprenticeships is high. 89% of apprentices were satisfied and 71% very satisfied with their apprenticeship.
- Around nine in ten were satisfied with the quality of their training, assessment, and the quality of feedback received.
- Around eight out of ten apprentices believe that their Apprenticeship has improved their ability to do their job, provided them with sector-relevant skills and knowledge, and improved their career prospects.
- Apprenticeships contribute to individuals making concrete progress at work in the year after completion. One third of individuals who had finished their Apprenticeship had received a promotion, and of those in work, three quarters reported taking on more responsibility in their job.
- The majority of Apprenticeship completers were still in employment (85%) and most of these (64%) were with the same employer.

Evaluation of Apprenticeships: Learner Survey, BIS 2011



Base: All Apprentices - 5,000

What action is the government taking to safeguard quality and raise standards?

- Give clear direction to the sector on what we mean by quality and what is acceptable
- Central to this is a clear assertion that there must be significant new learning, with productivity gain for the employer and improved progression for the individual
- Identify and remove instances of poor provision
- Raise the bar on standards

What action is the government taking to safeguard quality and raise standards?

- New funding rules set out clear expectations on quality; tighter contracts allow for immediate withdrawal of funding
- Minimum durations
- NAS/SFA investigations and action on poor quality provision
- Tighter subcontracting processes
- ATA recognition process
- £250m Employer Ownership Pilot, to use employer demand to improve impact
- Driving quality through consumer empowerment and transparency
- More demanding expectations on English and maths
- Continue to expand Advanced and Higher Apprenticeships
- Reviewing specific frameworks or sectors where concerns are identified
- Improving guidance and processes to ensure frameworks are SASE compliant
- Employer-led review of the future of apprenticeships

Priorities looking forward

- Ensuring new learning
- Ensuring employer and learner need/choice is really driving quality
- Safeguarding standards without compromising the diversity and flexibility of the programme
- How best to measure quality and track progress