

Early bird discount extended for FE Week's Annual Apprenticeship Conference in March

New Year - new apprenticeship reforms
January 7, 2016

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FE WEEK ANNUAL APPRENTICESHIP CONFERENCE AND EXHIBITION 2016

ICC BIRMINGHAM | WEDNESDAY 16 - FRIDAY 18 MARCH

AAC 2016 HOST: EMILY MATTIJS BROADCASTER & JOURNALIST

Visit www.feweekaac2016.co.uk for agenda and before the early bird discount expires

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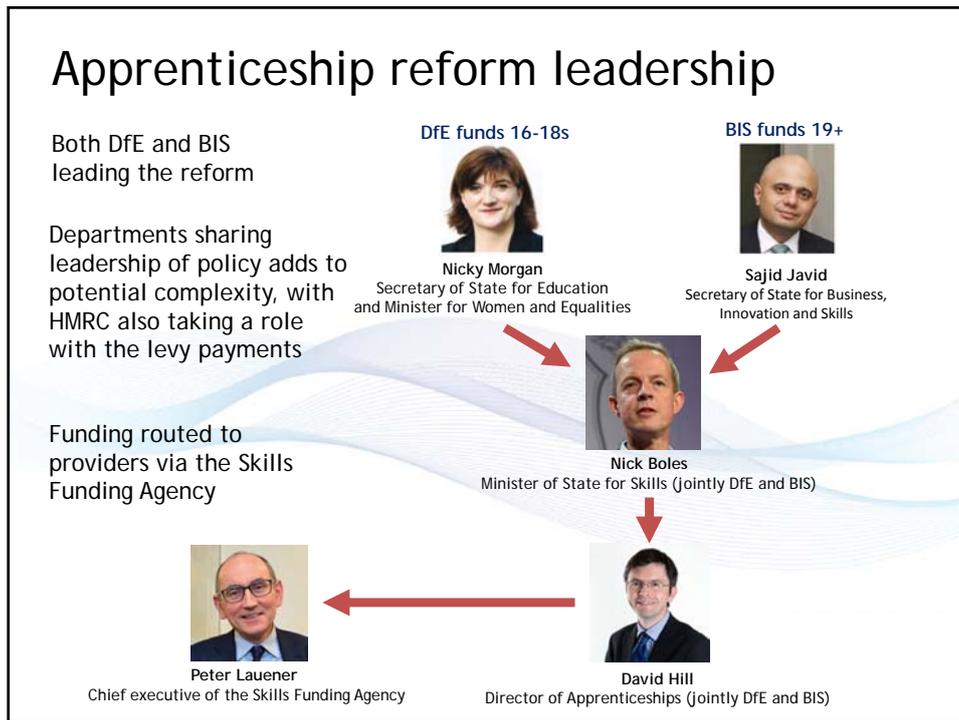
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Agenda

- 14:00 Registration
- 14:05 New Year - new apprenticeship reforms
- 14:40 Launch of FE Week's Annual Apprenticeship Conference and Exhibition agenda at www.feweekaac2016.co.uk
- 14:50 Q&A
- 15:00 end

This webinar has not been recorded

Visit www.feweekaac2016.co.uk for conference agenda



Announcements at the end of 2015

Autumn statement 25 November

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/479749/52229_Blue_Book_PU1865_Web_Accessible.pdf

"The apprenticeship levy on larger employers announced in the Summer Budget will be introduced in April 2017. It will be set at a rate of 0.5% of an employer's paybill. Each employer will receive an allowance of £15,000 to offset against their levy payment. This means that the levy will only be paid on any paybill in excess of £3 million and that less than 2% of UK employers will pay it."



Response to levy consultation 25 November

<https://www.gov.uk/government/consultations/apprenticeships-levy-employer-owned-apprenticeships-training>

"The Digital Apprenticeship Service (DAS) will provide employers with the means to pay for the off the job training of their apprentices drawing on government funds, including those raised by the levy. We are considering closely the best way to manage those funds, including how any ceilings may be set."



Announcements at the end of 2015

SFA Grant Letter 15 December

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/485969/BIS-15-615-skills-funding-letter-2016-to-2017.pdf



"2016-17 is a transitional year. It is the last year in which government funding for apprenticeship is solely grant, and not levy. In readiness for the transition, your funding for apprenticeships is allocated to you as a separate line, valued at £1bn"

"The design and delivery of high quality apprenticeships will be overseen by a new, independent and respected quality body, the Institute for Apprenticeships"

"Many providers will need to re-work their business model as the current allocations-based approach moves to the new funding system."

"It is crucial that providers are ready to respond to this new demand and use the coming months to prepare to develop and deliver the 'off-the-job' training needed for the new employer-designed standards."

Apprenticeship Vision 2020

Published 7 December, 2015



57 pages



13 pages

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

Picking out the things of interest

For this webinar I will assume you are generally aware of the reforms to frameworks and funding and will be focusing on a few interesting sections from the Vision 2020 document

- Future for Ofsted and Ofqual...
- English and maths
- Public sector targets
- Dedicated employer support from NAS for some...
- Changes to traineeships
- The Institute for Apprenticeships
- Find an Apprenticeship & the DAS
- Future performance regime
- Transition from frameworks to standards
- Funding detail remains unknown
- What to look out for this month...

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

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Future for Ofsted and Ofqual...

"We will continue to rely on Ofsted to inspect and report on apprenticeship training provision up to level 3 and on Ofqual to regulate any qualifications included in apprenticeships.

We continue to talk to both Ofsted and Ofqual about the impact of the reforms on their inspection and regulation frameworks, to ensure these remain fit for purpose in this context.

Apprenticeships delivered with higher education (HE) institutions will be covered by the HE quality regime."

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

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English and maths

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"All apprenticeships include English and maths at their heart, through a choice of GCSE or Functional Skills qualifications depending on what is most appropriate for the apprentice and their programme, if these are not already achieved:

- Level 2 apprentices are required to achieve level 1 in English and maths to complete their apprenticeship and then must work towards level 2;
- All level 3 and 4 apprentices must achieve level 2 in English and maths prior to taking their end-point assessment."

"We are reforming Functional Skills qualifications to ensure they include the literacy and numeracy skills that employers value most. We expect new Functional Skills qualifications to be available during 2018."

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

Public sector targets

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"Through the Enterprise Bill, we intend to introduce new statutory targets for public sector bodies to employ their fair share of apprentices to contribute to our goal of achieving 3 million apprenticeship starts. The proposal is that the targets will apply to public bodies with 250 or more people working for them in England. In December 2015 we will publish a consultation which will give the rationale behind a minimum target of 2.3% and list the bodies proposed to be in scope. Following this and subject to Parliamentary approval, we will put these targets in place in 2016. Public bodies will then be required to report annually on progress."

"The NHS has committed to delivering over 17,000 apprenticeship starts during 2015/16, reaching more than 100,000 in 2020" - approx. 6% of workforce

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

Dedicated employer support from NAS for some...

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"We want to provide direct support and advice to large employers to help them to start or expand their apprenticeship programme through the National Apprenticeship Service (NAS). For large companies wanting to make apprenticeships a key part of their workforce strategy, NAS will offer a dedicated account management service. This includes providing independent and impartial advice on which apprenticeship frameworks or standards best meet the needs of the business, identifying a strategic training provider partner to deliver the training programme, keeping the business updated on all of the latest apprenticeship developments and supporting the development of new standards to support their workforce needs."

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

Changes to traineeships

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"When we introduced traineeships we required that training providers be graded 'good' or 'outstanding' by Ofsted in order to ensure quality from the outset, but said we would keep this under review as the programme develops. Now that traineeships are fully established and getting excellent results for young people, from 2016/17 we will place them on a par with other provision by removing this requirement. This will enable more training providers to deliver traineeships and ultimately more young people to benefit from them." "...the funding agencies are continuing to make traineeships a priority when considering in-year growth bids from training providers."

Also: "We will extend the Apprenticeship Grant for Employers until the end of the 2016/17 academic year, providing transitional support until the levy funding system for apprenticeships is in place"

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

The Institute for Apprenticeships

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"An independent Chair will lead a small Board made up primarily of employers, business leaders and their representatives, to ensure employers continue to drive apprenticeship quality to the highest level"

"Building on the current Trailblazer processes, the Institute for Apprenticeships will put in place transparent mechanisms for the approval of apprenticeship standards and assessment plans, and maintain clear quality criteria so that only standards that are valued by employers will be approved and funded. The Institute will use data on the take-up of apprenticeships by employers and the wage returns to apprentices to review the effectiveness and quality of standards over time."

"The Institute will also support the work of BIS and DfE in setting a cap on the level of government funding available for each apprenticeship standard. It is our intention that the Institute for Apprenticeships will be fully operational by April 2017 and that it will gradually start to assume functions in 2016."

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

Find an Apprenticeship & the DAS

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"We are developing the [Vacancy Matching Service - now call Find an Apprenticeship] further so that by February 2016 employers will be able to post their own vacancies on the system, working with education and training providers where they want to"

<https://www.findapprenticeship.service.gov.uk/apprenticeshipsearch>

"Employers will choose and pay for the apprenticeship training and assessment they want through the Digital Apprenticeship Service. The service will also support employers to choose an apprenticeship training course, find a candidate and choose a training provider. All employers will have access to the Digital Apprenticeship Service whether they have contributed to the levy or not. Together with the latest Find an Apprenticeship system to advertise their vacancy, this will provide employers with a full suite of simple and free tools to start or expand their apprenticeship programme."

"We have completed work on the initial development phases of the Digital Apprenticeship Service and will develop it further based on feedback and testing with employers. We will launch an initial pilot in April 2016, aiming to release some functionality from October 2016, and will continue to develop it to take account of the apprenticeship levy."

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

Future performance regime

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A new set of outcome-based success measures, focusing on apprentices' employment and learning destinations, will be used to create minimum standards against which a provider's performance will be monitored in future. We are piloting this in 2015/16 ahead of rolling this out in 2016/17."

"We will increase [the current] minimum standards for qualification achievement rates from 62% to 65% from 2016/17" and "from January 2018, apprenticeships results for 16-18 year olds will also be published as part of schools' performance tables."

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

Transition from frameworks to standards

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"Previously we stated that our aim was for all new apprenticeship starts to be on standards from 2017/18"..."We [now] envisage a migration from apprenticeship frameworks to standards over the course of the Parliament, with as much of this to take place by 2017/18 as possible. We will stagger the withdrawal of public funding for new starts on framework apprenticeships as employers take on apprentices on the new standards, and give reasonable prior notice to training providers of this so that they can review their training offer."

There are currently 71 apprenticeship standards 'ready to deliver'

Level 2	11
Level 3	33
Level 4	10
Level 5	2
Level 6	13
Level 7	2
Total	71

<https://www.gov.uk/government/publications/apprenticeship-standards-ready-for-delivery>

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

Funding detail remains unknown

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"We want to give employers in England flexibility on how they use their levy contributions, without introducing additional and unintended complexity into the system. On that basis we will continue to engage with employers in England between now and the implementation of the levy to understand better what this might look like in practice and the pros and cons of any approach before deciding on how to proceed."

"All employers who do not pay the levy will be able to access government support for apprenticeships."

"Ahead of the levy, training providers (including direct grant employers) will continue to be funded to deliver apprenticeship frameworks. The trial approach on funding apprenticeship standards will also continue with minimal change, until the new funding model is introduced alongside the levy. Where we can, we will make small improvements which reflect feedback on current limitations of the trial and will give employers and training providers the flexibility to encourage growth. Guidance on funding both frameworks and standards for the 2016/2017 academic year will be issued at the end of January 2016."

<https://www.gov.uk/government/publications/apprenticeships-in-england-vision-for-2020>

What to look out for this month...

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New government marketing campaign

"Following our successful Get In, Go Far marketing campaign during 2014 and 2015, we plan to launch an integrated communications campaign in January 2016. This will bring together messages about apprenticeships, traineeships and work experience to encourage employers to consider in the round their pipeline of skills."..."we will ensure this has a specific youth focus."

New wage statistics

"Government will publish data on apprenticeship wage returns by sector subject area in January 2016"

New National Careers Service online service

A new digital platform available from January 2016 will determine the potential suitability of a young person for apprenticeships, traineeships or the Jobcentre Plus (JCP) work experience programme. This will help to improve the quality and calibre of the candidates applying for apprenticeships.

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Q&A

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