



ASSOCIATION
OF COLLEGES

NFEC Update December 2019

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AoC

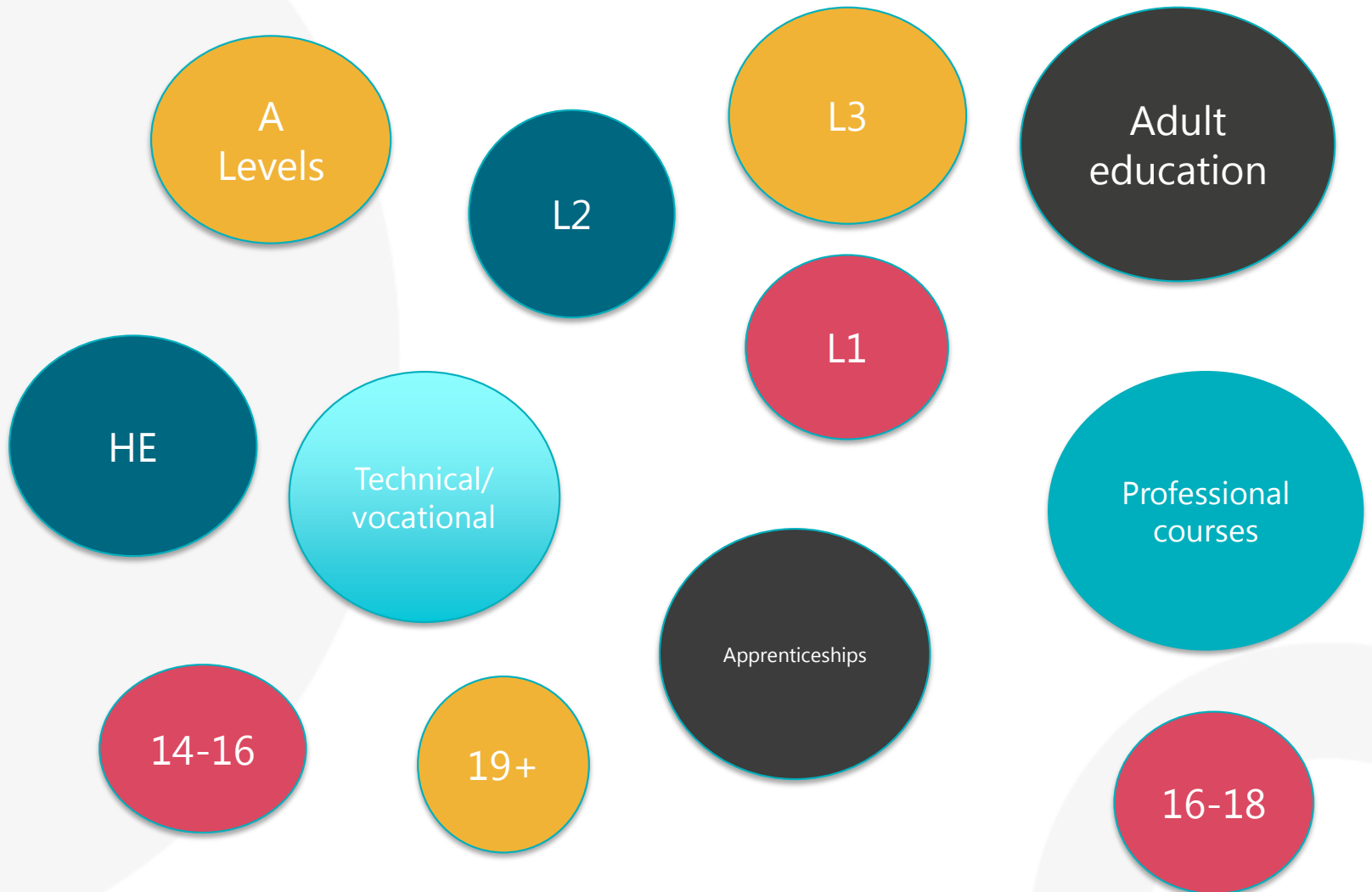


Content

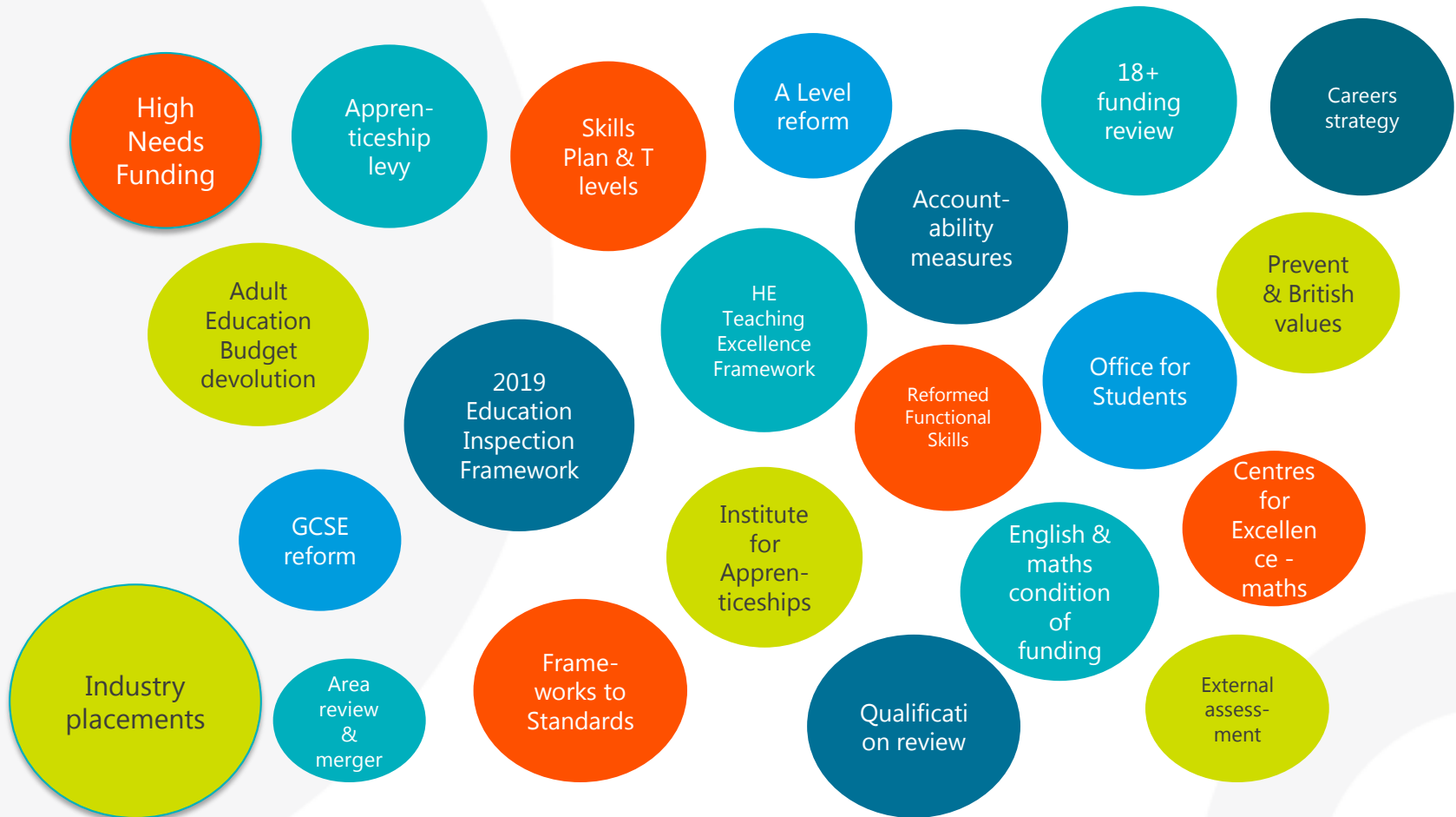
- The context
- A recap on the changes introduced within the reforms
- The current phase of policy implementation
- Are the statistics telling us anything about what is being created?
- Questions/discussion

The context

College offer



Policy reviews and challenges



A quick recap on the changes...

Changes in Apprenticeships – frameworks to standards

- Less structure and content guidance for training provider
- Clear split between training delivery and assessment
- 20% off the job requirement (not just academic year day release)
- Independent end point assessment with grading
- Levels 2 to 7 (expansion from L2 to 5 in frameworks)
- Establishment of the Institute for Apprenticeships (and Technical Education) to work alongside the ESFA
- The introduction of 'behaviours' alongside knowledge and skills

- Intention: to improve quality, align with employer need, give confidence in competence as an outcome

Changes in Apprenticeships – funding rules

- End of funding allocations to providers (by 2020/2021?)
- Requirement to contract directly with the employer
- Requirement to negotiate on price
- Requirement to produce a commitment statement for each learner
- Need for employer sign off for payment to be released
- Much tighter rules for subcontracting
- Closer scrutiny in audit

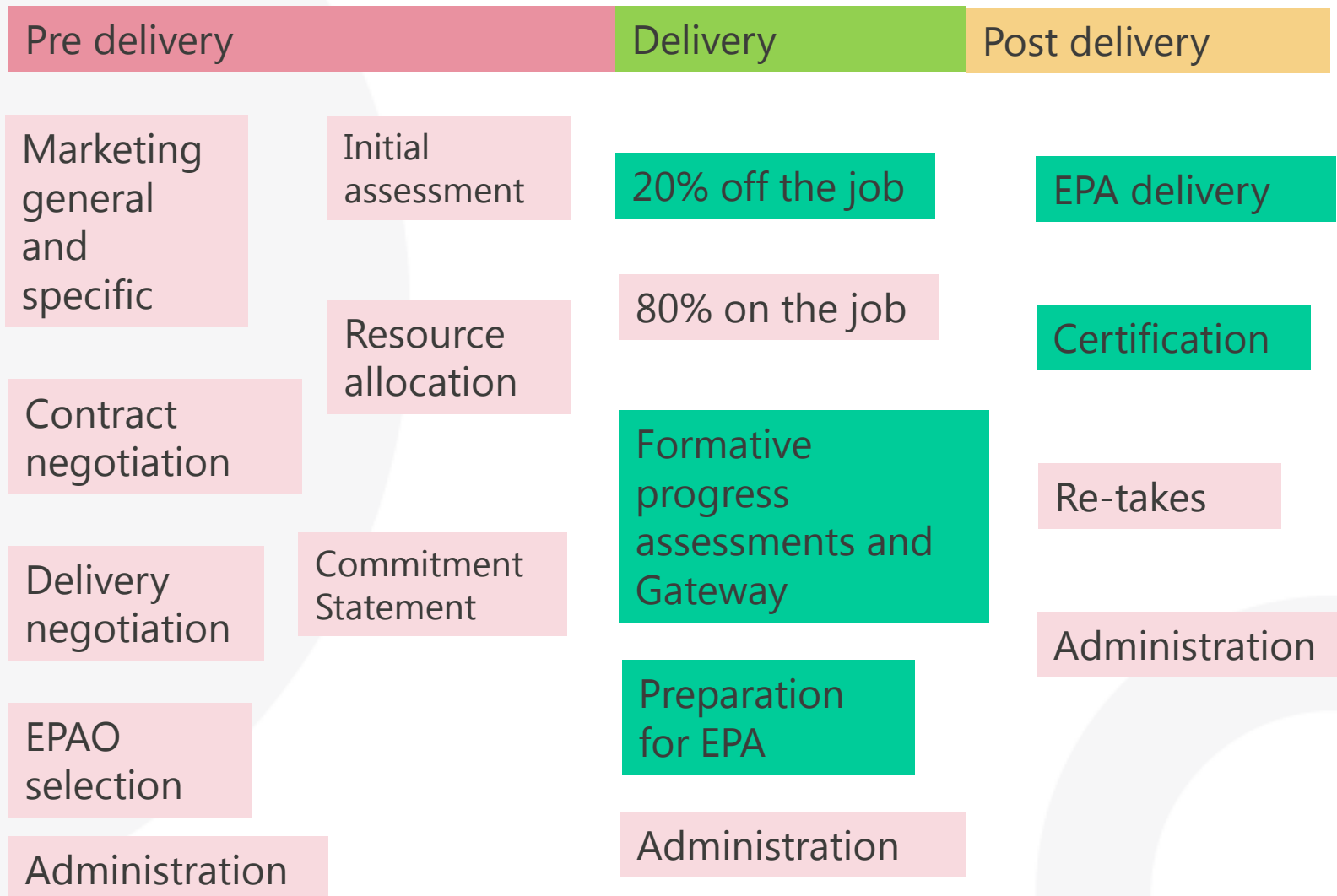
Changes in Apprenticeships – levy funding

- Introduced in May 2017 – 0.5% of payroll over £3m
- Spilt employers into 'levy' and 'non-levy'
- DAS (now the Apprenticeship Service (AS)) introduced to allow employers access to 'their' levy
- Non-levy employers to join AS in 2020 (allocation through procurement till then)
- Levy funds expire after two years (was 18 months)
- Key focus on needs of levy employers in the design

Changes in Apprenticeships – market controls

- Access to apprenticeship funding via a new Register of Apprenticeship Providers (RoATP) to ensure only 'quality' providers could deliver apprenticeships (in addition to ROTO)
- Intent to expand the provider market (new entrants, universities, employer-providers) whilst improving quality and maintaining volume (3 million target still in the mix), to provide more choice for employers

A Quality Offer?



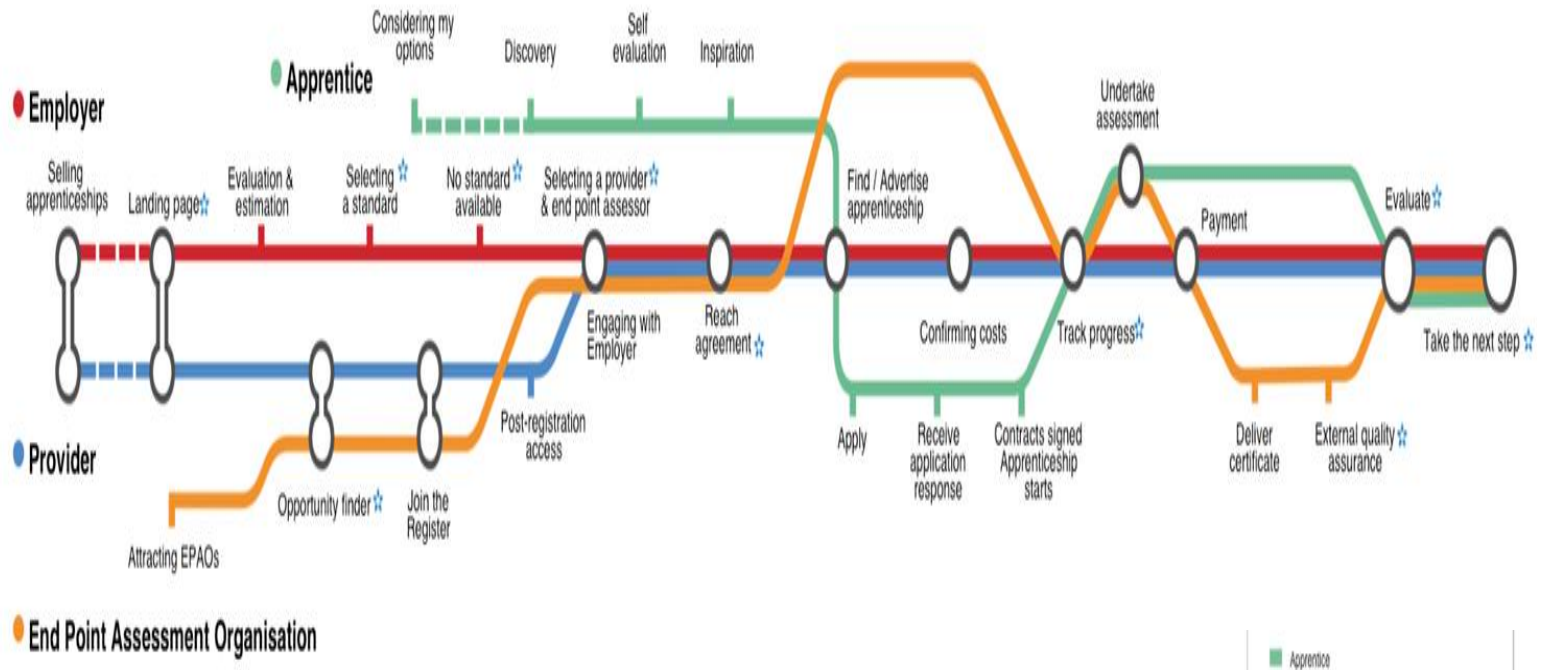
ESFA implementation plan

ESFA Apprenticeship Journey

Register processes

EPAO engagement

Certification Service



Government Activity

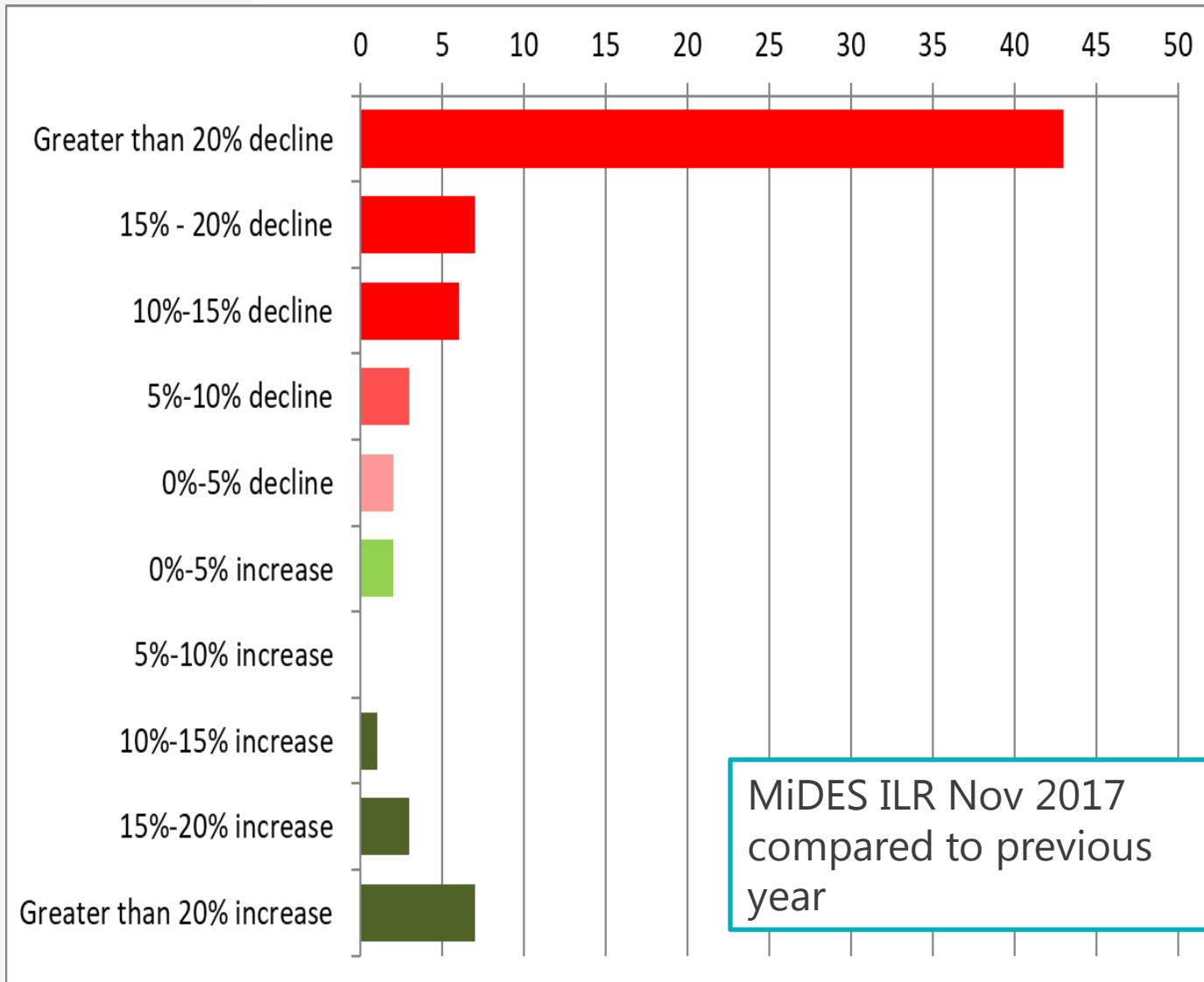
- New funding rules
- Initial Assessment of:
 - Apprentices
 - Employers
 - The job
- Removal of Frameworks
- Getting non-levy employers on the system with levied employers
- End Point Assessment

Timetable of changes in Apprenticeships

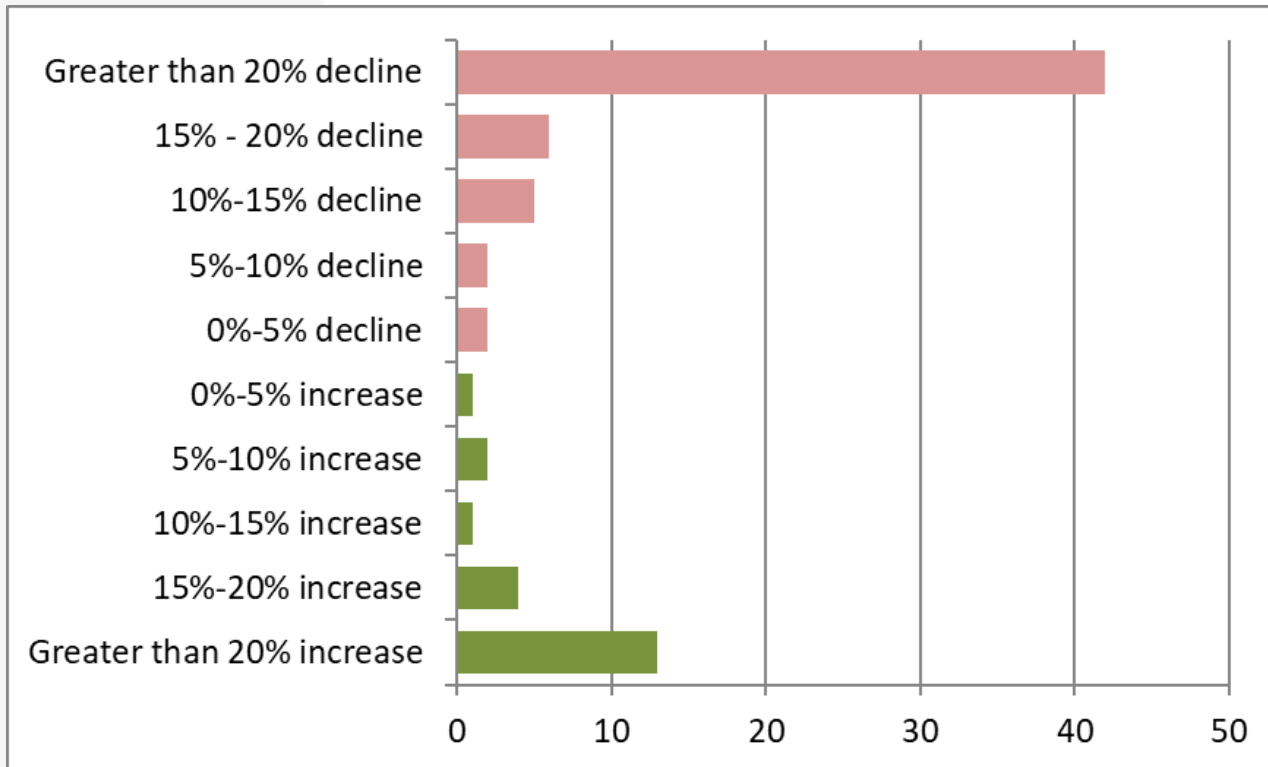
- All frameworks switched off in 2020, only Standards available from 2020
- All non-levy employers to use digital accounts similar to levied employers from 2020 (starting January 2020)
- Independent end point assessment applies to all Standards
- Employers will have more say in the delivery and management of their apprenticeships
- 20% off the job remains in place for all funded apprenticeships

Statistics and the future...

% Change in starts - Colleges



% Change by Number of Colleges



Source: MiDES ILR 2017/18 (R04) - 2018/19 (Early Submission)

Key features in Colleges that are currently growing their apprenticeship offer

- Senior Leadership and Governor supported
- A single, driven individual responsible for apprenticeships, ideally a senior appointment with responsibility for quality as well as apprenticeship growth
- Having a clear plan and sharing it effectively
- Strong relationships with employers at all levels
- Not being afraid to say 'no' to employers or apprentices
- Change college culture to establish apprenticeships as the 'goal' of other programmes
- Reputation is all, protect it.
- New approaches need new skills and new roles

Apprenticeship starts by level since the 2011/12 academic year

	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Level 2	329,000	292,750	286,490	298,280	291,330	260,650	161,390
Level 3	187,880	207,670	144,730	181,760	190,870	197,660	166,220
Level 4	2,850	4,180	3,810	7,090	9,510	11,920	16,800
Level 5	850	5,610	5,410	12,590	16,870	22,960	20,480
Level 6				100	740	1,650	6,370
Level 7					30	50	4,500
Total apprenticeship starts	520,600	510,200	440,400	499,900	509,400	494,900	375,800

Source: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/819354/Apprenticeship-and-levy-statistics-July2019-main-text.pdf

	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Level 2	63%	57%	65%	60%	57%	53%	43%
Level 3	36%	41%	33%	36%	37%	40%	44%
Level 4	1%	1%	1%	1%	2%	2%	4%
Level 5	0%	1%	1%	3%	3%	5%	5%
Level 6	0%	0%	0%	0%	0%	0%	2%
Level 7	0%	0%	0%	0%	0%	0%	1%
Total apprenticeship starts	520,600	510,200	440,400	499,900	509,400	494,900	375,800

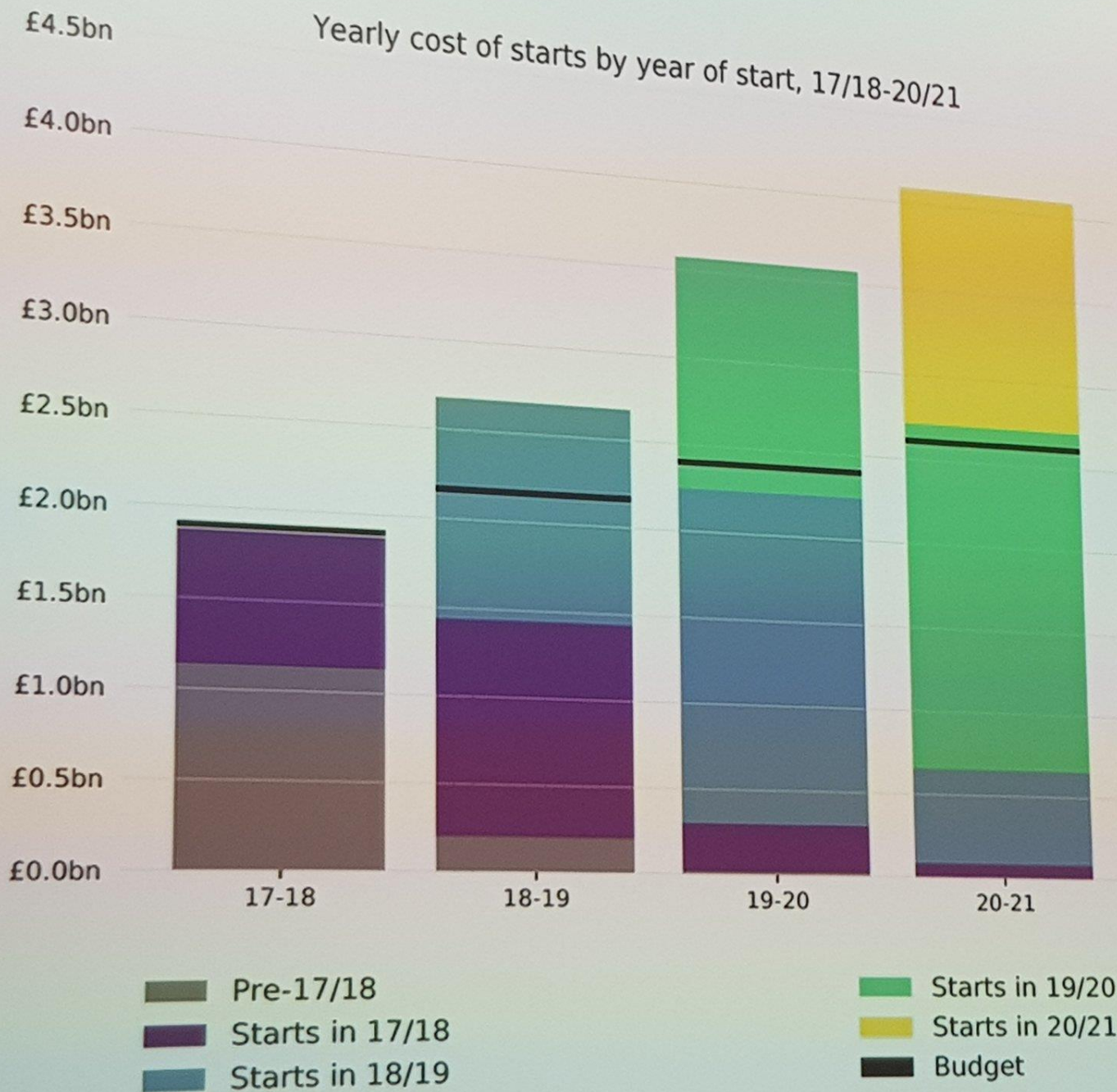
Apprenticeship Starts by Length of Employment (2013/14 to 2017/18)

Length of Employment	2013/14	2014/15	2015/16	2016/17	2017/18
Up to 3 months	157,310	190,660	204,090	195,430	165,850
4 to 6 months	33,070	39,030	41,430	40,090	26,320
7 to 12 months	36,820	46,390	47,300	42,650	30,690
More than 12 months	150,700	194,090	201,720	205,910	143,630
Not Collected	3,270	1,510	1,030		
Unknown	59,270	28,210	13,800	10,810	9,270
Total	440,400	499,900	509,400	494,900	375,800

Source: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/819354/Apprenticeship-and-levy-statistics-July2019-main-text.pdf

Length of Employment	2013/14	2014/15	2015/16	2016/17	2017/18
Up to 3 months	36%	38%	40%	39%	44%
4 to 6 months	8%	8%	8%	8%	7%
7 to 12 months	8%	9%	9%	9%	8%
More than 12 months	34%	39%	40%	42%	38%
Not Collected	1%	0%	0%		
Unknown	13%	6%	3%	2%	2%
Total	440,400	499,900	509,400	494,900	375,800

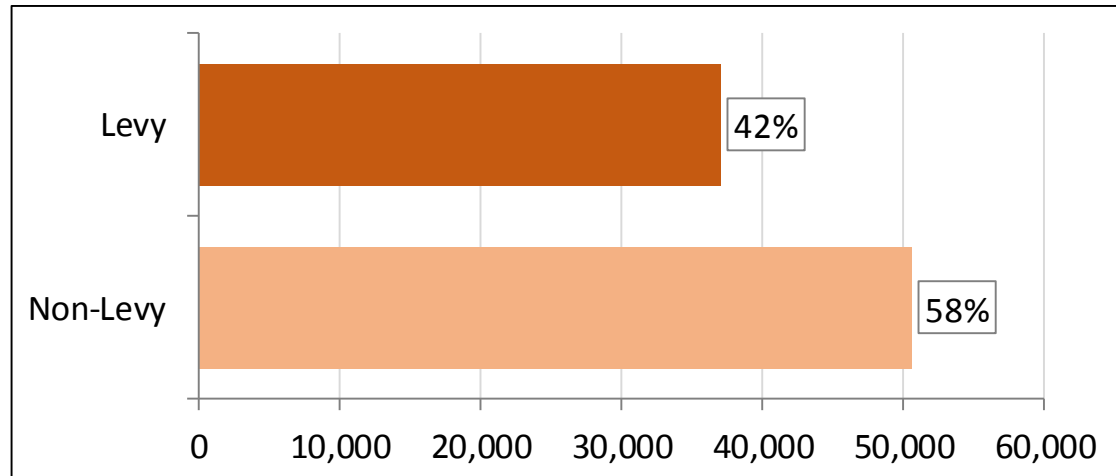
Yearly cost of starts by year of start, 17/18-20/21



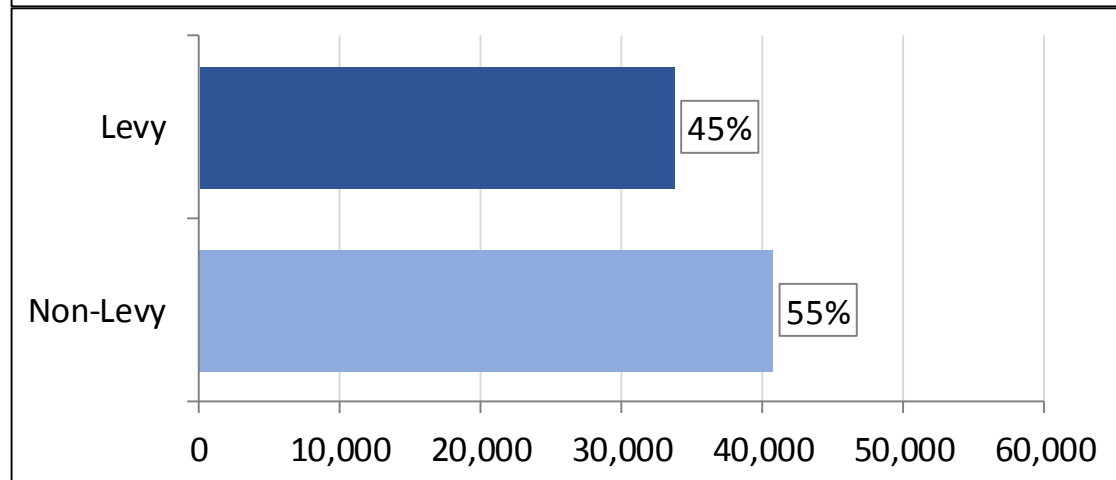


Apprenticeship Starts by Levy/Non Levy - MiDES

2017/18 (R14)



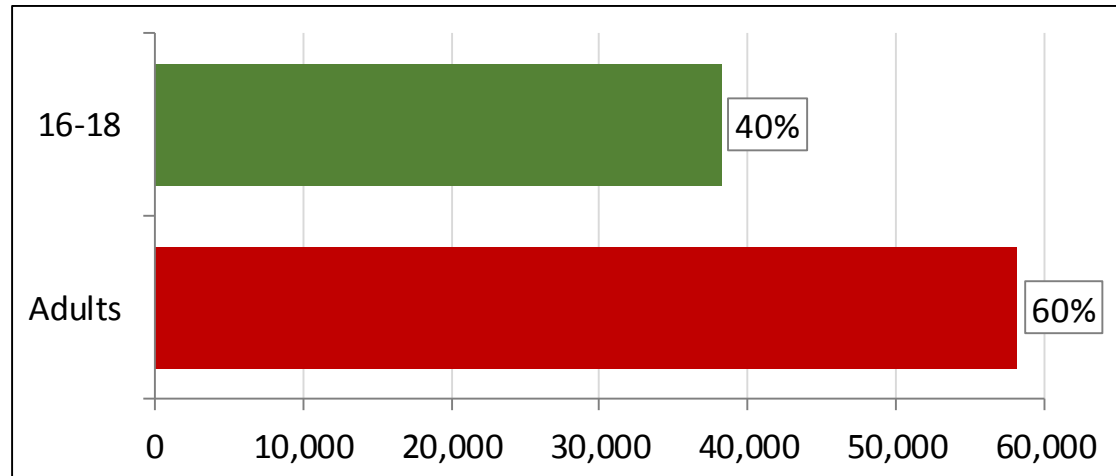
2018/19 (R10)



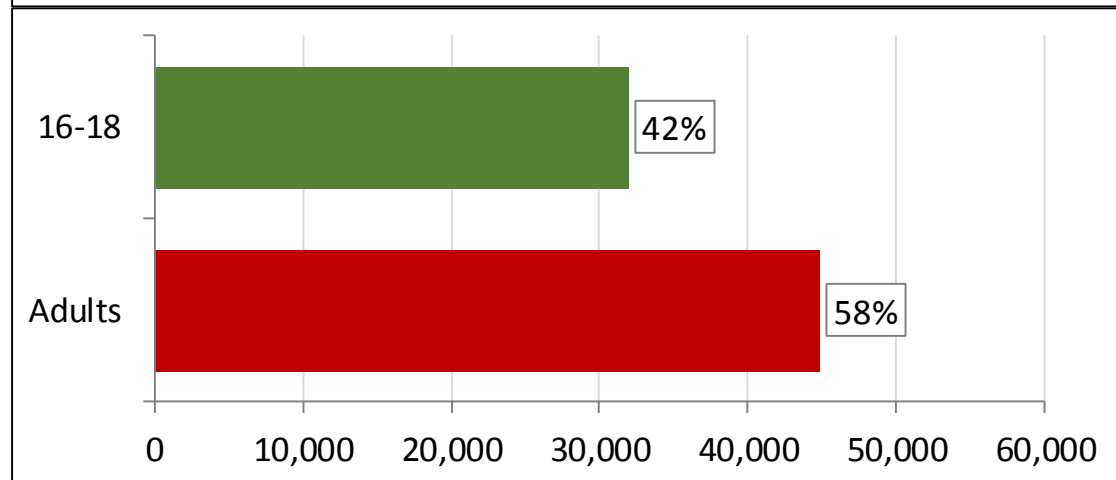


Apprenticeship Starts by Age Group - MiDES

2017/18 (R14)



2018/19 (R10)

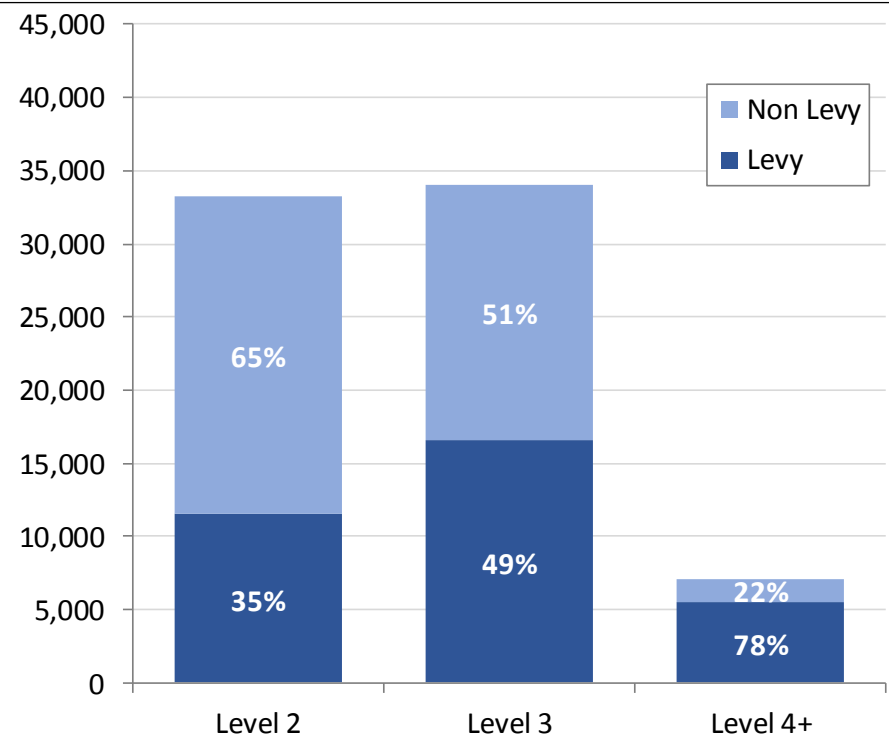
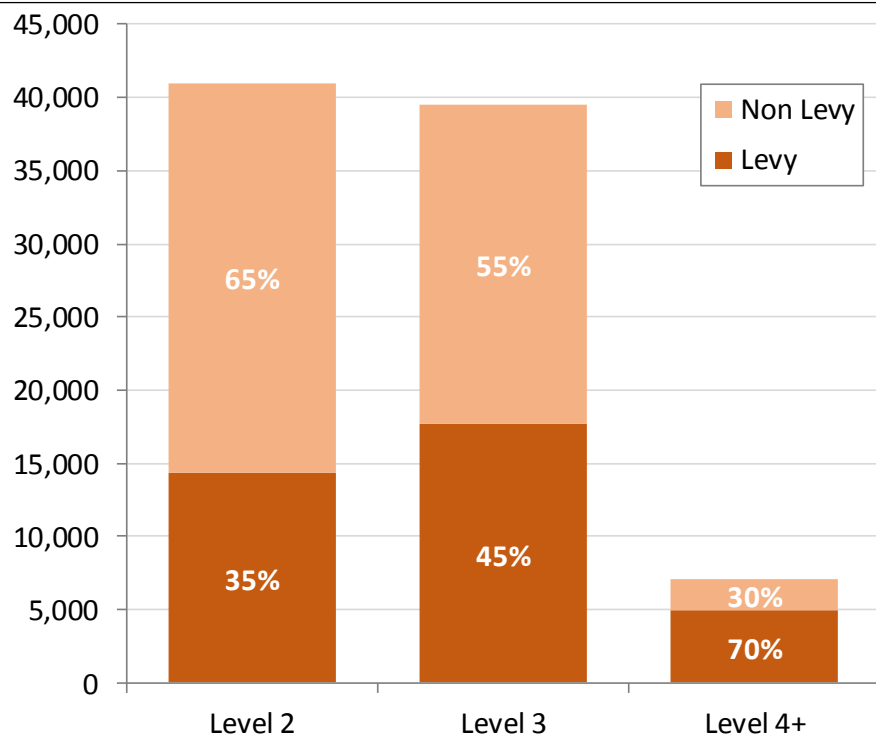




Apprenticeship Starts by Level - MiDES

2017/18 (R14)

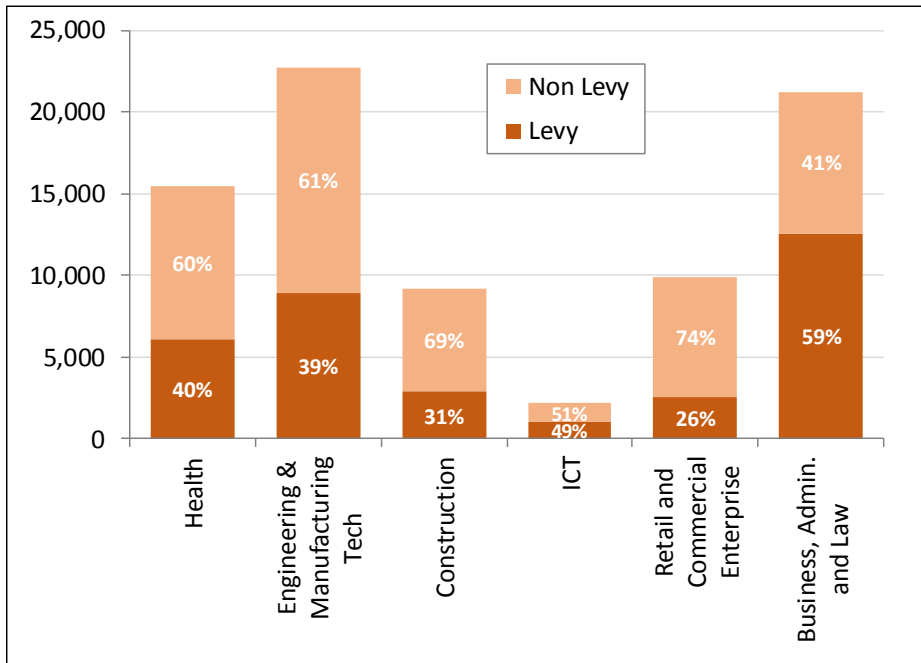
2018/19 (R10)



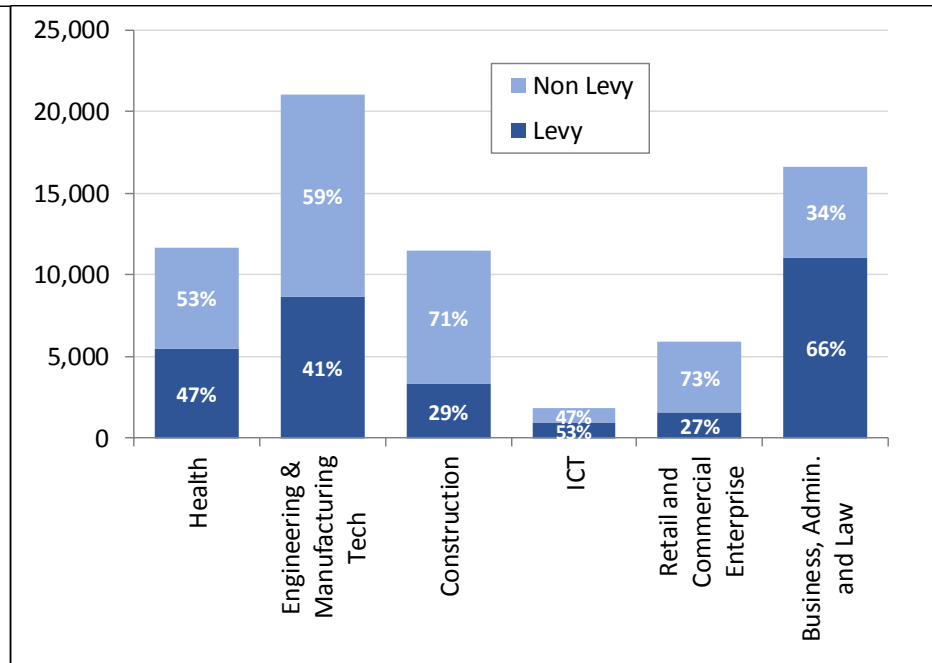


Apprenticeship Starts by SSA Tier 1 - MiDES

2017/18 (R14)



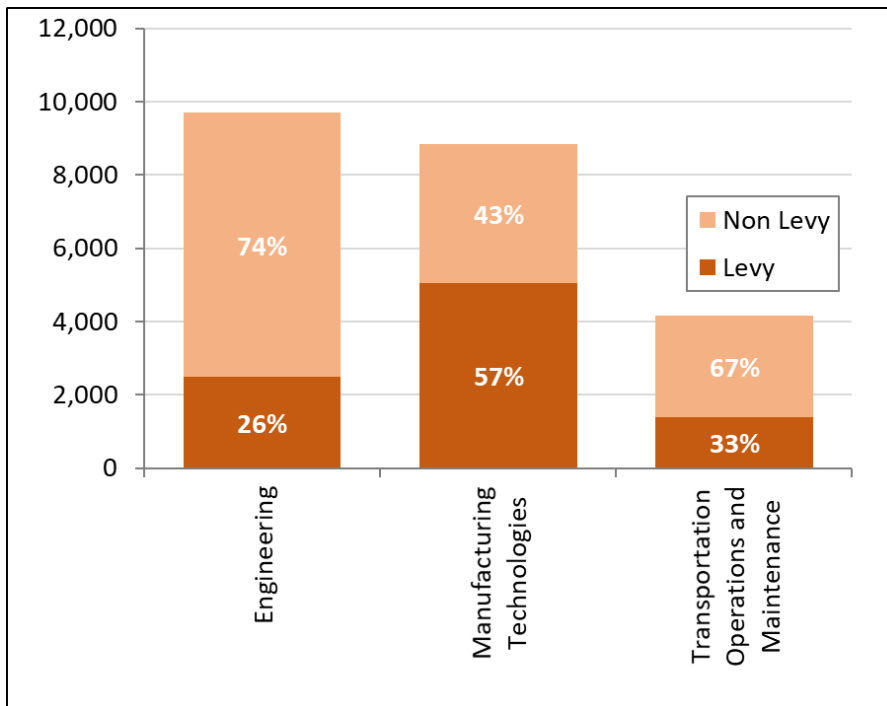
2018/19 (R10)



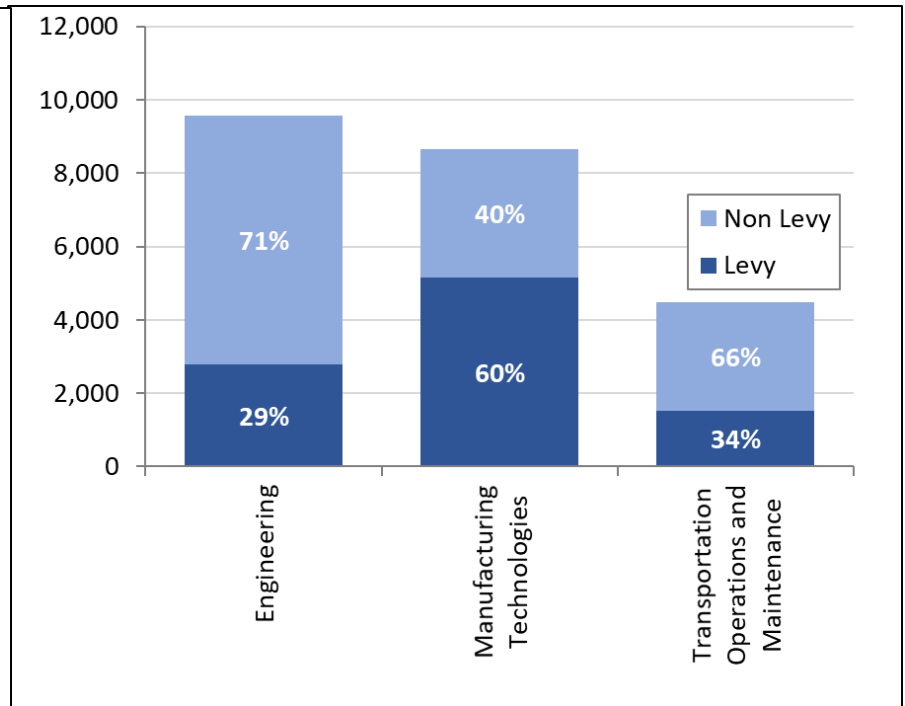


Apprenticeships Starts SSA Tier 2 – MiDES Engineering

2017/18 (R14)



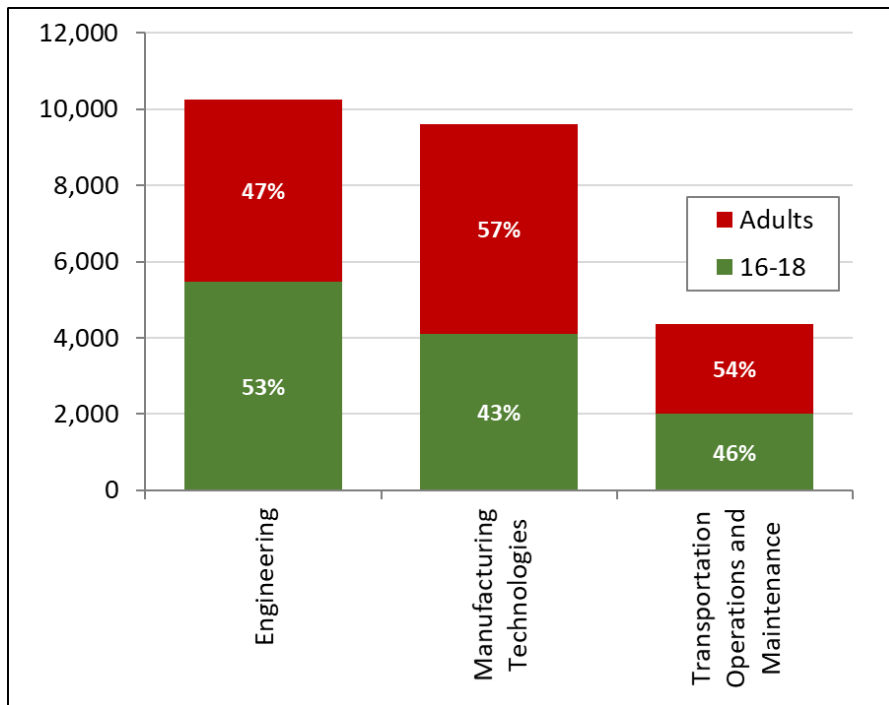
2018/19 (R14)



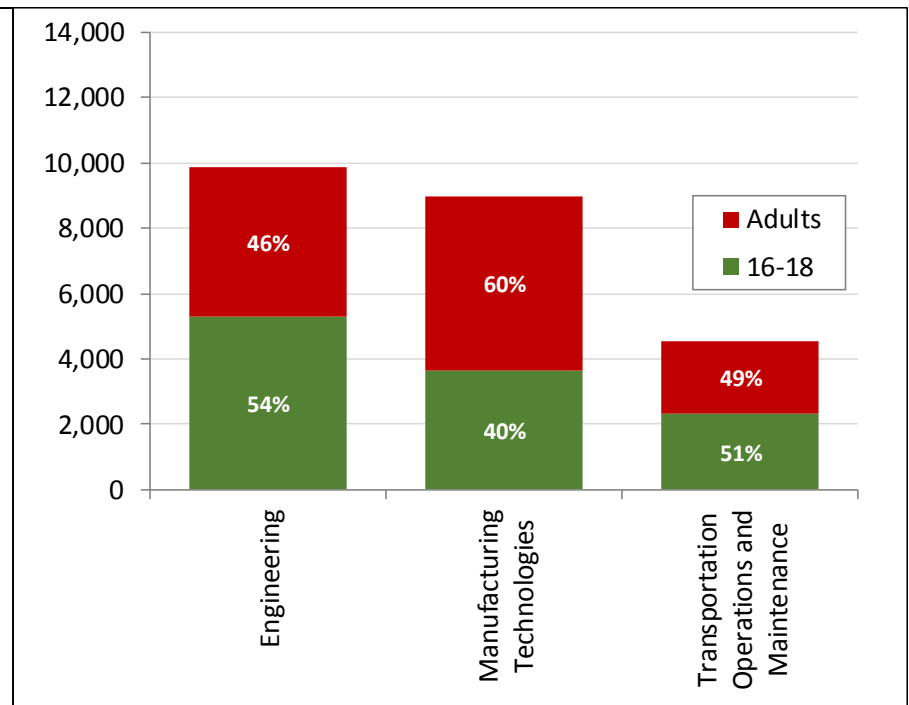


Apprenticeships Starts SSA Tier 2 – MiDES Engineering

2017/18 (R14)

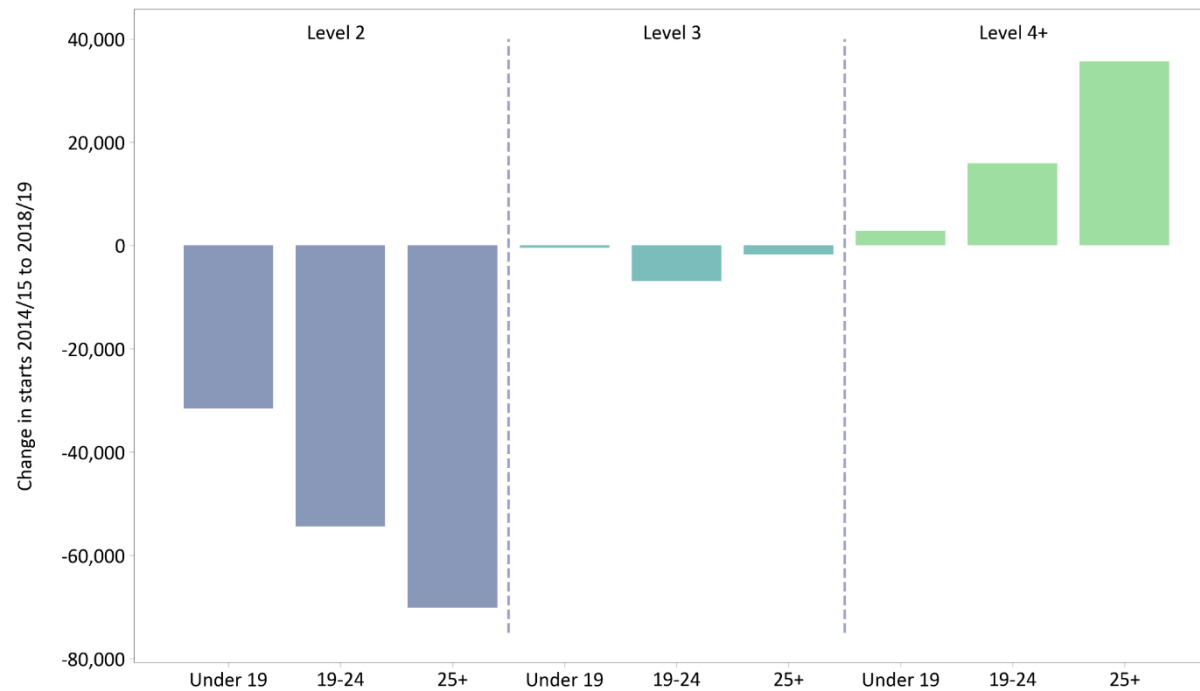


2018/19 (R10)



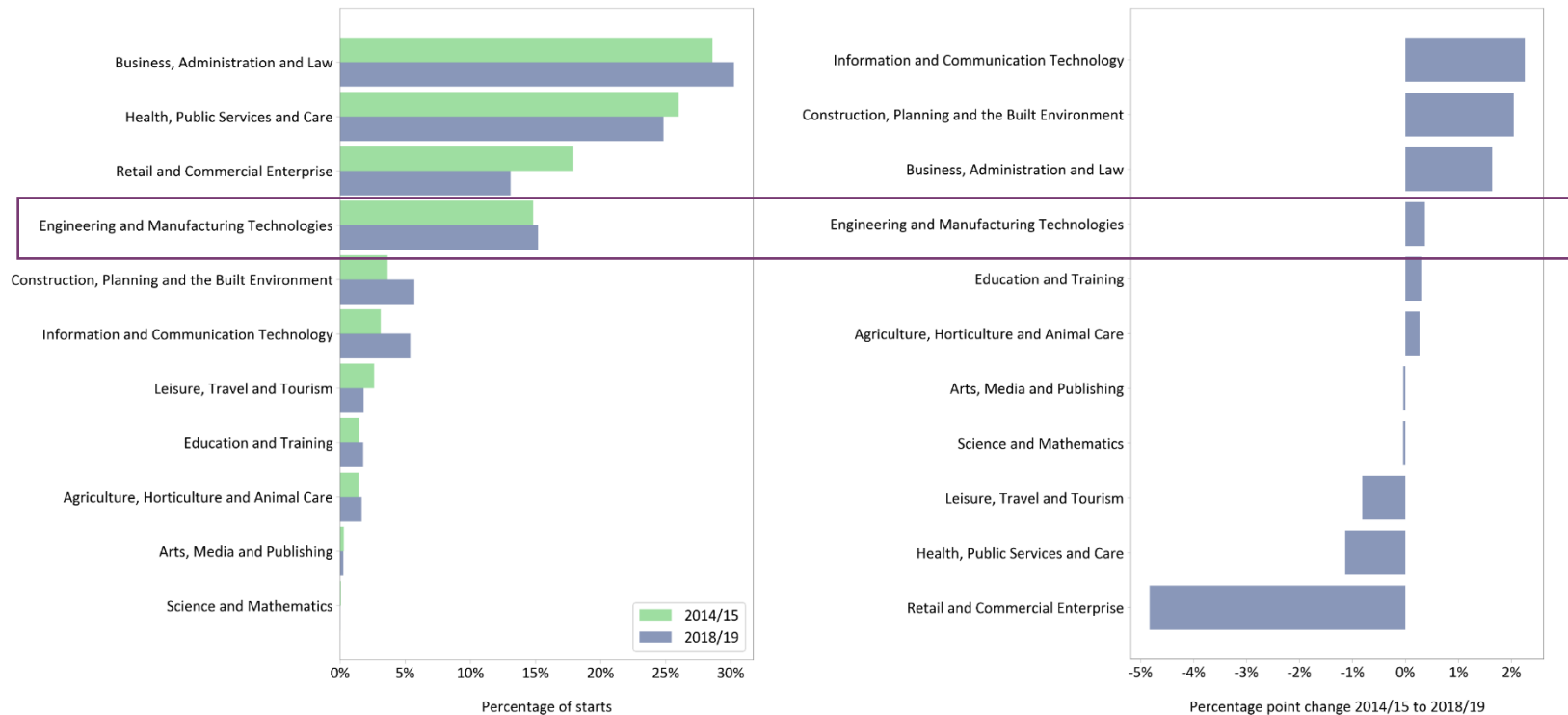
Change in apprenticeship starts between 2014/15 and 2018/19

- The drop in starts was concentrated at level 2, particularly amongst those aged 25+ on a level 2 apprenticeships.



Source: DfE published SFR: monthly apprenticeship starts - 10 Oct 2019

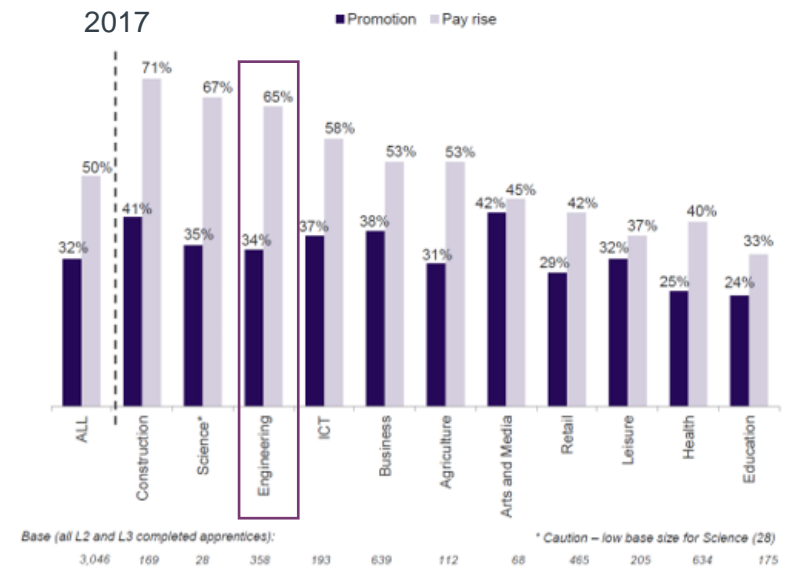
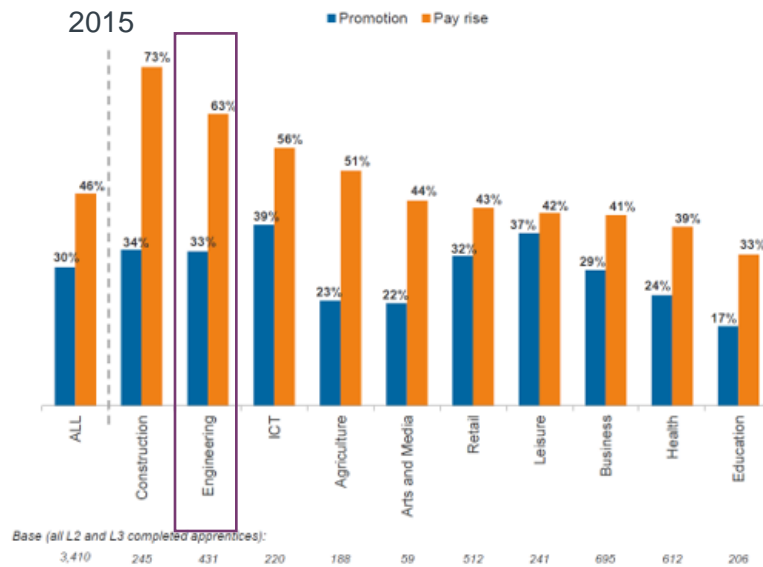
Change in proportion of starts by subject sector area



Source: DfE published SFR: monthly apprenticeship starts - 10 Oct 2019

Apprenticeship Learner Survey – Outcomes on completion

- Half of apprentices did not receive a pay rise or promotion when they complete their apprenticeship, with the least favourable outcomes found in the education and health sectors.



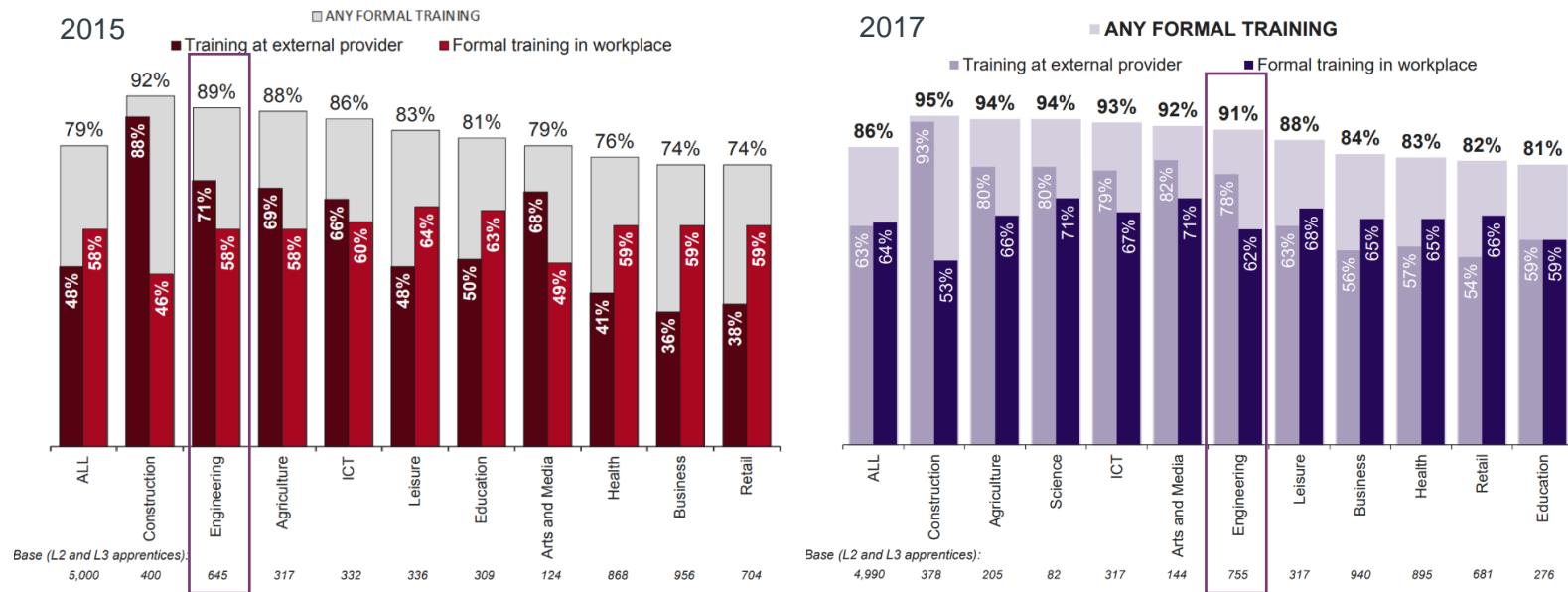
Source: Apprenticeship Learner survey 2015 and 2017

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/659709/Apprenticeships_evaluation_2017-learners.pdf

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/562485/Apprenticeships_evaluation_2015_-_Learners.pdf

Apprenticeship Learner Survey – Formal training

- Formal training in the workplace and at an external providers across the programme as a whole increased between 2015 and 2017.



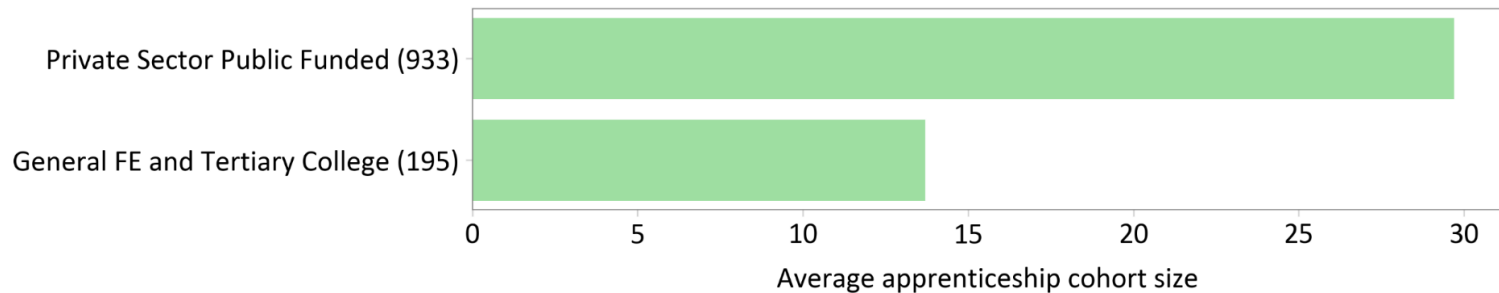
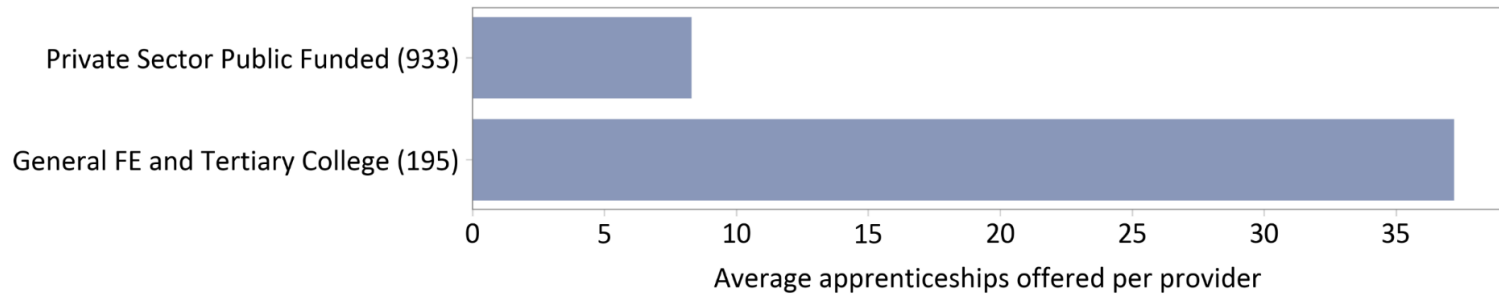
Source: Apprenticeship Learner survey 2015 and 2017

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/659709/Apprenticeships_evaluation_2017-learners.pdf

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/562485/Apprenticeships_evaluation_2015_-_Learners.pdf

Average apprenticeship cohort size by provider type 2017/18

- FE and Tertiary College providers provide a higher number of apprenticeships per provider with significantly lower cohort sizes than private providers.



Most popular apprenticeships by starts in 2014/15 and 2018/19

2014/15

Type	Apprenticeship	Starts
Framework	Health and Social Care	85,359
Framework	Business Administration	49,108
Framework	Management	43,277
Framework	Hospitality and Catering	32,281
Framework	Customer Service	30,812
Framework	Children's Care Learning and Development	21,897
Framework	Construction Skills	18,011
Framework	Engineering	17,526
Framework	Industrial Applications	16,815
Framework	Retail	14,289

2018/19

Type	Apprenticeship	Starts
Framework	Children's Care Learning and Development	23,949
Standard	Team Leader / Supervisor	22,650
Framework	Business Administration	18,639
Standard	Adult Care Worker	14,744
Standard	Lead Adult Care Worker	14,001
Framework	Construction Skills	11,912
Standard	Business Administrator	10,726
Standard	Operations / Departmental Manager	10,428
Framework	Engineering	9,027
Framework	Industrial Applications	7,754

Source: DfE published SFR: monthly apprenticeship starts - Oct 2019

The image features a solid red background with three large, overlapping circles of a lighter shade of red. The circles are arranged horizontally, with the middle one slightly behind the other two. In the center of the middle circle, the word "Questions" is written in a bold, white, sans-serif font.

Questions