

Apprenticeship Standards – designed for employers by employers



Information for employers

Apprenticeships in England are changing. Government reforms are **putting employers in control** of the already successful Apprenticeship programme to improve quality and better meet the needs of **all** employers, large and small

What's changing?

- **Employer-defined standards** replace the current Apprenticeship frameworks
- **Employer-specified assessment** that takes place **at the end of the Apprenticeship**
- Apprenticeships will be **graded**
- Apprentices should aim for **level 2 in English and maths** if they do not already have it
- Government **funding will go directly to employers** to buy the training of their apprentices, which may be delivered by providers

When will this happen?

- **Autumn 2014** will see the first Apprenticeships using the new standards – **from July 2017**, all Apprenticeships will use employer-defined standards

What is a standard?

- Just 2 pages, clearly stating the skills and knowledge requirements, and in some standards the behaviours, that define full competence in an occupation
- Plus an annex outlining the assessment approach for the standard

Some standards have already been published at:

www.apprenticeships.org.uk/standards

Turn over to
find out more

Why?

- **Have your say** in the development and implementation of the standards that will affect **your apprentices** and **your staff**
- Contribute to building the **workforce of the future** with the **right talent, skills and knowledge** for your industry
- **Raise your profile as an employer** by leading the development of a standard as a Trailblazer – small employers are especially welcome
- **Support young people** to launch careers in your industry
- Boost the **quality and impact** of Apprentices: “Nearly every employer that takes on an apprentice (96%) reports benefits to their business.” www.apprenticeships.org.uk

How?

- **Lead** by joining an employer Trailblazer group
- **Participate** by joining a working group
- **Feedback** by responding to consultation surveys

If you want to know more then click here to find a list of contacts in your industry

www.fisss.org/apprenticeship-standard-resources

If you are interested in leading or participating, email apprenticeship.trailblazers@bis.gsi.gov.uk saying which sector or standard you are interested in

www.fisss.org

What needs to be done?

Establish employer commitment

- Set up employer groups to lead the work
- Identify occupations that need a standard

Create and develop

- Draft a standard
- Decide the assessment approach

Implement

- Work with partners such as providers
- Determine assessment and training requirements
- Clarify registration & certification processes
- Choosing training and assessment providers
- Continue and maintain all standards

Employers
at the heart of
Apprenticeships

"We see this as a major transformational activity for the sector"

Digital Industries Trailblazer employers

FAQ

Who is involved?

Employers are working with their industry bodies, such as Sector Skills Councils, and with other partners when needed such as training providers and awarding organisations. You can find the Sector Skills Councils contacts for your industry here www.fisss.org/apprenticeship-standard-resources

How much work and time is involved?

Developing a standard will need you to commit your time, particularly if you join a steering or working group where there will be frequent meetings especially during the first three months. But that commitment is relatively short term (see below). You could be looking at between around 5 days commitment for the creation of an Apprenticeship standard, but this will vary by industry.

If you can't commit the time, look out for and complete the consultations for your sector's standards. Trailblazers are using industry networks, and their usual channels to publicise consultations.

What is the timeframe?

The Trailblazers have typically had around three months to create the standard and the assessment approach. The full implementation will take around another six months. All the Apprenticeship standards needed by a sector must be in place by 2017, as existing Apprenticeship frameworks will be withdrawn.

Will this cost me anything?

There is no cost to you other than your time, and the reward is that you are directly influencing the direction of Apprenticeships for your sector.

www.fisss.org