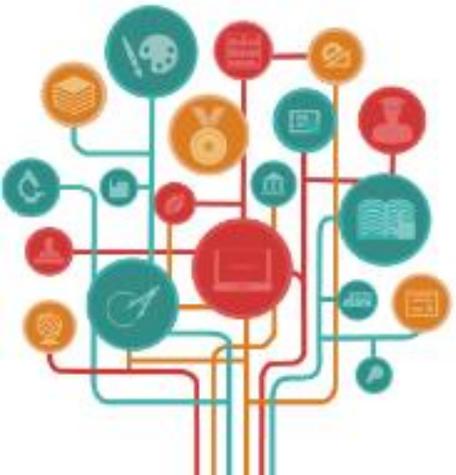


Improving the efficiency and effectiveness of your apprenticeship offer

Beej Kaczmarczyk

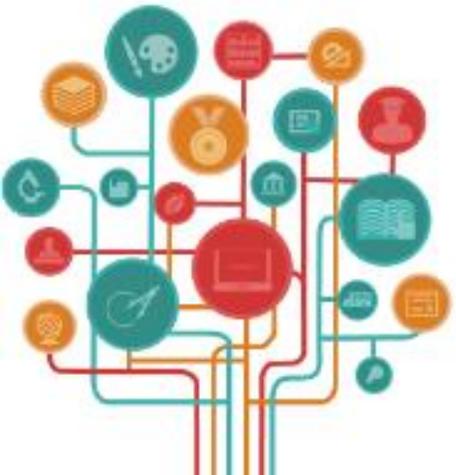
Carol Smith



Challenging landscape prior to Covid

- Crowded market place – thousands of providers on RoATP
- Lack of clarity around funding to be able to plan and invest
- Education of employers using the levy – large and small with apprenticeship service
- Lack of funding to support lengthy and time-consuming recruitment and enrolment process
- Time and costs in recognition of prior learning, experience and skills (RPL)
- Accurately predicting 20% off-the-job training and making sure you plan for minimum of 12 months
- Consistent practice with negotiated rates relating to prior skills
- Completing and recording of all the required evidence, signed by different combinations of interested parties, e.g. learning agreement, skills scan, training plan, commitment statement, apprenticeship agreement
- Training providers were already finding conditions in the apprenticeship market difficult

'Initial assessment is subject to **audit checks and funds may be recovered** where initial assessment has not taken place, has not been evidenced or a price reduction has not been made to reflect the prior learning'



The issues created by the pandemic are real!

Increased IT costs for students and staff access

Apprentices losing jobs through redundancy

Employer freezes on recruitment in some sectors

Onsite access curtailed on many sites

Rapid changes in EPA practices

Some apprentices working long hours in key worker sectors

Apprentices furloughed



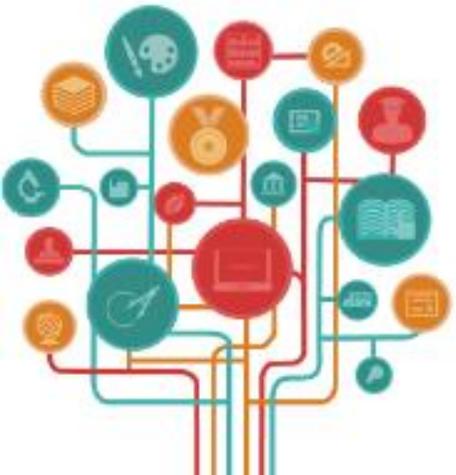
‘A Plan for Jobs’ - Investment in skills and training

The Chancellor announced the following measures to increase skill levels as part of the post Covid-19 recovery

- **Kickstart Scheme** - £2 billion scheme to create hundreds of thousands of 6-month long high quality work placements aimed at 16-24 year olds on Universal Credit at risk of long-term unemployment. Employers will receive a subsidy of 100% of the minimum wage for 25 hours a week (plus NI and pension).
- **Payments to employers in England who hire new apprentices. From 1 August to 31 January, employers will receive £2,000 for each apprentice they hire aged under 25, and £1,500 for each apprentice they hire aged 25 and over.**
- Investment in high quality **traineeships**.
- Other support measures, e.g. additional funding for National Careers Service and for **sector-based work academies**, expansion of the Work and Health Programme.

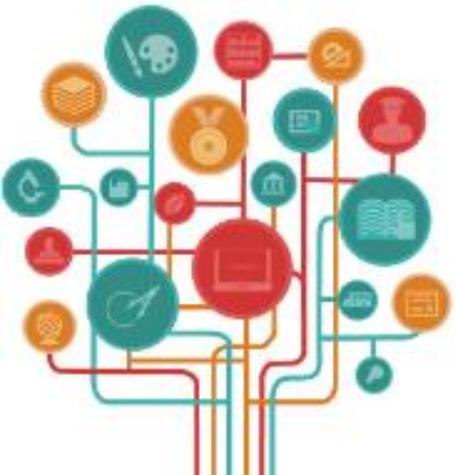
What opportunities might there be for apprenticeship training providers?

What issues are raised by this plan?



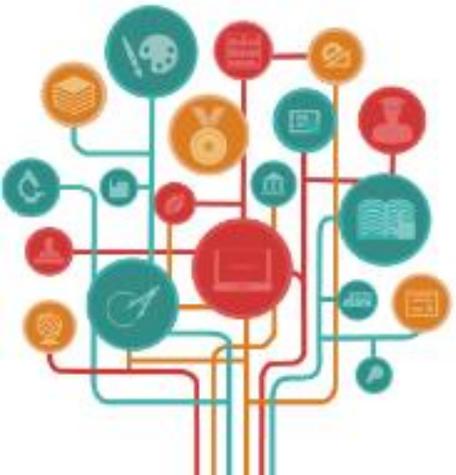
Spending Review Nov 2020

- **Several existing schemes extended**
 - Kickstart scheme extended into 2021/22
 - **Apprenticeship hiring incentives extended to 31 March 2021**
 - Continued funding for sector-based work academies (SWAP), traineeships and investment in the National Careers Service into 2021/22
- **Restart scheme**
 - 3 year scheme costing £2.9 billion to help one million unemployed people in their job search
 - Individuals out of work for over 12 months will be provided with regular, intensive jobs support tailored to their circumstances, e.g. job coaches
 - Based on lessons learned from the Work Programme
- Additional funding to increase capacity in **Job Centre Plus**, e.g. job coaches
- **'Lifelong learning guarantee'** to support people to retrain and upskill, including an entitlement for adults to their first level 3 qualification.



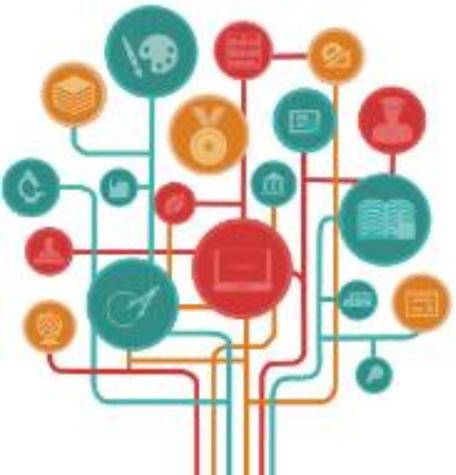
Overcoming some of the challenges (1)

- Move vacancies quickly into funded starts
- Make maximum use of a talent bank – using all funding streams to complement not detract, e.g. 16-19 study programmes, traineeships or Kickstart
- Identify early those who are over skilled for certain vacancies and won't meet 20% off-the-job training
- Effective matching - right apprentice, right vacancy, right time
- Check the vacancy is still viable if reducing negotiated rates, before putting candidate forward to employer



Overcoming some of the challenges (2)

- Consistent, efficient approach to skills and RPL of hours and costs
- Make sure all the time invested in the planning is useful with a solid training plan to scaffold learning
- Use technology as a secure, quick way of electronic signatory
- Have all the evidence completed and fully signed off before a short turn-around ESFA audit!
- Ensure you meet requirements of the Education Inspection Framework, e.g. establishing individual start points, quality of ongoing support

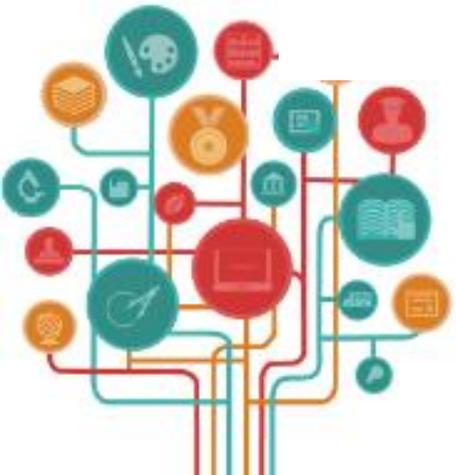




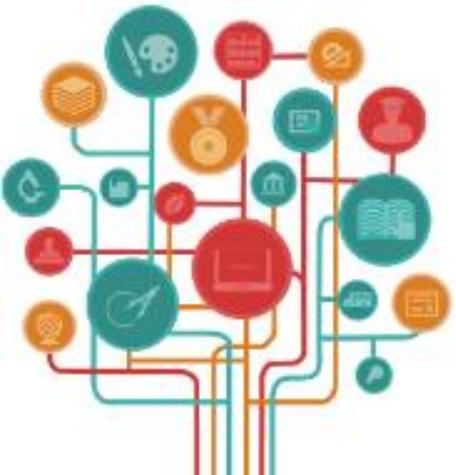
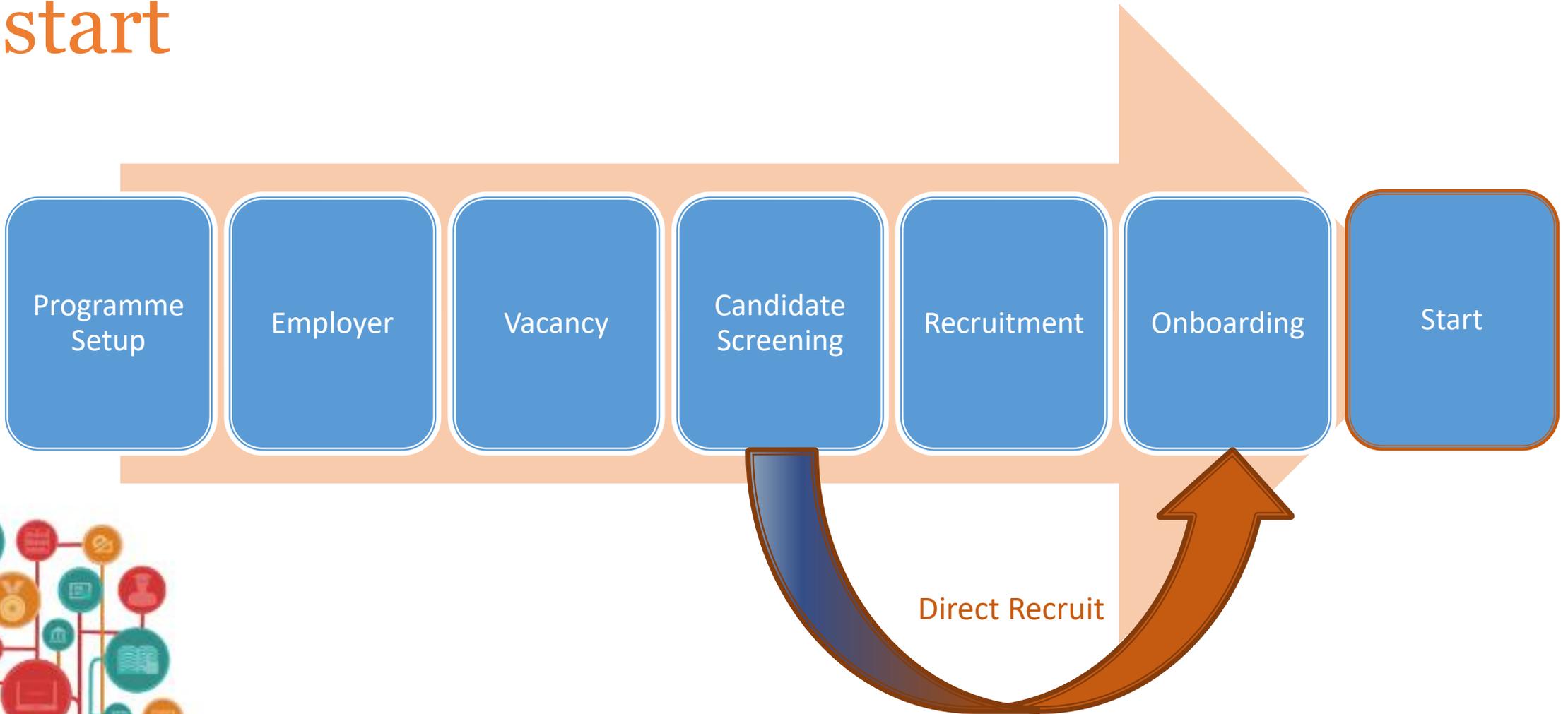
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From initial vacancy to apprenticeship start



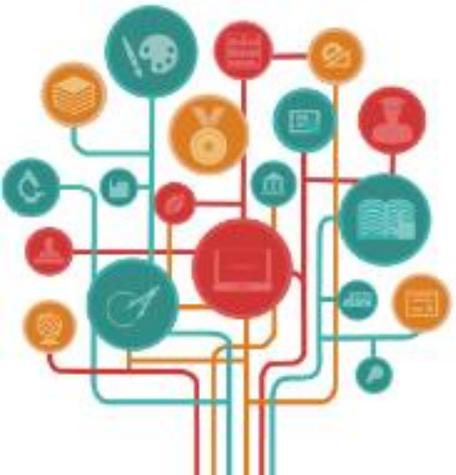
Actions for improvement

What do providers need to focus on ?

- Procedures – standardised, efficient, compliant that everyone can use and understand
- Use technology for accuracy, standardisation and speed
- The planning process should be meaningful in partnership with employer and apprentice – not a paperwork exercise
- Maximise funding through efficient, quick use of a talent bank, linking to all available students and outside candidates
- Professional and responsive to employers and potential apprentices



Any questions



Many thanks

Please feel free to contact us.

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