Apprenticeships

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Sarah Benioff,
Director of Quality, Programme and Apprenticeship Vacancies, National Apprenticeship Service

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The National Apprenticeship Service

Apprenticeships

- **Founded in April 2009 to offer support to all parties**
- **Helps create new Apprenticeship markets**
- **Provides support to employers interested in starting Apprenticeship programmes (30,000 since its inception)**
- **Informs individuals, stakeholders and partners about Apprenticeships**
- **Develops new internet based tools and guides**
- **Oversees the growth of the Apprenticeship programme and monitors quality**

Priorities for apprenticeships 2012/13

Apprenticeships

- Increasing the number of young people starting an Apprenticeship.
- High quality Apprenticeships.
- Increasing the number of new employers employing apprentices.
- More advanced and higher level apprentices on the programme.
- Broadening the access to the Apprenticeship programme.
- Ensuring ‘quality’ of apprenticeships

Apprenticeships in England - Overview

- **Long history of Apprenticeships in England, literally for hundreds of years**
- **Recent successive governments support for reinvigorating the programme**
- **Managed programme with big government investment (over £1billion in 2010/11)**
- **An expanding programme with over 450,000 apprentices starting on 200 Apprenticeships programmes in 2010/11**
- **Modern, online application, matching and support tools**
- **A programme for all ages (16+) and increasingly at all academic levels**

What are apprenticeships for?

Apprenticeships

"Learning through practise alongside and under the guidance of an expert practitioner is the most effective way to transmit professional experience and skills from one generation to the next"

Dr Nyahn 'rediscovering apprenticeships' Springer 2009

Apprenticeships in England

Apprenticeships

*“ The English Apprenticeship system is **flexible** and allows for **tailor-made training** solutions for employers and this remains its inherent strength.”*

Learning for Jobs, 2009 **OECD** Reviews of Vocational Education and Training

“UK** easiest **place in Europe to do business.”
*World bank **2010***

Our challenge is to increase quality without over-regulating.

National Apprenticeship Service

Countries by prevalence of Apprenticeships

16-18 occupations	Academic study	Vocational study	Apprenticeship 16-18 year olds
	%	%	%
Switzerland	**35**	**65**	**53 * (at 18)**
Austria	**52**	**48**	**47**
Germany	**43**	**57**	**43**
Czech Republic	**26**	**74**	**33**
Netherlands	**33**	**67**	**20**
Finland	**32**	**68**	**13**
France	**56**	**44**	**12**
United Kingdom	69	31	9
Poland	**54**	**46**	**6**
Spain	**56**	**44**	**2**
Korea	**75**	**25**	**0**
Japan	**76**	**24**	**0**
Canada	**95**	**5**	**0**
USA	**80**	**20**	**0**

Source GeneralVocationalCombined school and work-based*% of enrolments in* Source: OECD, Education at a Glance, 2010, Table C1.4

Apprenticeships in England

Apprenticeships

Funding from Government for
Training costs = 100% age 16-18
Training costs = 50% age 19+*

The Apprentice's wages are
paid by their employer

Each apprentice must
have a registered training provider
(which can also be their employer)

There are 1,100 providers in England

Each apprentice must
have an employer and be paid.

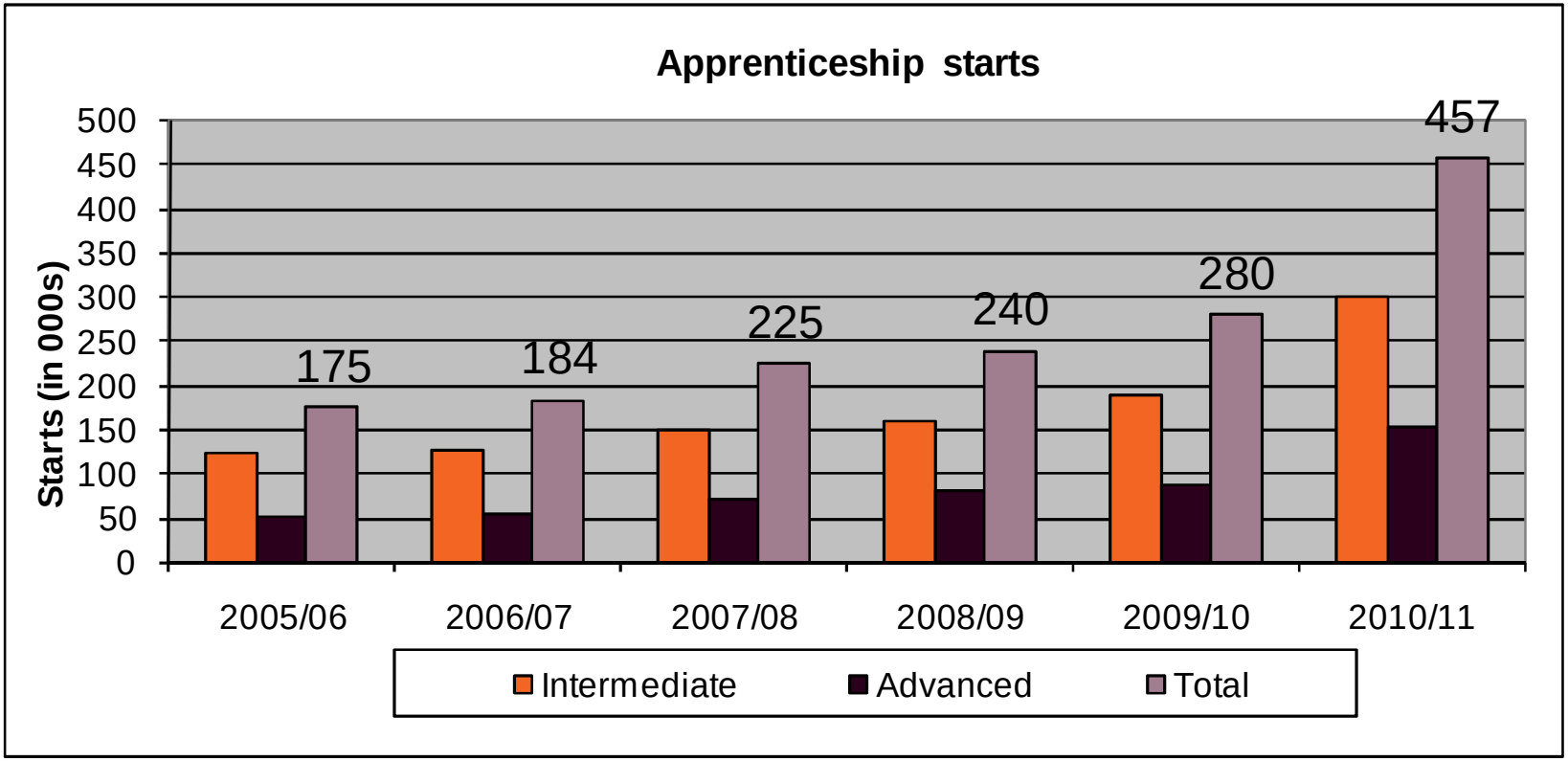
About 170,000 workplaces in England
had apprentices in 2010/11

Government funded apprentices must study one of
200 Apprenticeship 'qualification framework' areas.

Frameworks are at European qualification framework
levels 2, 3, 4 or 5

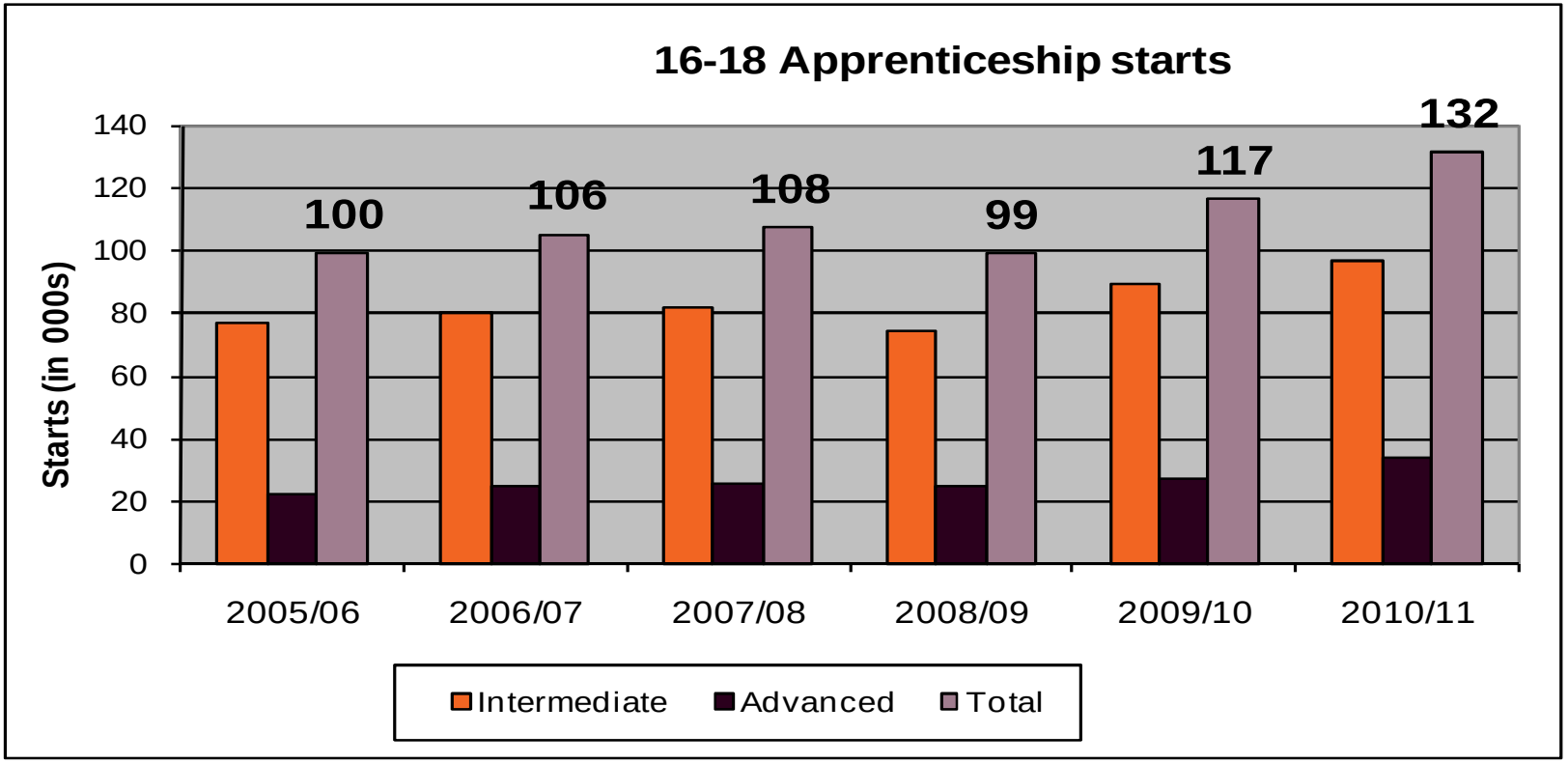
* reducing to 40% age 25 and over, age relates to age at start of programmes

Rising numbers of Apprentices



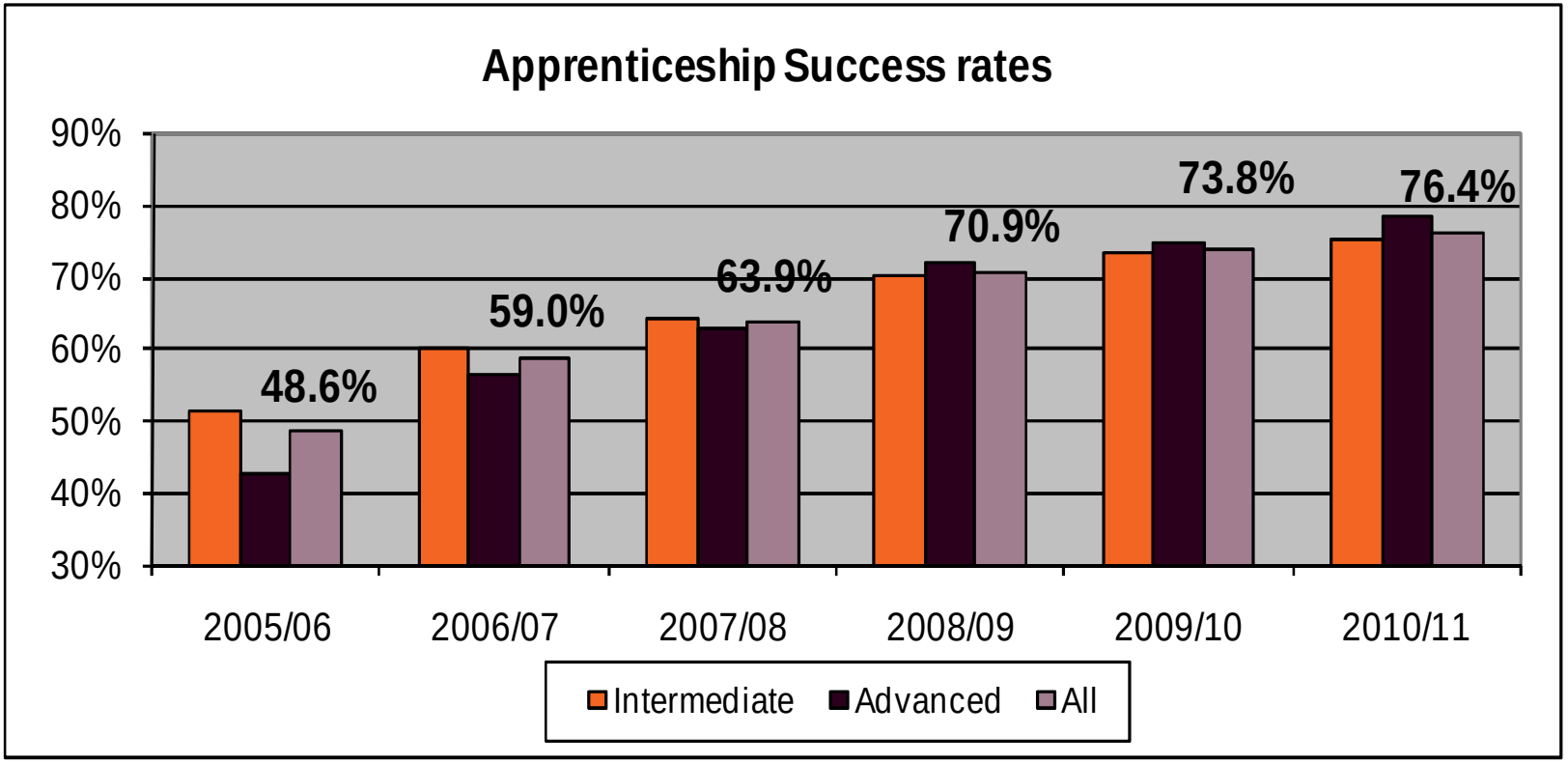
- 162,000 people started an Apprenticeship in 2001/02
- 457,000 people started an Apprenticeship in 2010/11

Age Profile



About 30% of Apprentices were aged 16, 17 or 18 when they started in 2010/11
The ‘mean’ age of an Apprentice is 22.

Success rates



In 2001/02 – 76% of starters **did not** complete their Apprenticeship programme
In 2010/11 – 76% of starters **successfully completed** their programme

Most Popular Apprenticeships

Apprenticeships

Framework	Starts in 2010/11	Growth from 2009/10	
Customer Service	**53,970**	**24,560**	**83.5%**
Health and Social Care	**53,720**	**35,830**	**200.4%**
Retail	**41,410**	**24,490**	**144.8%**
Business Administration	**38,900**	**11,880**	**43.9%**
Hospitality and Catering	**29,810**	**8,340**	**38.9%**
Management	**29,790**	**19,990**	**203.9%**
Children's Care Learning & Development	**27,410**	**7,300**	**36.3%**
Engineering	**18,330**	**3,330**	**22.2%**
Active Leisure and Learning	**17,650**	**6,310**	**55.6%**
Hairdressing	**16,450**	**210**	**1.3%**

Apprenticeship starts by Academic Level

(Qualification Credit Framework)

Apprenticeships

Level	2009/10	2010/11	Difference
Intermediate Level	**190,500**	**301,100**	**58%**
Advanced Level	**87,700**	**153,900**	**75%**
Higher	**1,500**	**2,200**	**47%**
Grand Total	**279,700**	**457,200**	**63%**

Apprenticeship positives in England

Apprenticeships

- **Size of programme continues to grow strongly based on employer and individual demand**
- **All Apprentices now have an employer and receive a wage**
- **All-age programme and covers many industries and job roles**
- **Employer and Learner satisfaction with their experience is improving**
- **SASE brings in a new standard for Apprenticeships in England**
- **Online matching service makes application and recruitment easy**

Apprenticeship challenges in England

Apprenticeships

- **Not enough large-sized employers offering Apprentice opportunities.**

- **Quality improving and good but pockets of bad practice still exist and some providers treat Apprenticeships 'as a course'.**

- **Apprenticeship programme still heavily segregated by sex and ethnicity in some areas and sectors, reflecting overall job market.**

- **Growth in Advanced and Higher (level 3+) Apprenticeships has been slower than entry level 2 Apprenticeships, lowering the academic mean of overall programme.**

- **Need to encourage more Science, Technology, Engineering and Maths (STEM) based Apprenticeships.**

Our future plans

Apprenticeships

•**More ‘rules’ e.g. Functional Skills, Minimum durations and ‘New learning’ from Aug 2012.**

•**Major growth to be in Academic Level 3 and above programmes - especially in Higher Apprenticeships (Level 4 and 5)**

-£25 million Higher Apprenticeship Fund (HAF); over 20,000 starts expected.

•**Continue to make it easier and more rewarding for employers to employ apprentices.**

- Up to **40,000** Apprenticeship grants of **£1,500** to employers with less than 250 employees, recruiting their first 16 to 24 year old apprentices 2012-13.

•**Use of competitions such as World Skills London 2011 to embed excellence.**

For More Information

For more information regarding Apprenticeships in England:

www.apprenticeships.org.uk

Sarah.benioff@apprenticeships.gov.uk