The employer role in developing apprenticeships

Steven Proudfoot

Chief Operating Officer

asset skills UK Academy

asset skills

Asset Skills

- Sector Skills Council for Facilities Management, Cleaning, Housing, Property and Parking
- Remit to
    - Engage with employers to ensure standards and qualifications meet sector needs
    - Develop National Occupational Standards
    - Promote existing training and development
    - Facilitate access to funding and support
    - Produce sector specific labour market information

asset skills UK Academy

asset skills

New Apprenticeship Approvals

Apprenticeship frameworks proposed directly from employers or through:

- Sector and National boards
- Events
- Employer engagement

asset skills UK Academy

asset skills

Business Case

Business case for each proposed apprenticeship framework is developed showing:

- Estimated take up over 2/3 years
- How the apprenticeship will benefit the sector
- How the requirements of the job role justify an apprenticeship
- Names of companies proposing the apprenticeship

Viability is then assessed by the Asset Skills Apprenticeship Review and Approval Group (ARAG) and a decision made to advance or reject the proposal. ARAG consists of employers representing each sector.

asset skills UK Academy

asset skills

Development

Each nation has its' own apprenticeship standards and quality statements which need to be followed in order for the framework to be approved, for example:

- England – Specification of Apprenticeship Standards for England (SASE) and NAS quality statements
- Wales - Specification of Apprenticeship Standards for Wales (SASW)
- Scotland – Modern Apprenticeship Group guidance

The Apprenticeship Skills Development Manager will then develop a draft apprenticeship framework working with:

- groups of employers from each nation
- awarding organisations & training providers (private and FE)

asset skills UK Academy

asset skills

Development cont.

Employers and training providers within the working groups consider the following:

- Review suitability of qualifications (may result in new qualification development or amendment)
- Entry and Functional Skill requirements
- Progression routes
- Employee Rights and Responsibilities solution
- Number of guided learning/training hours
- Length of programme

The final draft framework is circulated to a wider group of employers for consultation. Finally employers on the Asset Skills ARAG will check for quality and compliance and approve the framework.

asset skills UK Academy

asset skills

Key Themes

- Can be difficult to get SME's involved due to resources
- Tend to be large companies who have training and development functions who contribute to working groups
- Employers want good quality frameworks but sometimes it can be difficult to identify the right person in the organisation to contribute to developments

Asset Skills is tackling this by taking the following steps:

- Involving professional organisations and trade bodies who can reach their SME members
- Large companies can reach SME's via their supply chain

asset skills UK Academy

asset skills

Support

Asset Skills UK Academy

Working together with employers and training providers to raise skills levels by providing a range of services such as:

- the promotion of training and qualifications
- recruiting candidates to programmes
- piloting new schemes
- accessing available funding to support trainees

The Academy Provider Network - a selected network of specialist training providers who are committed and able to meet employer expectations.

asset skills UK Academy

asset skills

Summary

- The take up of apprenticeship programmes and the successful completion of frameworks works best when employers have been involved from conception to completion

- Asset Skills provide a service for employers to come together in various forums to discuss frameworks for their sector, to provide an audit and administrative function to ensure the end product meets quality criteria and compliance and to process the framework through government procedures.

asset skills UK Academy

asset skills