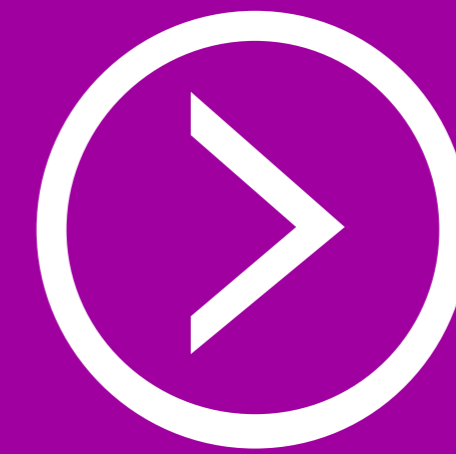


# Webinar: Procuring apprenticeship training Avoiding the pitfalls!

Start Time: 2:00pm      Date: 22 Nov 2018



# HOUSEKEEPING About the webinar



## Chat

Ask a question at any time using the chat facility.



## Sound

Due to the high number of attendee's microphones will be muted.



## Webcam

The host's webcam may be used for parts of the webinar.



## Raise your hand!

Use the raise hand function if you need to alert us to any problems.



## Recording

The webinar is being recorded and will be available to download.



## Polls

Please take time to contribute to the polls.



## Feedback

Please contribute to the survey. Your feedback is really important to us!



## Workbooks

The webinar workbook is available to download in the control panel.

# Speaker profiles: Our expert panel



## Julie Maycock Cambridge City Council

**Julie** currently works for Cambridge City Council and was instrumental in developing the new standard for Revenues and Welfare Benefits.



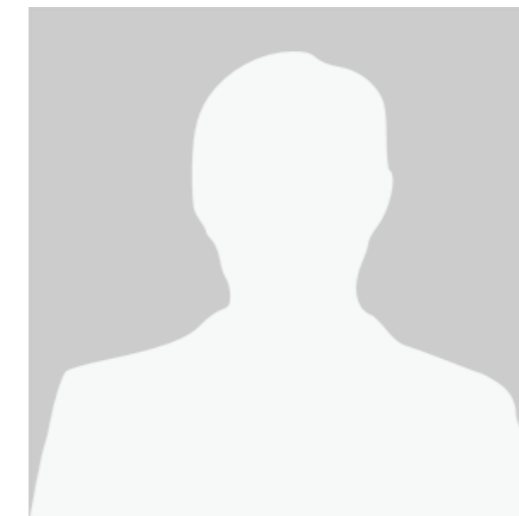
## Jack Denton AllAboutGroup

Jack is managing director of the AllAboutGroup who assist over 200 of the largest organisation in the UK recruit, communicate and engage young people.



## Emma Serventi escalla

**Emma** is our academy coordinator and has over 19 years of experience in education: teaching IT, art, technology and work-related learning in the primary, secondary and post-16 sectors.



## Paul Smyth Aintree University NHS Trust

Paul is the apprenticeship lead at Aintree University Hospital NHS Foundation Trust.

Let's Get Started

## Today's agenda

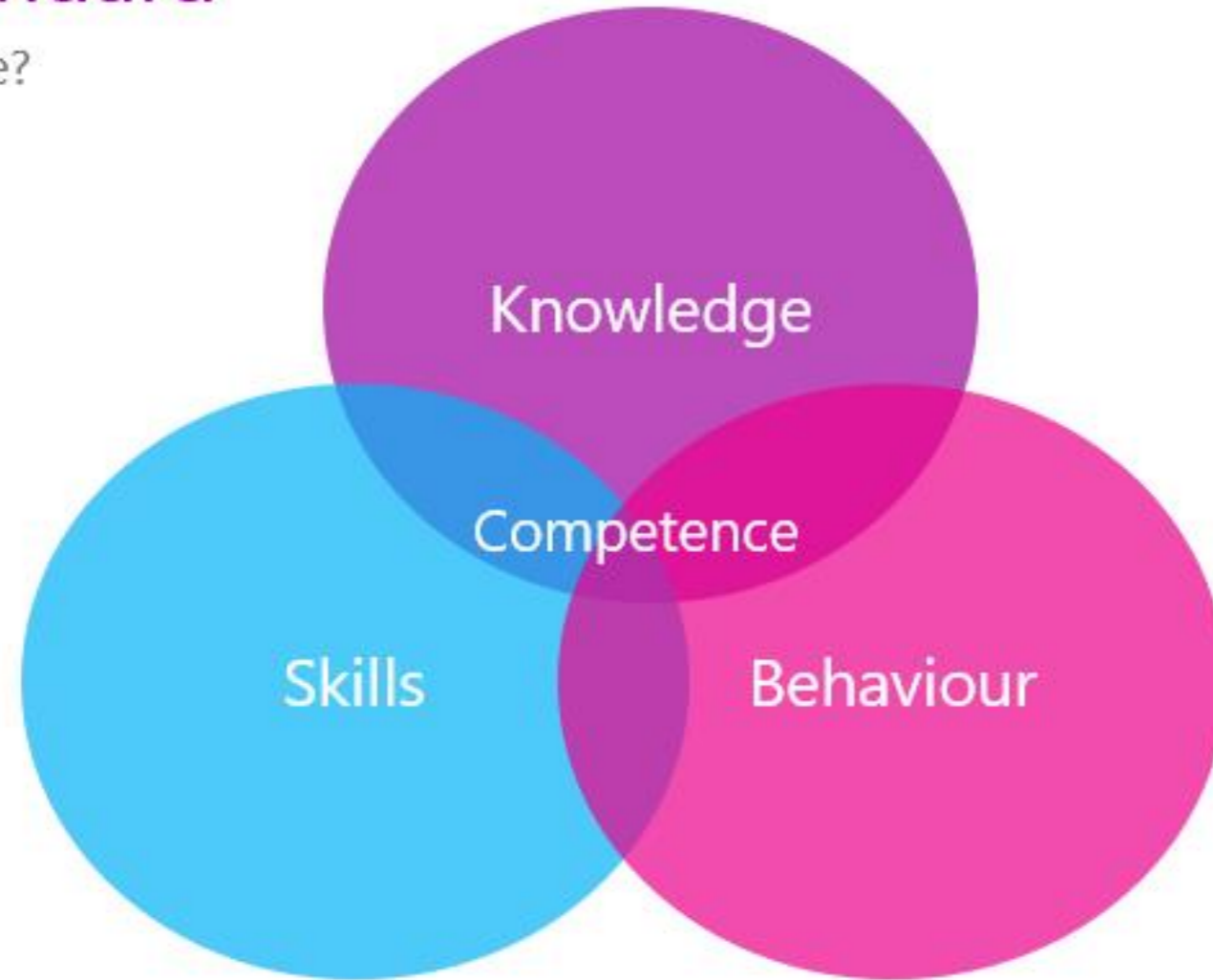
- 1 Introduction
- 2 Employer led apprenticeship standards
- 3 The Select Committee Report – key takeaways
- 4 What to look for when procuring apprenticeship training
- 5 Price vs Quality and why Ofsted matters
- 6 How to safeguard your levy, apprentices and programmes?



# A Recap on the standard

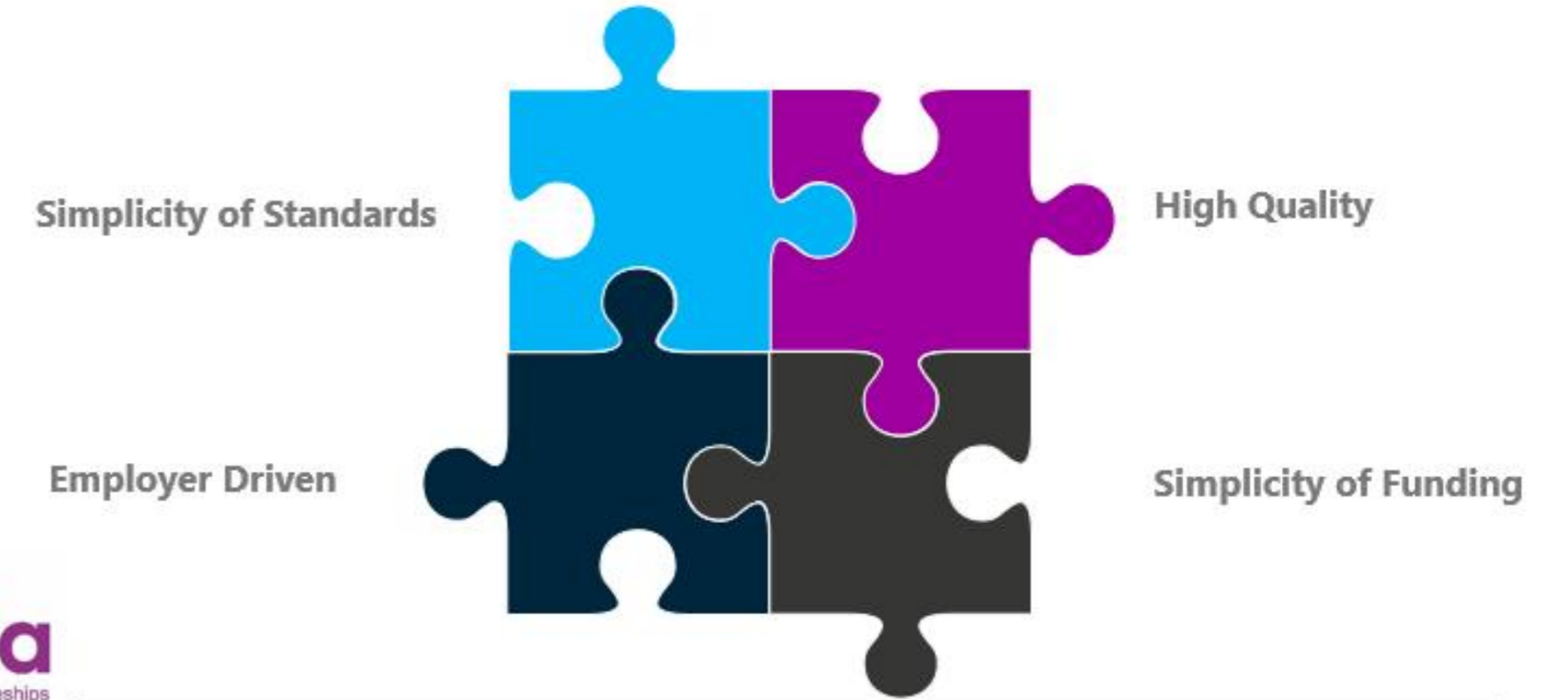
## 4 | The new standard

What does it look like?



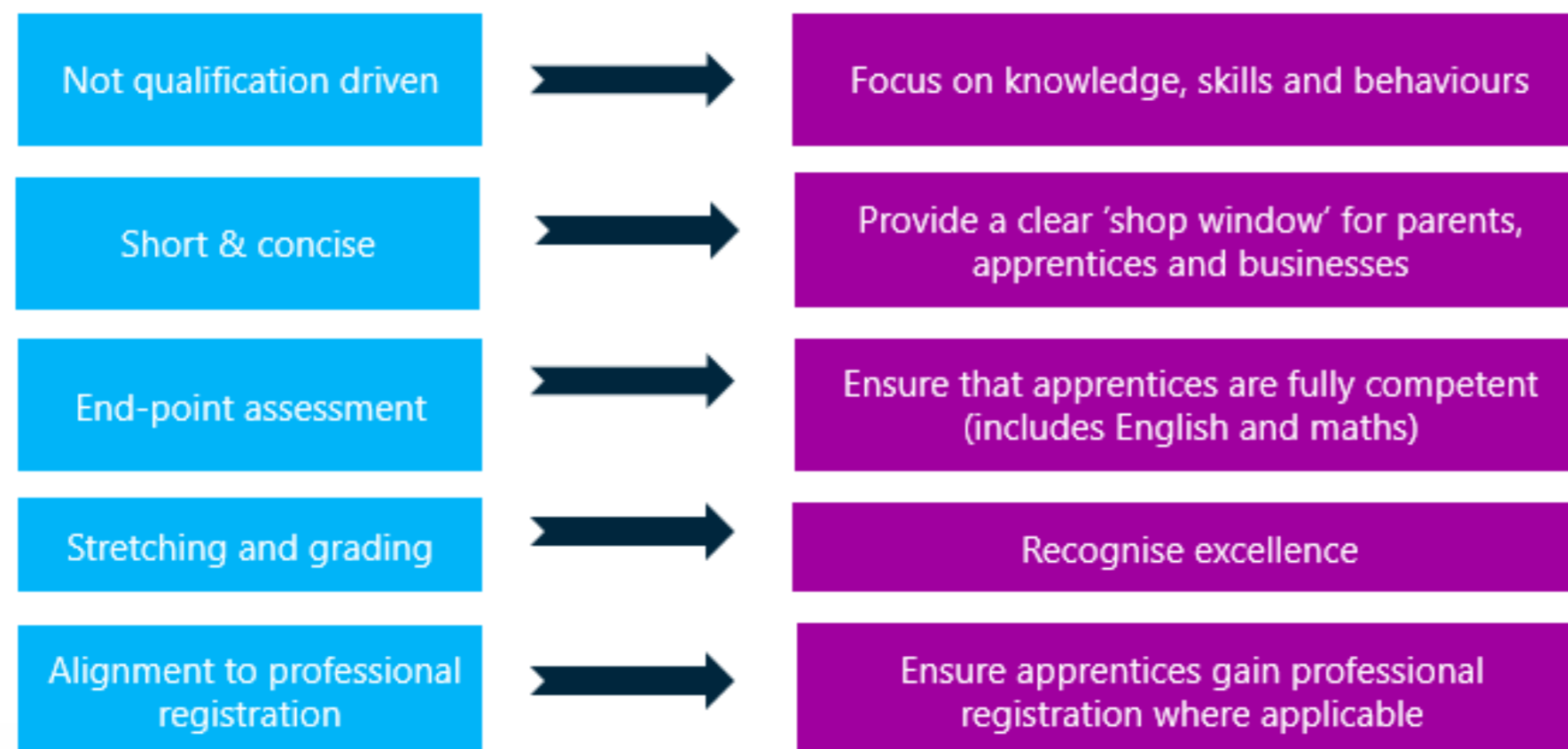
## 2 | How have apprenticeships changed?

The government is committed to increasing the quantity and quality of apprenticeships in England – reaching three million starts in 2020.



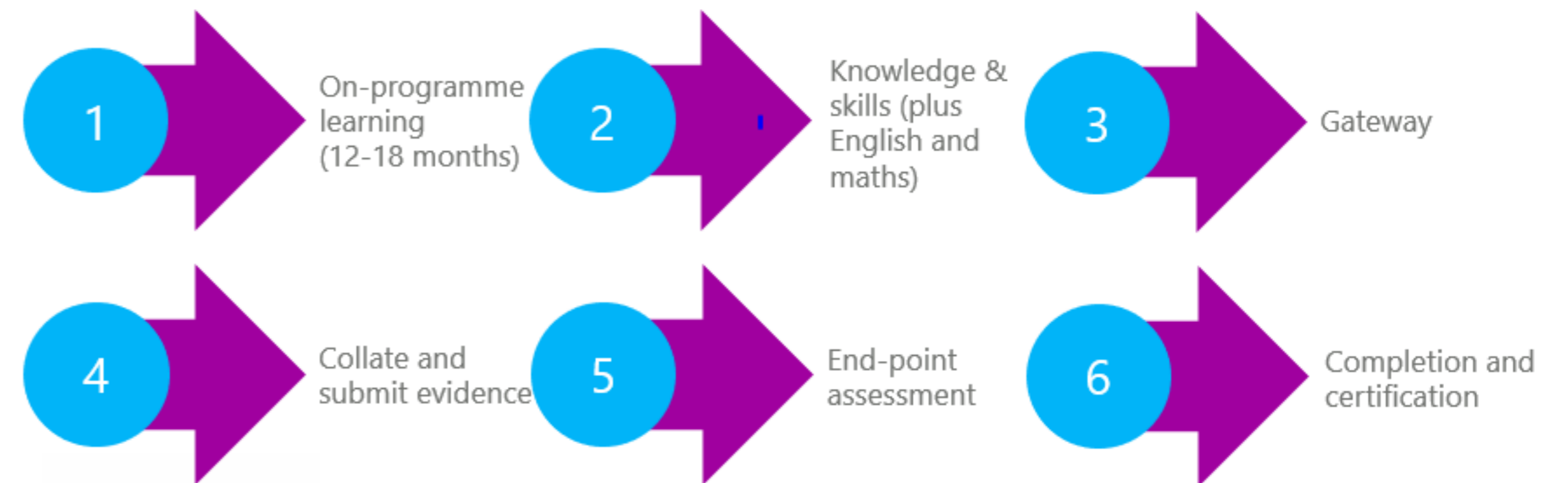
## 2 | How have apprenticeships changed -continued?

How are the new standards different from the old frameworks?



## 5 | The apprenticeship journey

What does it look like?



# Intro to funding Bands

## Top 5 things you need to know

- 1 Employers with a pay bill in excess of £3m pay the levy
- 2 The levy is 0.5% of the total annual pay bill
- 3 Levy funds are accessed through your digital account
- 4 Funds will appear in the account monthly and Government will apply a 10% top up payment
- 5 Funds will expire from April 2019

Funding band	Upper limit
1	£1,500
2	£2,000
3	£2,500
4	£3,000
5	£3,500
6	£4,000
7	£4,500
8	£5,000
9	£6,000
10	£7,000
11	£8,000
12	£9,000
13	£10,000
14	£11,000
15	£12,000
16	£13,000
17	£14,000
18	£15,000
19	£16,000
20	£17,000
21	£18,000
22	£19,000
23	£20,000
24	£21,000
25	£22,000
26	£23,000
27	£24,000
28	£25,000
29	£26,000
30	£27,000



# The Select Committee Report: Key Takeaways

# | Key Recommendations



## Apprentices let down by poor quality training and support ...

[www.parliament.uk](http://www.parliament.uk)

Too many apprentices are not getting the high-quality training they deserve and too many people, particularly the disadvantaged, are not being given the support they need to pursue an apprenticeship and get on in life, says the education committee.

# Key recommendations to improve quality

All new providers should receive at least a monitoring visit from Ofsted within a year.

New providers judged by Ofsted to be making insufficient progress should be removed from the register.

Tighten up the requirements on providers who subcontract their provision.

Increase the top funding band to better match the full cost of delivery for some apprenticeships.

Ofsted conducts a review of subcontracted provision across the country

Place a cap on the amount of training new providers can offer until deemed to be making sufficient progress by Ofsted.

Greater flexibility around off the job training for each apprenticeship standard

Improved complaints procedure for apprentices.

# | What to look for in a training provider

- 1 | Ofsted grade
- 2 | Experience
- 3 | Key success metrics
- 4 | Cultural fit
- 5 | Value for Money and price
- 6 | Other Considerations

Employers will soon be posting scores and reviews of their apprenticeship provider in an online review tool similar to Trip Advisor, according to the Education and Skills Funding Agency!



# 1. Check their Ofsted Grade

**Ofsted have 4 grades:**

- 1 = Outstanding
- 2 = Good
- 3 = Requires improvement
- 4 = Inadequate.



Breakdown	Grade
Overall effectiveness	
Effectiveness Of Leadership and management	
Quality of teaching, learning and assessment	
Personal Development, behaviour and welfare	
Outcomes for learners	

## Notes:

A good provider should be working at grade 2 or above.

Some training providers sub-contract training delivery. If this is the case, you need to search for the organisation they subcontract to.

## Where do I find out?

<https://reports.ofsted.gov.uk/>

## 2. Check their Key Metrics

### National Achievement Rates: NARTS

Success rates or National Achievement Rates as they are now known are a key Government measure of the quality of a provider's programmes. They measure what percentage of apprentices starting a programme successfully complete it and whether this is within the agreed timeframe.

	2014/15	2015/16	2016/17
All Levels:	66.3%	66.7%	67.7%

### Learner and employer satisfaction rates

- The ESFA-published FE Choices annual survey result for employer and learner satisfaction for that provider.  
<https://www.gov.uk/government/statistics/fe-choices-learner-satisfaction-survey-2017-to-2018>

#### Notes:

Check the achievement rate for all of the suppliers apprenticeships especially if no date exists because it is a new apprenticeship standard.

Check out the providers learning satisfaction rates and compare this to other providers.

Where do I find out more?

<https://www.gov.uk/government/statistics/national-achievement-rates-tables-2016-to-2017>

## 3. Check their Experience

As in any service area, experience counts for a lot.

- 1) **'How long have you been in the apprenticeship business'?**
- 2) **'Does the provider employ apprentices for their own business?'**
- 3) **'What experience do you have in providing training for my business sector?'**
- 4) **What experience do the trainers have? Ask to see CVs.**

A quality partner should be able to demonstrate solid experience alongside a demonstrable commitment to apprenticeship development.

### Notes:

With all employers with over £3m payroll bill now contributing to the levy, the total funding pot for apprenticeships is sizeable. Understandably, this has attracted a lot of interest from both existing and new apprenticeship providers.

## 4. Determine the Cultural Fit



### Notes:

Many apprenticeship programmes span several years. So working with an apprenticeship provider is a long term partnership you want to get right.

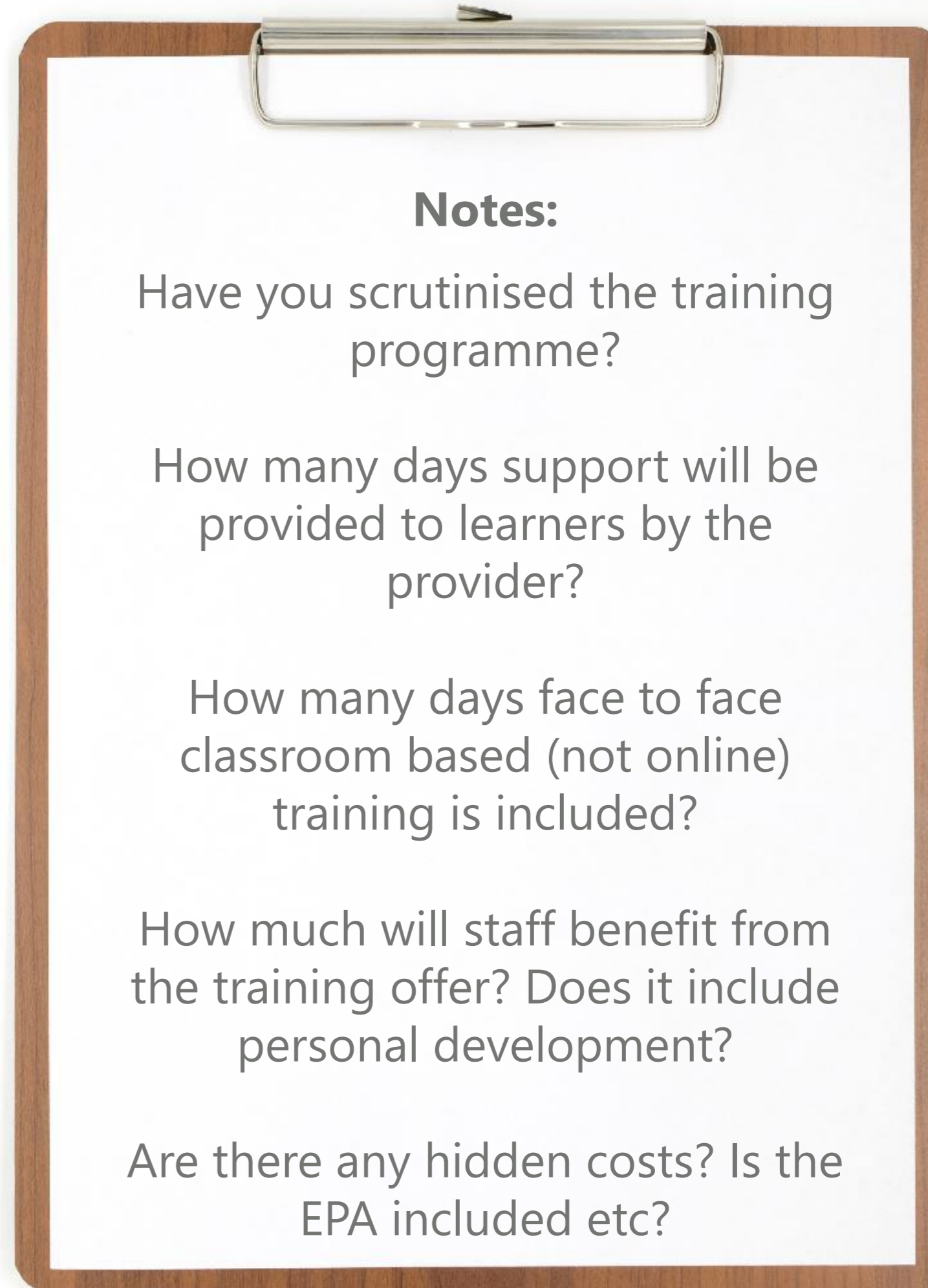
When you've checked out everything about a supplier's capacity and capability, ask yourself: what's the cultural fit like?

This is where meetings with the potential providers fits in.

## 5. What the Value for Money?



A note on the funding band allocated



## 6. What's the Value for Money?

Carefully consider the percentage split between price and quality factors when developing your tender.

**PRICE** **VALUE**



Does the offer include any added value?

### On Price:

‘Our concern is that value for money is becoming a synonym for cheaper.

High quality provision can be expensive, but it is worth it. Setting funding bands so low as to reduce the quality of training or dissuade employers from recruiting apprentices is a false economy.’  
synonym for cheaper. High quality provision can be expensive, but it is worth it. Setting funding bands so low as to reduce the quality of training or dissuade employers from recruiting apprentices is a false economy.’

Select Committee Report

## 7. Other Considerations?

Sustainability and viability of the apprenticeship programme

Other quality marks / accreditations e.g. Matrix

Check for ESFA 'notices of concerns' register

Provider Readiness

### Notes

- Locality
- Flexibility
- Added value

Be clear about the expectations of the winning supplier!



Please get in touch to learn  
more about  
apprenticeships



OUR EMAIL

LA@escalla.co.uk

**escalla**

Training Synergy Apprenticeships



OUR PHONE

(0)203 941 4100



OUR WEBSITE

[www.escalla.co.uk](http://www.escalla.co.uk)