Shining a light on the opportunities of end-point assessment
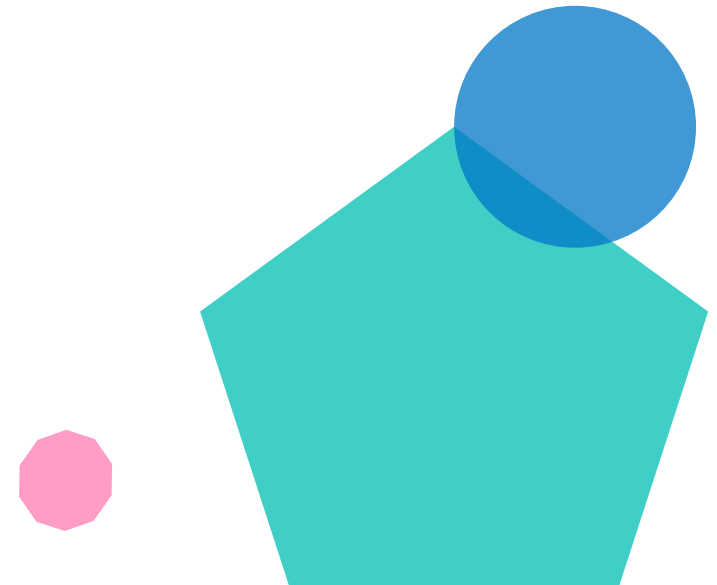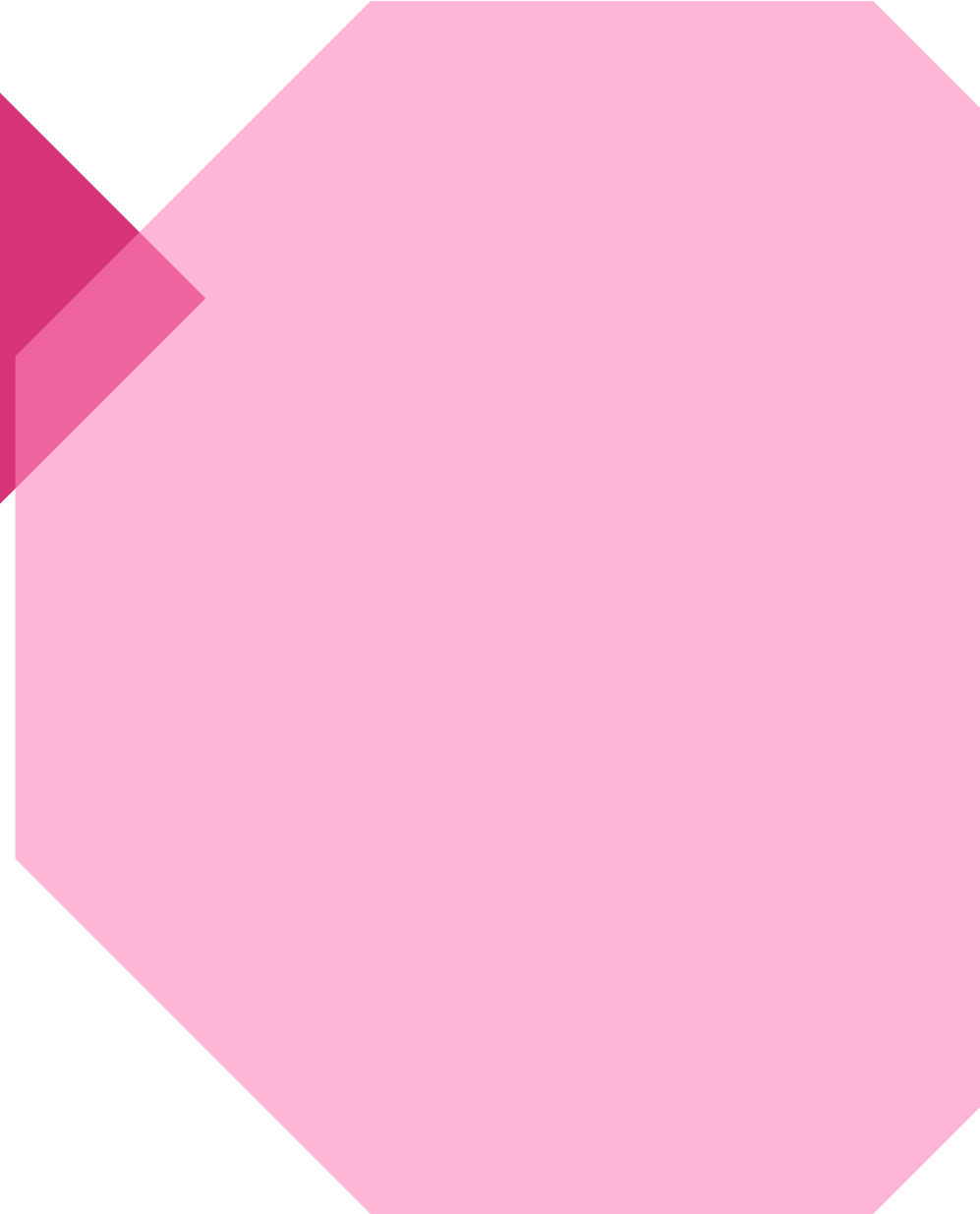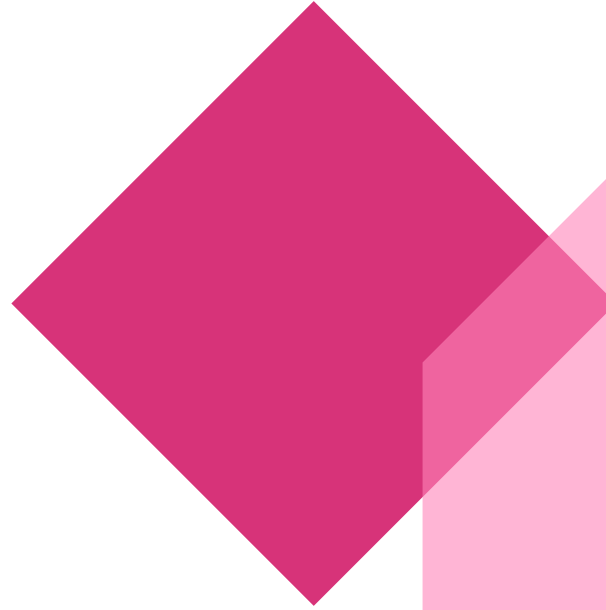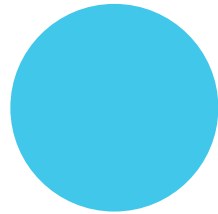
May 30 2017

Bill Twigg - Apprenticeship Manager

Agenda

- Recap on apprenticeship policy

- End-point assessment

- Working with City & Guilds

- Q & A

Quick overview of changes and reforms

Quick overview of the reforms

- The Government is committed to significantly increase the quantity and quality of apprenticeships in England to reach 3 million starts in 2020

- To enable this, the Government introduced an employer apprenticeship levy in April 2017

- The levy applies to any employer with a pay-bill over £3million – 0.5% of pay-bill. There are no exceptions!

- Public sector employers will have a statutory duty to employ a percentage of their workforce as apprentices

- At the same time, the Department for Education has reformed the funding and learning delivery arrangements – apprenticeship frameworks are transitioning to apprenticeship standards

- Employers can work with local providers to deliver apprenticeships, or they can choose to deliver the apprenticeship themselves by becoming an employer-provider, or sub-contractor to a main provider

- Any organisation that wants to deliver apprenticeships must be on the new register of apprenticeship training providers (RoATP)
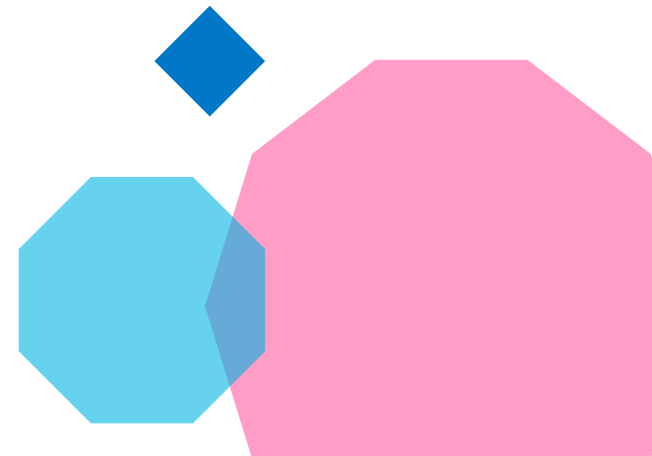
Four main things are changing

1.

Employers have more control in designing apprenticeships

- Employer-led trailblazer groups develop new occupational standards which will replace current SASE apprenticeship frameworks

- An increase from approximately 250 SASE frameworks to potentially over 800 standards

- Each new standard is consulted on before 'approval for delivery' is given

- Note – some of the earlier published standards are being reassessed and updated.

Four main things are changing

2.

New apprenticeships are designed to be more flexible and more effective

- Qualifications are no longer mandatory – providers and employers can design a programme to meet new apprenticeship standard specification (this could include any relevant qualification of any size, unless a specific qualification is mandatory and written into the apprenticeship standard)

- Introduction of end-point assessment – once the apprentice has completed the on-programme phase and passed their 'gateway criteria' they will move on to end-point assessment

- End-point assessment must be carried out independently

Employers will benefit because apprenticeships will be more relevant and meet business needs.

Four main things are changing

3.

Employers with a pay-bill under £3million
(non-levy paying)

Employers with a pay-bill over £3million
(levy paying)

Continue to co-invest on 1:9 ratio
with government for the delivery
of standards and begin
to co-invest for the delivery of
all apprenticeships

Pay an apprenticeship levy via PAYE
and HMRC – funds go into the Apprenticeship
Service (formerly called the Digital
Apprenticeship Service) account.
With 10% additional top-up from government.
The account funds can only be spent on training
and assessment of apprenticeships.

Four main things are changing

4.

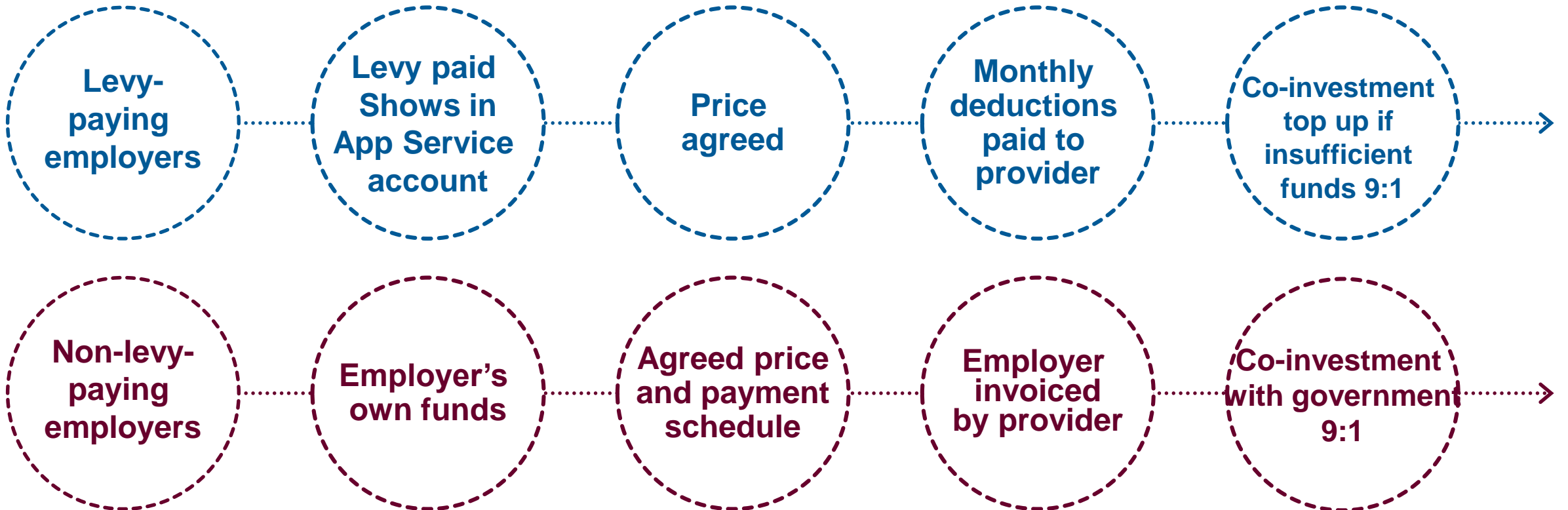**New funding arrangements give employers a basis for negotiations with providers**

New funding bands came into force May 2017
for standards **and** frameworks

Band	Band Upper Limit
1	£1,500
2	£2,000
3	£2,500
4	£3,000
5	£3,500
6	£4,000
7	£5,000
8	£6,000
9	£9,000
10	£12,000
11	£15,000
12	£18,000
13	£21,000
14	£24,000
15	£27,000

A single system to a dual system: Levy and non-levy process

Dual system, dual processes:

Levy-paying employers → Levy paid Shows in App Service account → Price agreed → Monthly deductions paid to provider → Co-investment top up if insufficient funds 9:1 →

Non-levy-paying employers → Employer's own funds → Agreed price and payment schedule → Employer invoiced by provider → Co-investment with government 9:1 →

NEW APPRENTICESHIP STANDARDS

Initial assessment

On-the-job and off-the-job training

- **Qualifications are not mandatory**

  Trailblazer groups can choose to build qualifications into Standards, either mandatory (in the Standard) or recommended (in the Assessment Plan). If qualifications are not written into a Standard, providers can still build them into their apprenticeship programme.

- **Maths and English**
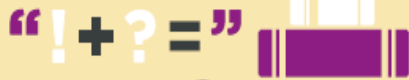
- **Formative assessment of behaviours**

Gateway

Employer and provider sign off learner

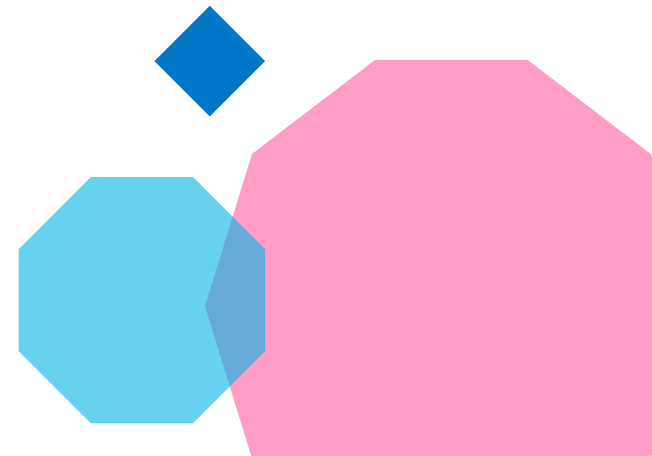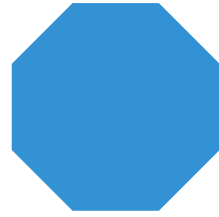**End assessment**

Completion and certification

Occupational competence

© City & Guilds

- Employer designed

- Occupationally based

- Independently end assessed, with grade

- Prove occupational competence

- May or may not include a qualification – up to the employer.

- Intention is that standards fully replace current apprenticeship SASE frameworks by 2020
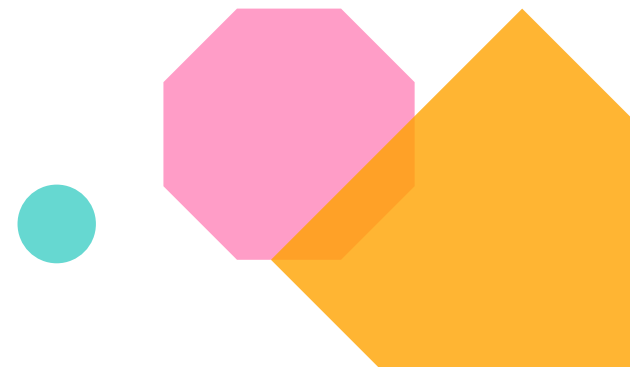
End-point assessment

End-point assessment:
Costs and rules 'the basics'

- You must select an organisation to deliver the end-point assessment from the register of apprentice assessment organisations (RAAO). Only those organisations listed on the RAAO will be eligible to be funded

- End-point assessment costs are included in the funding band for each apprenticeship

- Employers must ensure prices negotiated with a provider include the amount needed for end assessment

- Levy payment from the Apprenticeship Service to the provider, and government co-investment payments, will hold back 20% of funding to pay for end-point assessment

- End-point assessment payment arrangements for non-levy paying employers must be included in the written legal agreement between employer and provider

- End-point assessment assures quality and currency for learners and employers

Who is responsible for what?

- Who chooses the end-point assessment organisation

- Who contracts with the end-point organisation for the service

- Who can providers contract with to provide the end-point organisation for the service

- End-point assessment preparation (required inputs formal and informal)

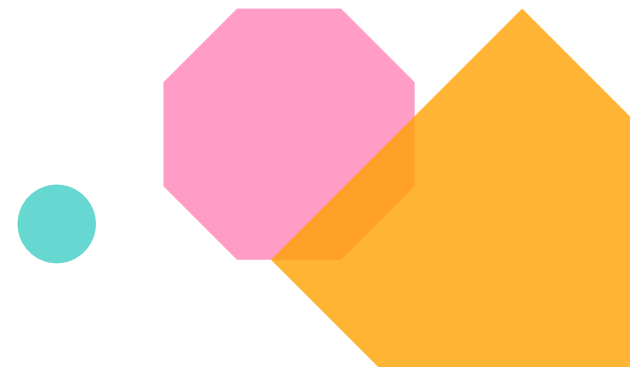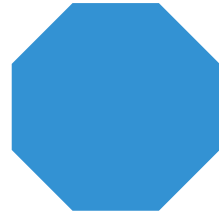- End-point assessment environments
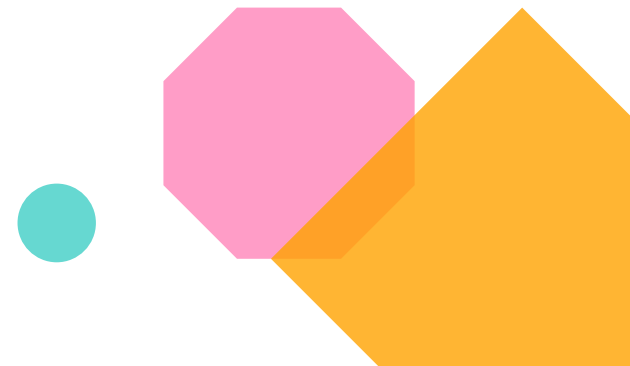
So many shapes and sizes

- Planning to meet your requirements across a range of occupations
  - Planned and clear requirements regarding where and when the end-point service is needed to provide a timely service
  - Any inputs required for end-point assessment service to be provided against the agreed schedule
  - Apprentice information requirements to ensure a efficient certification service

- Meeting each apprenticeship standards end-point assessment unique requirements may include:
  - Showcase portfolio
  - Knowledge testing
  - Project Work / practical assignments
  - Observation on site or at employers premises
  - Professional reviews / interviews / vivas

- External quality assurance
  - Four key models: Employer / Ofqual / Institute of Apprenticeships / Institution
  - Audit
  - Impact on customers
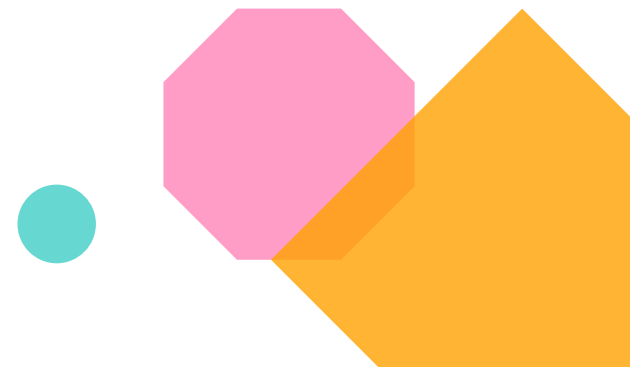
Importance of getting it right

- Impact on the apprentice
  - Managing rejection
  - Referrals further training and development
  - Doing 'it again'

- Impact on the provider - not right first time impacts
  - Success rates on the DAZ
  - Rescheduling training and re-sit
  - Costs

- Impact on the employer
  - Business dependencies
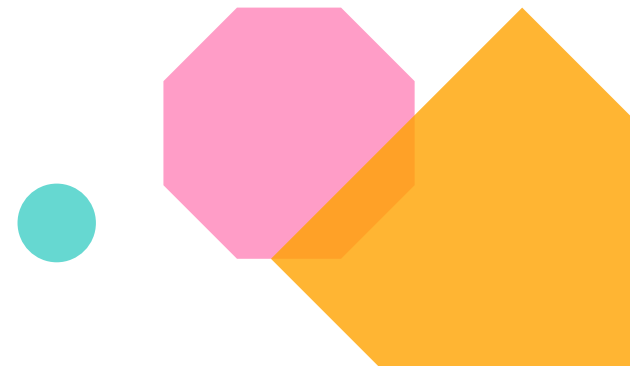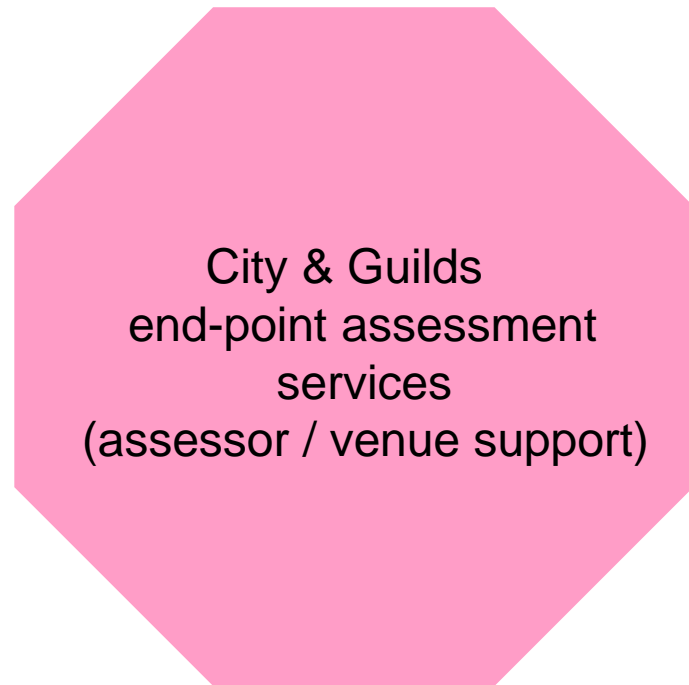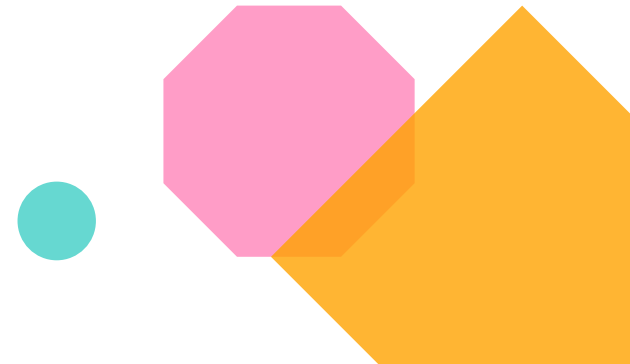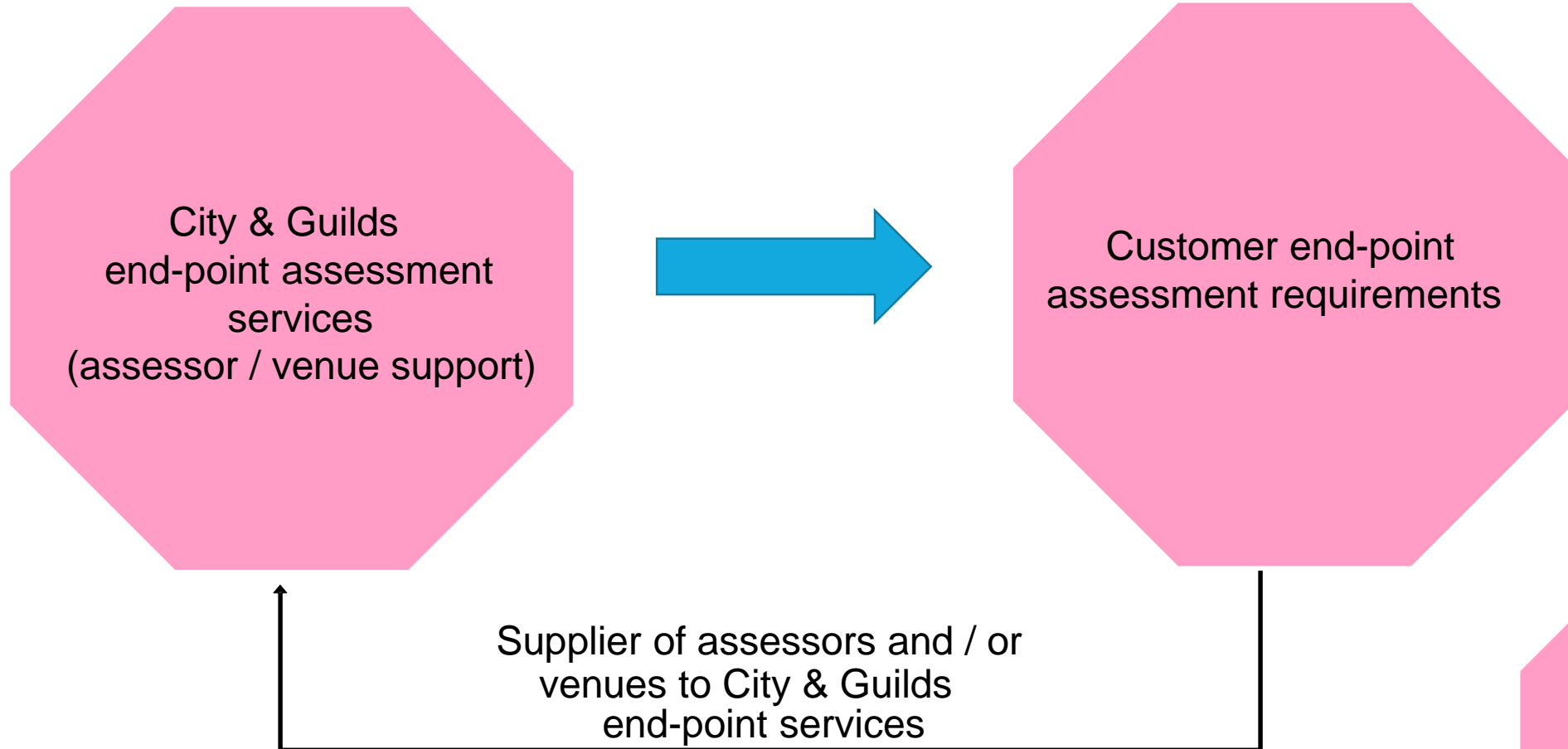 - Providers reputation with their customer

Working with City & Guilds on end-point assessment

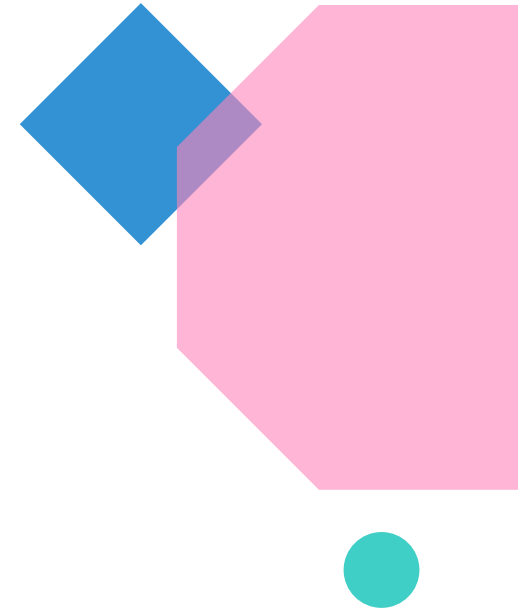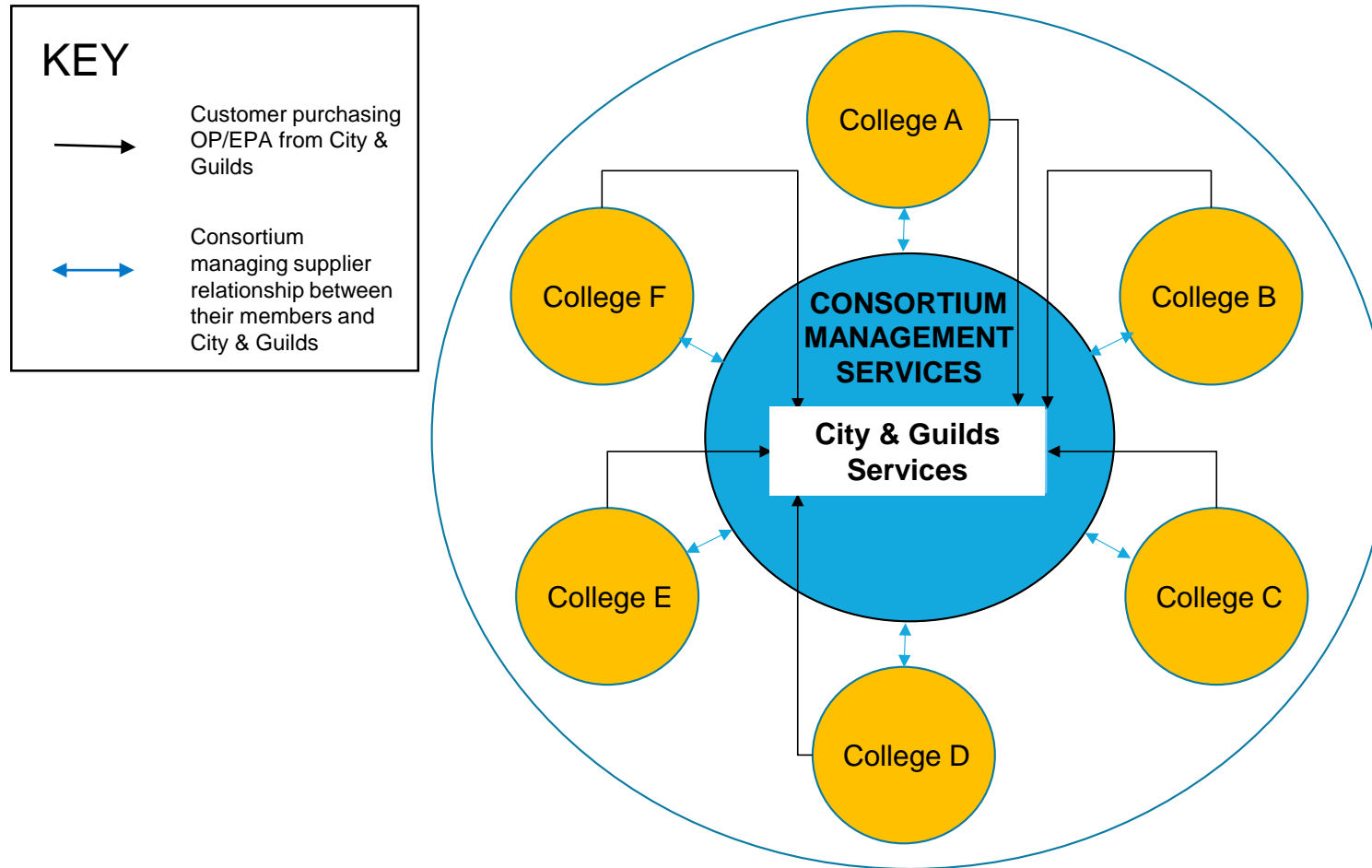# Direct delivery

City & Guilds
end-point assessment
services
(assessor / venue support)

Customer end-point
assessment requirements

Supplier & direct delivery

City & Guilds
end-point assessment
services
(assessor / venue support)

Customer end-point
assessment requirements

Supplier of assessors and / or
venues to City & Guilds
end-point services

Consortium model

Links to relevant documents

Provider/ Employer apprenticeship funding rules 2017/18
https://www.gov.uk/government/publications/apprenticeship-funding-and-performance-management-rules-2017-to-2018

Apprenticeship funding policy and funding bands sheets
https://www.gov.uk/government/publications/apprenticeship-funding-from-may-2017

Register of Apprenticeship Training Providers
https://www.gov.uk/government/collections/register-of-apprenticeship-training-providers

Apprenticeship funding from May 2017 – policy paper
https://www.gov.uk/government/publications/apprenticeship-funding-from-may-2017

Technical Funding Guidance
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/567189/Apprenticeships_funding_-_technical_guide_version1.pdf

Apprenticeship Standards
https://www.gov.uk/government/collections/apprenticeship-standards

Becoming an Employer/Training Provider Guidance
https://www.gov.uk/government/publications/apprenticeships-become-a-training-provider

Any questions?

Thank you

- Contact me with any further funding enquiries:
  bill.twigg@cityandguilds.com

- For information on how we can support your business, contact:
  apprenticeships@cityandguilds.com