



## Richard Review Question & Answer Annex A

**REVIEW QUESTION: What should the core components of the apprenticeship be – to meet the needs of employers (large and small), individuals and the economy?**

1. An apprenticeship should always be a job with training. The apprenticeship 'framework' should be reformed and become a unit based qualification with the flexibility to design and create a mix of 'on the job' and 'off the job' accredited training courses to meet individual employer/business requirements.
2. On the Job training should be primary driver for achieving the apprenticeship qualification.
3. Each course should have a unit value with a minimum and maximum threshold to demonstrate a Level has been reached (Level 2 and beyond).
4. An apprenticeship qualification should be 'portable' and always able to progress up to the next level using the unit based system.
5. An apprenticeship should be an exclusively 'in – work' model of learning led by the employer and defined by the job role & industry sector.
6. The core components should be competence led accredited by rigorous assessment with complementary off the job/ theoretical course to provide the underpinning knowledge relevant to an industry as agreed by the individual employer/business.
7. Clear progression routes are required from level 2 to level 4 and beyond that takes a person from initial training to professional status across all mainstream industries/sectors and job based careers.
8. Apprentices should continue to have employed status, with a salary, clear T&C's and employment rights consistent with all staff in work.
9. Qualifications should be capable of being constructed by individual employers and endorsed by specific industry sectors if publicly funded and regulated by Ofqual.
10. SASE is too often seen as an exercise in 'audit gymnastics' and should be reformed by adopting an employer/provider code of practise.

**REVIEW QUESTION: Who should apprenticeships be for – which types of learners and employers can benefit most from apprenticeships?**

1. Apprenticeships should be accessible to people of all ages, irrespective of prior learning/attainment, employment record, or geographic area.
2. Businesses of any size, location or sector should have the right to recruit and employ an apprentice.



3. Apprenticeships should continue to be available to meet both 'initial training' and the 'up-skilling' of an existing workforce.
4. Apprenticeships should offer progression routes to professional status within specific industries/job roles.
5. Government priority should be given to funding apprenticeships for 16-24 year olds – who can benefit most from securing an apprenticeship as a career/ life changing experience.
6. SME's should be the business priority – they currently create most new jobs in the UK economy so they should be targeted with a single offer from Government for all publicly funded services, incentivised to employ an apprentice through a tax break. Training Providers should be rewarded with a funding premium for delivering to SME's- as they experience a significantly higher commercial risk of delivery.

**REVIEW QUESTION: Are there elements of apprenticeships which should be simplified or stripped back?**

1. Apprenticeships should always be competence driven and therefore not have any minimum time bound requirements for the purposes of public funding.
2. Functional Skills should be taken out of the Apprenticeship framework, all remedial literacy, numeracy and intermediate learning should be a separately funded programme of qualifications to reflect cost and time required to deliver. Measurement and performance should sit outside of the apprenticeship qualification.

**REVIEW QUESTION: Are the qualifications which are undertaken as part of an apprenticeship sufficiently rigorous, and recognised and valued by employers?**

1. The current arrangements are not sufficiently rigorous and we would propose to see established a new National Institute of Work Based Learning led by employers to oversee all curriculum, pedagogy and progression pathways for all qualifications within the work based learning sector. Its remit should include the commissioning and piloting of new qualifications in emerging industries, benchmarking, and evaluating models of good practise and international comparisons.
2. It should also develop and procure enterprise training as part of a revised programme for all apprentices. This should include all pre-apprenticeship, work related activity/programmes, restructured sector skills councils,
3. It should also licence a single awarding body per industry with a transparent pricing structure based on a licence system requiring existing Awarding Bodies to tender under contract for the industry.



**REVIEW QUESTION: How should delivery arrangements adequately ensure all that apprenticeships provide significant new learning and acquisition of new skills, rather than accreditation of existing ones?**

1. Employers exclusively should decide what new learning/ skills acquisition is necessary to be fully job competent.
2. Competence based assessment should be neutral to accrediting existing and acquired skills.
3. The purpose of competence/role of Assessors
4. Employers should buy and pay for services from providers to reflect complexity, risk and cost of delivery.

**REVIEW QUESTION: Are there opportunities to improve the impact and value for money of public investment in apprenticeships?**

1. HEFCE, SFA and NAS should be integrated into a single Post-19 Funding Agency for the procurement of all academic, vocational and work based learning provision and provider institutions.
2. Apprenticeship branding & marketing should be retained and the Av service outsourced to a professional recruitment agency.
3. Apprenticeships should be included within a single integrated cross Government offer of support from Government.
4. SME's should be incentivised by a combination of tax breaks who commission/ directly train apprentices. Any payment should be for an outcome only.
5. All large employers held contracts should be subject to public procurement and scrutiny with regularly built in periods of retendering. Funding should be up to reduced by 50% to reflect the scale of 'deadweight training' and payment by outcomes only with only a start and completion form.
6. All public service organisations should employ apprentices, have a minimum target of recruiting apprentice's and for large employers tarts should be equivalent to 2% annually of total staffing numbers.
7. Funding to deliver Apprenticeship frameworks in SME's should receive up to a 50% increase in current funding levels per apprentice to reflect the true cost and risks of delivery and incentivise employment growth.
8. As London currently generates 50% of all new jobs in the UK, the Mayor of London should be given specific funds and an incentive package for SME's to recruit apprentices and investment strategies in providers to stimulate take up in existing sectors with low volumes.
9. Only providers with a Grade 2 for 'overall effectiveness of provision' at there most recent Ofsted inspection should be allowed to manage sub contractors.