

# APPRENTICESHIPS

**FIRE  
IT UP**  
Apprenticeships



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## APPRENTICESHIPS

- **61.5%** of people doing an apprenticeship are now starting on standards (in the first three quarters of the 2018/19 academic year), compared to 41.2% at this time last year.
- **12.1%** of starts (36,800) in the **first three quarters of 2018/19** were by people of BAME backgrounds.
- **11.6%** of starts (42,230) were by those reporting a learning difficulty or disability (LDD) in **2017/18**.
- **12.3%** of starts (36,900) in the **first three quarters of 2018/19** were by apprentices with LDD.

**English and maths flexibilities.** We are continuing to work with Mencap and other stakeholders to look into a potential pilot that will investigate extending the Maynard English and maths flexibilities to apprentices who have significant learning difficulties or disabilities but don't have an Education, Health and Care plan or legacy statement.

This is based on the recommendations presented by Mencap in their July 2019 report to the APPG for Learning Disabilities, at the request of Anne Milton.

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## SO WHAT ARE WE DOING?

### Funding

- Additional Learning Support of up to £150 a month for training providers where an apprentice requires further learning support. In some circumstances may cover up to £19,000 a year.
- £1,000 for larger employers and training providers for any 16-18 year olds or those 19-24 who have an EHC plan.
- 100% of training costs for small employers who take on 19-24 year olds with an Education, Health and Care Plan (EHCP).
- [Access to Work](#) can also provide financial assistance to support individuals in supported internships and traineeships to address barriers related to their disability. This could include a job coach, transport, or specialist equipment

### End-Point Assessments

- [Guidance on EPAs](#) has been published by the Institute for Apprenticeships and Technical Education, making it clear that consideration of appropriate reasonable adjustments is a core requirement of the process.
- It uses a matrix, based on the Higher Education Statistical Authority's disability grouping framework, which lists eight different categories of LDDs. These are overlaid with the different assessment methods and suggests how these can be adjusted depending on the individual's needs.

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## Pacesetters

- The Pacesetters act as an expert reference group, sharing good practice and feeding back on how, following the Maynard review, the system is working to support LDD apprenticeships.
- It comprises 21 organisations including employers, local authorities, special schools, Health Education England, voluntary sector organisations and sector experts. Many of these also have dual roles as training providers.
- BASE are a member of the Pacesetters group.

## Resources

- Targeted resources for those with LDD and their families, including easy-read and audio version of guidance.
- Improved resources for schools, colleges, employers and training providers, including developing new finance guidance.
- Improving processes by working with those with LDD to identify barriers to successful applications
- [Remploy](#) delivers the [Supporting Apprentices Mental Health Service](#) on behalf of the DWP. They provide a range of advice and support for apprentices with mental health difficulties.
- [Able Futures](#) delivers the [Access to Work Mental Health Support Service](#) on behalf of the DWP. They provide a range of free resources, advice and guidance, toolkits and support for providers and employers, as well as direct support services for those in/about to start work.

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## TRAINEESHIPS

- Traineeships support young people aged 16-24 (25 with an EHCP) by providing quality training for young people who need to develop their skills and experience to access apprenticeships and other sustainable employment and 21% identify as having SEND.
- Young people can build their skills and experience through a combination of work preparation training, a high quality work placement and English and maths where needed. They are also flexible so young people can access additional support such as mentoring and do additional qualifications.
- 62%<sup>[1]</sup> go on to apprenticeships, other sustainable employment or further learning within six months of finishing their traineeship (55% for those with SEND).
- However numbers have fallen among those aged 19+, and we need to ensure that those who need more support are able to get it.
- We are currently gathering feedback to consider whether we could further improve the programme, whilst retaining what currently works.

<sup>[1]</sup> <https://www.gov.uk/government/statistics/further-education-outcome-based-success-measures-2016-to-2017>

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## SUPPORTED INTERNSHIPS and SEND

- We are working across the Department at opportunities to strengthen pathways to employment for young people with SEND, including via supported internships, apprenticeships and traineeships
- [Education and Training Foundation \(ETF\)](#) have a large range of resources which are mainly targeted at training providers, but include many to support employers. They have been funded by the DfE to set up three **national** Centres for Excellence in Special Educational Needs and Disabilities (SEND) offer expert support for leaders, managers and practitioners who wish to put learners with SEND at the centre of their organisation.
- In 2017 DfE provided funding to LAs to establish local supported internship forums, bringing together local partners to develop and deliver supported internships in their area. The funding can also be used to train job coaches
- The SEND review underway, looking at how the system is working and where the challenges are. One of the key issues they will be considering is the outcomes for young people with SEND, which will include a large focus on employment outcomes.

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## T-LEVELS

- [T levels](#) are new, two-year, level 3, technical study courses that will be available full time in colleges, and other education providers. T level courses will be classroom based with a substantial industry placement element of 45 days. **T levels** are primarily aimed at young people aged 16-19
- The first teaching of three T levels (in the Digital, Construction and Education/Childcare sectors) by a [small number of selected providers](#) will start in September 2020. A further seven T levels will rollout in 2021, and in June we announced the [providers who will deliver these](#). The remaining T levels will be launched from 2021 onwards, rollout to be confirmed.
- The Industrial placements are being made more LDD/SEND accessible through:
  - Flexibility: The placement requirement is in hours (average 350 hours, minimum 315 hours) rather than 45 – 60 days. This can help those with SEND/health needs/other commitments. Can be split across 2 employers if needed
  - On-site facilities: A maximum of 105 hours can be spent at provider commercial facilities where it is in the best interest of the student and aligns to their learning and development needs
  - Work taster activities: Students can undertake short work taster activities, of up to 35 hours in total, to help them decide on an area in which to specialise. These can be counted towards a student's total number of placement hours.



# Benefits of reforming the small employer and training provider journey



An end to government contract allocations – a market led model



Employers more involved in making apprenticeship decisions with training providers



Employers can choose from all providers on the register



ESFA Supporting employers to understand how the funding works



New Provider Register and Quality Strategy



All providers on our register will be able to deliver to any non-levy business across England; no longer dependent on winning a contract



Enabling small employers access to our award winning digital platform



Real-time feedback from employers that work with a training provider – informing choice



The find an apprenticeship function on the digital apprenticeship service has 90% positive user satisfaction and has processed nearly 6 million transactions since its launch



More focus on supporting apprentices



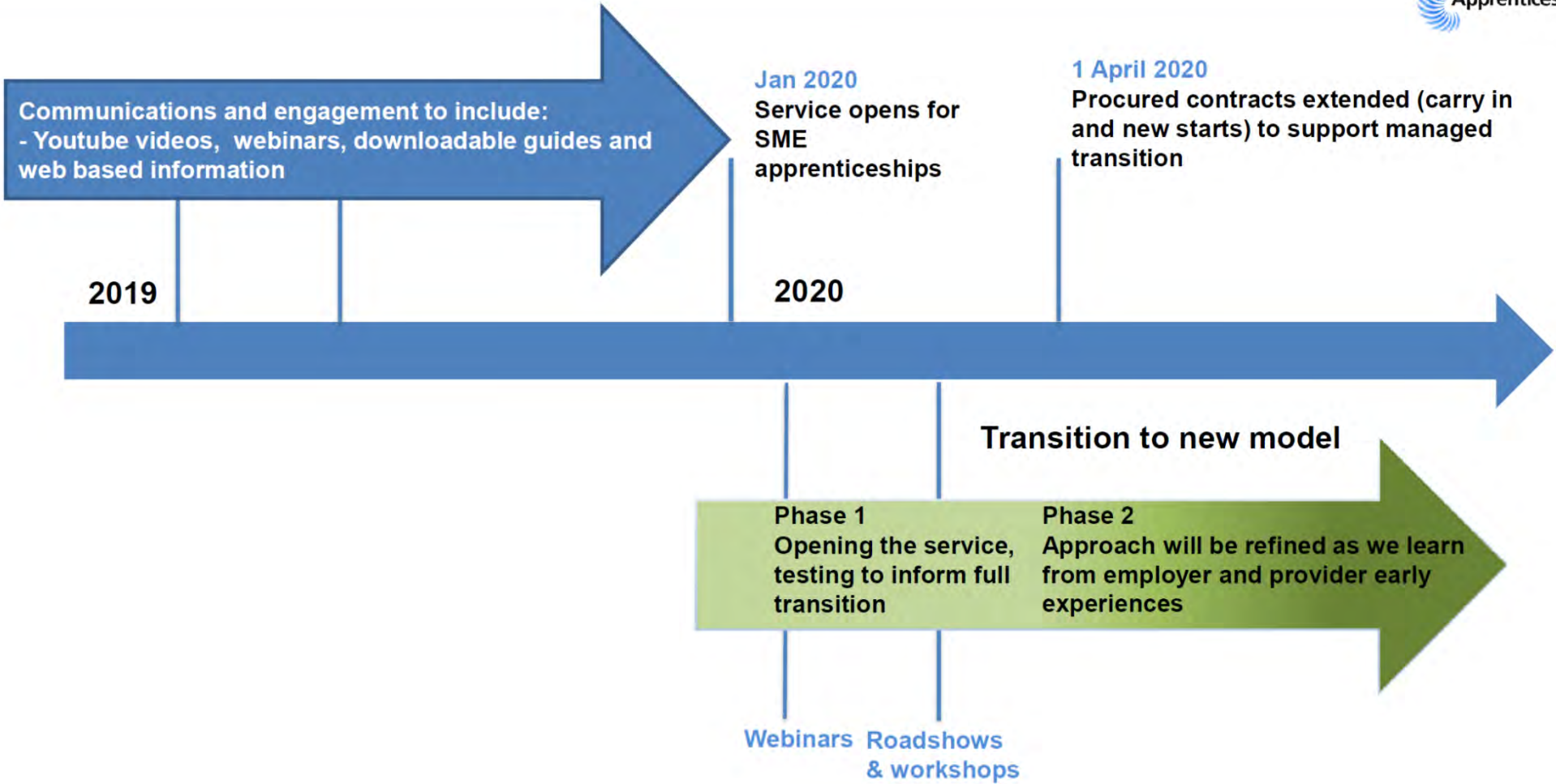


# Timeline of key milestones to date



-  **April 2017:** Range of milestones inc. Apprenticeship Levy introduced, Institute for Apprenticeships established and register of Apprenticeship Training Providers opens.
-  **May 2017:** New funding system introduced, new digital Apprenticeship Service launched to large employers manage apprenticeships, more training providers added to the Register of Apprenticeship Training Providers
-  **May 2018:** Transfers introduced
-  **May 2019:** Announced SMEs to come on board Apprenticeship Service
-  **June 2019:** Expression of interest applications invited to test Apprenticeship Service for SMEs
-  **August - December 2019:** Successful applicants test Apprenticeship Service

# Phased approach: smooth gradual transition for smaller employers and training providers



# Keeping in touch



We will keep you informed through ESFA Update, blogs, webinars via social media and on GOV.UK

Set up web alerts on GOV.UK for our:

- **ESFA Digital Blog** <https://sfadigital.blog.gov.uk>, and monthly Provider Update and Business Update newsletters

Watch out on these various channels for invitations to sign up to the webinars

Provider Update:

<https://www.gov.uk/government/collections/skills-funding-agency-update>

Business Update:

<https://www.gov.uk/government/publications/skills-funding-agency-business-update>

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