

Eduwork.Net

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Considering work-based learning through Apprenticeships?

It is important to know that there are currently four types of apprenticeships and each have an entry requirement specific to the level, these are:

1. Intermediate apprenticeships
2. Advanced apprenticeships
3. Higher apprenticeships
4. Degree apprenticeships

When thinking about offering apprenticeships you should consider government guidelines which include the following steps for hiring an apprentice:

1. Choose an apprenticeship that is appropriate for your business needs.
2. Find a vocational training provider that provides a recognised industry standard qualification.
3. Check what funding is available for training and other costs that your business might incur in offering apprenticeships.
4. Work in collaboration with your apprenticeship training provider to advertise your apprenticeship through the 'recruit an apprentice' service.
5. Select your apprentice and make an apprenticeship agreement and commitment statement with them.

Again, using the Internet you will find hints and tips on setting up and running an apprenticeship, so do take time to seek out the experiences of others. Speaking to those who are in a similar line of business could be beneficial. Remember, you are employing people who will be employees in training so they won't be experts or be able to 'hit the ground running'. Putting a process in place to offer opportunities for the apprentice to buddy-up with experienced colleagues, putting in place regular check-ins and catch-ups to make sure that they are okay and developing their skills and knowledge, listening to their ideas and keeping them interested are the tricks of the apprenticeship trade that will keep your apprentice motivated.

You can get funding from the government to help pay for apprenticeship training and assessment - the amount you will receive depends on whether you pay the apprenticeship levy or not. According to government information you pay the levy if you are an employer with a pay bill over £3 million each year. If you do not need to pay the levy you will pay 5% towards the cost of training and assessing the apprentice - the government pays the 95%. You will need to agree a payment schedule with the training provider and pay them directly. However, you could be eligible for extra funding depending on both you and your apprentice's circumstances. Currently, you can claim £3,000 for apprentices who start between 1 April 2021 and 30 September 2021.

The information provided was accurate at the time of printing, however, it is advisable to check for updates: <https://www.gov.uk/employing-an-apprentice>

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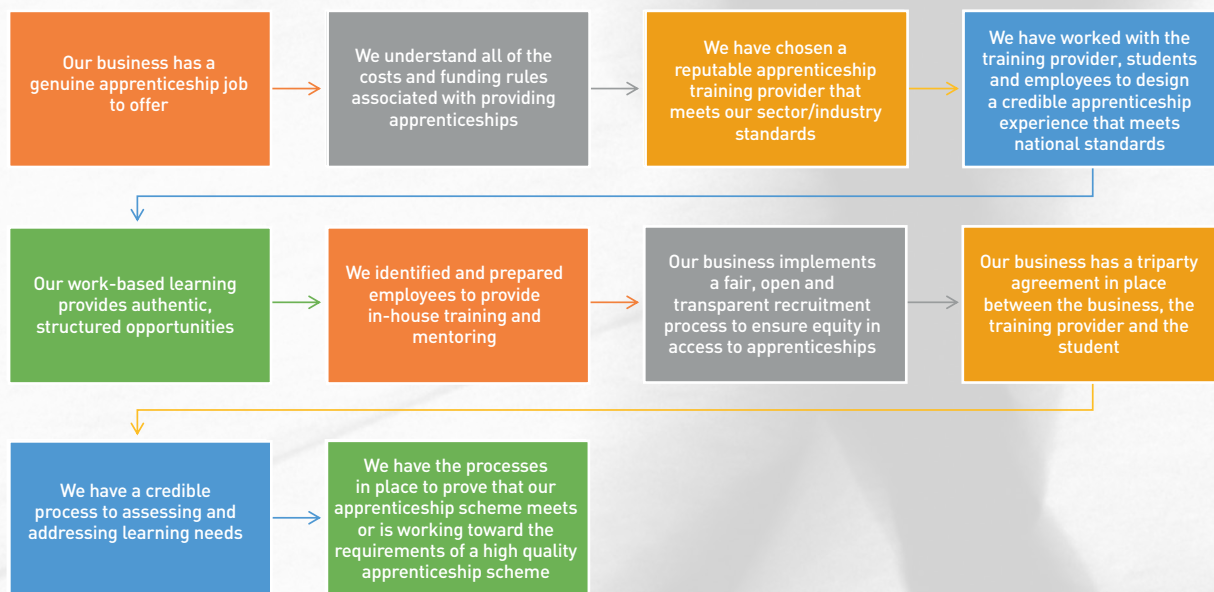
Make your work-based learning practice good and effective

If you were to use the Internet to search for the purpose of work-based-learning, you will soon find that a common description is that it is an educational strategy providing students with the opportunity to put theory into practice with real-life experiences. The UK Quality Code, Advice and Guidance: Work-based Learning (2018) describes work-based-learning as an opportunity for vocational education providers to work closely with employers to give students authentic, structured opportunities for learning in a practical setting.

The UK Quality Code reflects many aspects of the European Quality Assurance in Vocational Education and Training 'Quality Assuring Work-based Learning' through common themes that help both providers and employers establish and strengthen quality assurance processes. Both focus upon the need for vocational education and higher education providers to consider core practices that reflect expectations for sector-recognized standards and the need for effective arrangements to ensure that the standards of the qualification awards are credible irrespective of where or how or who delivers them.

In the UK Code, core practices to improve quality include having in place a reliable, fair and inclusive admissions system and positively encourages students individually and collectively in the development, assurance and enhancement of the quality of their work-based learning/vocational learning experience. Together with including an 'all stakeholder goal' for vocational education providers, employers, students and external experts to design work-based-learning and associated agreements, helps ensure that whether the learning takes place in the UK or in Europe, there is a common practice towards on-going development through a collective desire to collect and share data that improves quality.

Apprenticeship Scheme Building Blocks



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