

# Event: Understanding Degree Apprenticeships

Date: 20<sup>th</sup> April 2016

Location: BPP University, London Holborn



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# Agenda

<u>Tony Allen – Skills Funding Agency</u>	<b>03</b>
<u>Sarah McIlroy - BPP University Business School</u>	<b>11</b>
<u>Iain Gallagher – Santander</u>	<b>16</b>
<u>J.P.Morgan Apprentices</u>	<b>17</b>
<u>Employer actions/next steps</u>	<b>18</b>

**Tony Allen**  
**Deputy Director – Large**  
**Companies Unit**  
**Skills Funding Agency**



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**National**  
**Apprenticeship**  
**Service**

# Apprenticeship Reform

## Key themes

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- Trailblazers – Frameworks to Standards
- Funding Reform – Digital Apprenticeship Service
- Paying for Apprenticeships – The Levy

**3 Million Apprenticeship starts target by May 2020**

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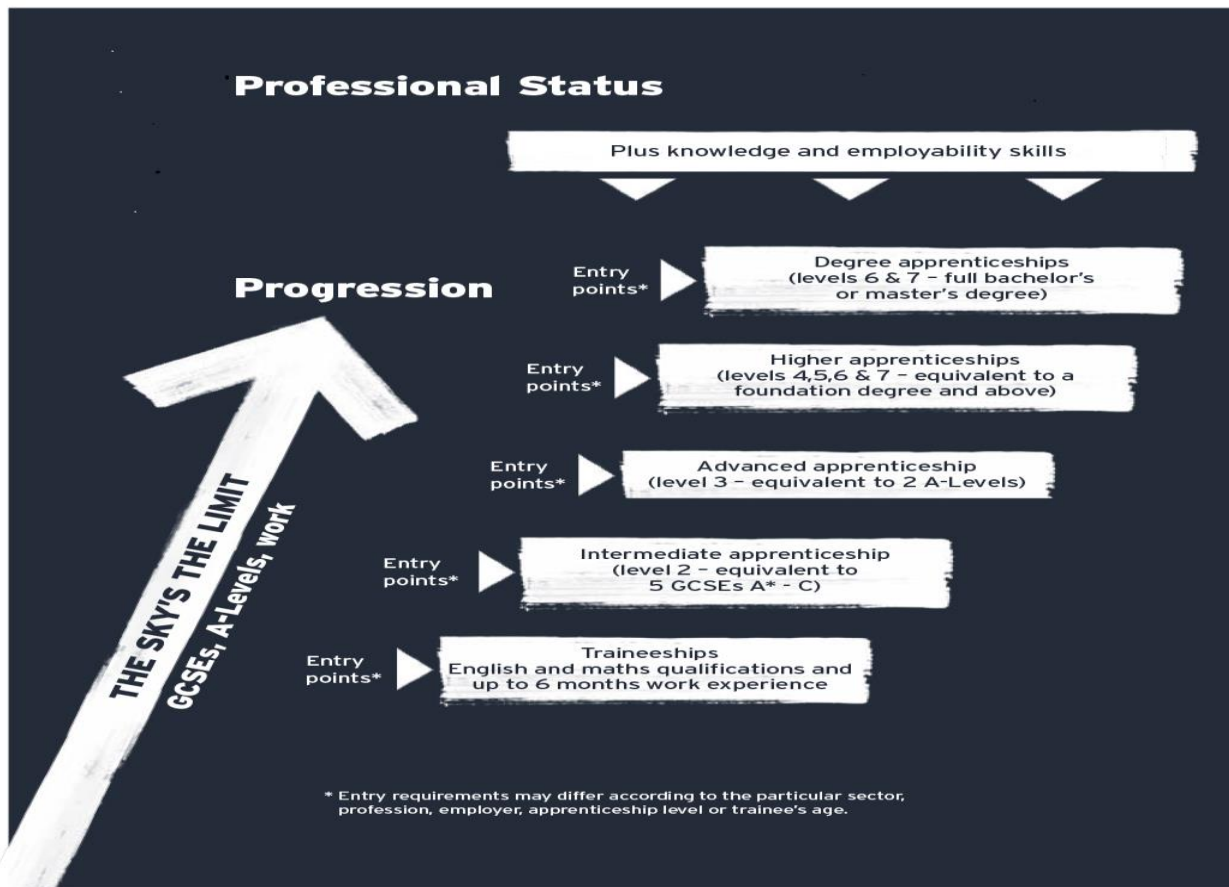
# The 3 million apprenticeship growth ambition by 2020

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- An apprenticeship employer levy will be introduced by 2017
- From April 2016 employers will not be required to pay employer NI contributions for apprentices under age of 25 on earnings up to the upper earnings limit
- Procurement - all relevant bids for government contracts £10 million plus and lasting more than 12 months- commitment to apprenticeships
- Legislation will provide protection for the term 'apprenticeship'

## PROGRESSION CHART



# What is a higher & degree apprenticeship?



- Higher apprenticeships go from level 4-7 and are equivalent to a foundation degree and above e.g. a professional qualification.
- Degree apprenticeships are at level 6 and 7 and must include a Bachelors degree at level 6 and a Masters Degree at level 7
- There are currently 75 higher and degree apprenticeships available (with more in development)
- More of these **specialised and highly skilled apprenticeships** are being offered each year.

# How are they structured?



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Higher and degree apprenticeships (like intermediate and advanced levels) –

- combine work and study
- may include a work-based, academic or combined qualification or include a professional qualification relevant to the industry
- includes study part-time at college, university or with training provider
- can take between one to four years to complete
- 21 Universities are delivering Higher and Degree Apprenticeships



# Higher and Degree Apprenticeships Eligibility – New Standards

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- For New Standards - Graduates are eligible to do a higher or degree apprenticeship, although some funding eligibility restrictions may apply at lower levels of learning.
  - Apprenticeship funding supports individuals, including those with prior qualifications from levels 1 to 6, to progress to higher levels of learning.
  - In most cases, apprentices will be expected to progress to a higher level. For example, a graduate with a level 6 degree would, in most cases, progress to a level 7 apprenticeship standard.
-

## Standards

Exception = new role or occupation requiring a significant amount of new learning

In this case the apprentice would be eligible for funding for an apprenticeship at the same level

## Frameworks

Individuals qualified at level 4 or above are only eligible for funding for a higher apprenticeship at level 5 or above. They are not eligible for funding for an intermediate level, advanced level or level 4 higher apprenticeship.

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# Degree Apprenticeships at BPP University

Sarah McIlroy

Deputy Dean

BPP University Business School



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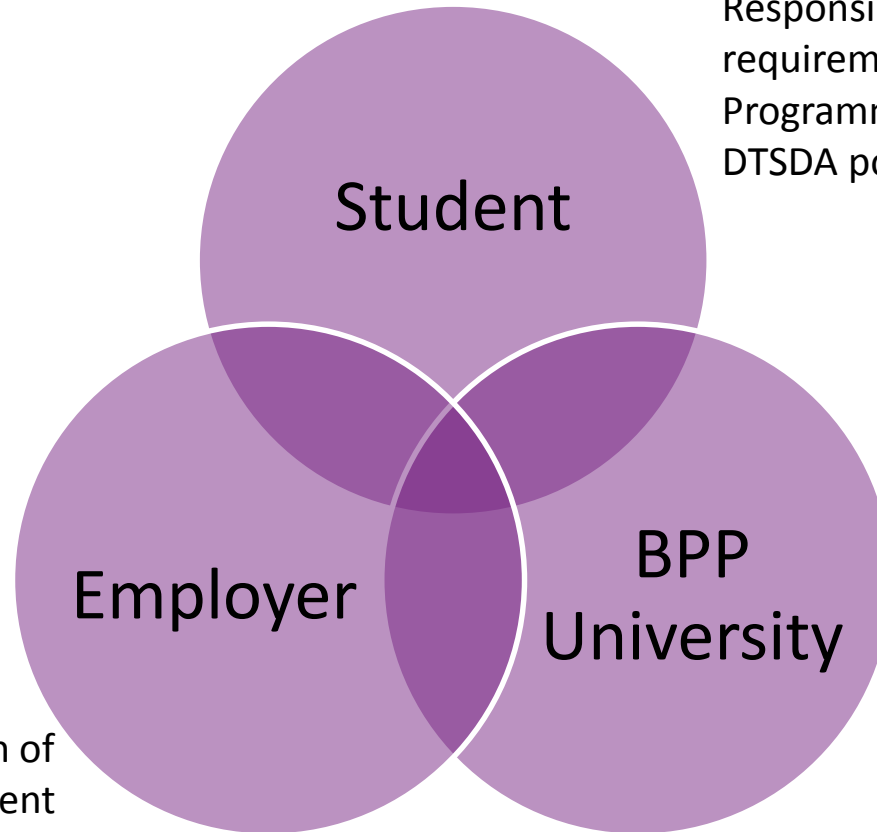
# BPP University Proposition

## Degree Programmes for apprenticeship schemes which:

- Are **specifically designed** to meet the requirements of the apprenticeship standard and beyond
- Are delivered via an **interactive** Virtual Learning Environment (VLE) at an appropriate pace (part-time)
- Link to the **workplace** for enhanced practical application
- Attract **professional** accreditation
- Provide appropriate academic and pastoral **support**

# Degree Apprenticeships

## Primary Accountabilities



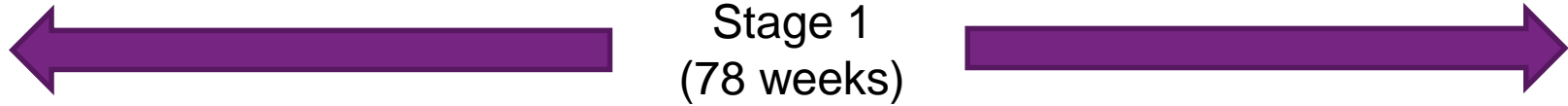
Responsible for fulfilling the requirements of their Degree Programme and compiling their DTSDA portfolio of evidence.

Determines job role and context for the application of knowledge and development of skills and behaviours.

Ultimately responsible for the Degree Assessment, ensuring Learning Outcomes can be evidenced.

# Digital and Technology Solutions Degree Apprenticeships

Example Stage Delivery



Orientation

Maths for  
Computing

Introduction to  
Programming

IS Security  
Foundations

Marketing  
Principles

Business &  
Information  
Systems

Professional  
Practice

Network  
Fundamentals

Project  
Management  
Fundamentals

10 weeks

10 weeks

10 weeks

10 weeks

# Virtual Learning at BPP

- Structured weekly learning plan
- A combination of live and recorded sessions
- E-library
- Online software and communication tools
- E-portfolio

[View demo](#)



# Santander – Incorporating Degree Apprenticeships

Iain Gallagher

Early in Careers at Santander

<Open discussion - no slides>



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# J.P. Morgan Apprentices

<Open discussion - no slides>



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# Next steps for employers



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# Become levy ready:



# Suggested next steps

1.

- Agree your business strategy with regards to the levy

2.

- Establish what your aggregate levy will be
- Fairly allocate levy to each division and or function

3.

- Establish which job families, roles and career paths apprenticeships could fulfil

# Suggested next steps

4.

- Estimate what internal L&D spend could be redirected to apprenticeships
- Consider whether apprenticeship funding can be allocated to training non employees (supply chain)

5/6.

- Cost and deploy resources to scope, design, implement and programme manage apprenticeships
- Scope apprenticeship proposition/s in the context of overall talent development strategy
- Design frameworks, roles and programmes across all stages of the employee lifecycle

# Suggested next steps

7.

- Agree what apprenticeship activity could take place now and in the future – carry out pilots in 2016 ahead of April 2017 levy commencement

## Keep up to date on Apprenticeship Levy news:

View BPP Professional Education resources and updates: [here](#)

View the Government Employer Levy Guide (updated 21/4/16 ) [here](#)

For more information on Degree Apprenticeships,  
the Apprenticeship levy and how apprentices can  
benefit your business:

Call 03331 306 251

Email [degreeapps@bpp.com](mailto:degreeapps@bpp.com)

Visit [www.bppuniversity.ac.uk/degreeapps](http://www.bppuniversity.ac.uk/degreeapps)



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