

Senior Leader Degree Apprenticeship FAQ

Updated 21 May 2020

CONTENTS

RESOURCES	1
RAISING QUERIES & QUESTIONS	1
IMPLEMENTATION TIMING	1
FREQUENTLY ASKED QUESTIONS	2
The impact of the revisions to the Standard on employers and apprentices during the transition.....	2
Use of MBA and other qualifications in the revised Standard	3
Planning for curriculum changes	3
Setting the revised funding band.....	3
The Trailblazer Group.....	3
Information from the IfATE consultation.....	4
Monitoring the impact of revising the Standard	4

RESOURCES

- [TRANSCRIPT OF THE IfATE DISCUSSION ON 15 MAY 2020](#)
- [IfATE Senior Leader Blog May 7 2020](#)

RAISING QUERIES & QUESTIONS

1. Questions to r.rhodes@bolton.ac.uk
2. Contribute to the Senior Leader thread on the CDA website

IMPLEMENTATION TIMING

TO NOTE:

See the IfATE blog above for latest detail and dates

The current Standard, EPA and Funding Band will remain in place until approx 1st Jan 2021

27 May

Next revision of the Senior Leader Standard published by the IfATE for **14 days consultation**

TBC

IfATE aim to publish the Revised Standard for providers to begin the review and updating of curriculum

16 September	Revised EPA Plan submitted to include grading descriptors and other additional detail now common in the latest versions of EPA plans
Early December	EPA and allocation of Funding Band Approval and publication, along with an agreed implementation date likely to be January 2021. <i>[UVAC have obviously highlighted that the usual 4 week implementation time would be reduced to 2 working weeks in December and needs to be extended]</i>
January 2021	Based on current planned timings, likely implementation date for the Revised Standard, EPA Plan and Funding Rate Band



FREQUENTLY ASKED QUESTIONS

The impact of the revisions to the Standard on employers and apprentices during the transition

- 1. Can you agree apprenticeships with an employer in say, December for January start dates and still deliver these under the old Standard?**
 - No. Once the Standard is approved and an implementation date agreed, all starts on and from this date can only be added to the ILR using the new LARS Code assigned to the revised and approved Standard. If the implementation date for the new Standard is 1st Jan, all ILR starts recorded on or after this date will be on the NEW Standard, regardless of when you agreed the apprenticeship with the employer.*
- 2. What do I tell employers now who are signing up now to the current Standard but whose apprentices won't start until January? [i.e. after the likely implementation date]**
 - Any employer wanting to start the Senior Leader Standard after Jan 2021 needs to be made aware that the timing of their start dates will define the version of the Standard EPA and Funding Rate that their apprentices will follow– not least because of the impact of any change in funding band on the use of their levy. This may also be an incentive for the employer to implement more quickly and start their apprenticeships before the implementation date.*
 - The IfATE are aiming to release the revised Standard after it has been formally approved to allow curriculum reviews to take place so that the impact of this can be discussed with employers*
- 3. What do I do if I have agreed with an employer in August for an October start, and the October start dates get postponed until after the implementation date?**
 - As in Q 1, the new Standard applies from the implementation date, so the employer will not be using the version of the Standard which they agreed to initially. The change in date will in any case mean revising Commitment Statement, Apprenticeship Agreement and contract, but the difference in the Standard may also mean a new/updated INA for the apprentice if the curriculum has changed, alongside further revisions to all contractual documentation if required.*
- 4. What happens to learners who've already started quite recently on the previous programme when the Standard and assessment plan is revised?**
 - The employer, provider and the apprentice have a choice:*
 - They can remain on the old version - Anybody on the existing standard, funding band and EPA plan will remain on that until completion.*
 - They can be transferred to the new version.*
- 5. What happens if an apprentice has started on the old standard and then had a break in learning during which time the new standard has been implemented?**

- *A break in learning is simply a pause in the apprentices existing apprenticeship. This means that when they return to learning, their existing programme continues. If they started on the old Standard, they therefore continue on this when they return from their break in learning.*

6. what happens if an apprentice has started on the old standard and then withdraws from their apprenticeship :

a. before the implementation date and wants to re-start the Senior Leader Apprenticeship before the implementation date?

- *where the apprentice have been withdrawn from their apprenticeship programme they are therefore formally no longer an apprentice and their original programme has stopped. They are treated exactly the same as any other new start and would only be able to join the current approved, i.e. original, Standard*

b. before the implementation date and wants to re-start the Senior Leader Apprenticeship after the implementation date?

- *where their new start date would be after the implementation date for the new Standard, they would be placed on the new Standard.*

Use of MBA and other qualifications in the revised Standard

7. What guidance do you have for employers who want to continue to use the MBA when the changes are made, if it is excluded?

- *Employers can still use MBA if they wish to as part of their delivery programme as long as it can be mapped across to the knowledge skills and behaviours in the Standard. The funding drawn down will contribute towards the overall cost of the training and delivery of the MBA, but not to cost of registration, certification or exam fees for the MBA. [UVAC COMMENT: UVAC have published a position paper on the Senior Leader consultation and we have also written to the IfATE CEO expressing broader concerns.*

Planning for curriculum changes

8. What is the earliest point at which people can see what is changing in the Standard and the EPA plan, to enable curriculum teams to revise their curriculum and make the changes in time for the implementation?.

- *The IfATE recommendation is that once the Standard has been approved, it would be published. BUT it is not available for any starts until the main implementation date has been agreed, after the EPA and Funding Band have been revised and approved (early December 2020) and an implementation date has been agreed (likely to be January 2021).*

Setting the revised funding band

9. Is the IfATE using the new funding methodology [when available] to set the funding band?

- *IfATE stated that that they were are unable to confirm timings for introducing the new funding methodology, and it is unlikely that this will be used for calculating the funding band for the revised Senior Leader Standard.*

The Trailblazer Group

10. About membership of the Trailblazer group(s) – are the details and the chair's contact details are still published and accessible on IfATE website against each Standard?

- *YES: once a proposal has been approved the name of the chair or contact is listed alongside the names of the employers involved.*

11. Can employers become members of the Trailblazer group still?

- *YES: When a proposal is issued the IfATE ask if there are any employers who would like to become involved in the TB group. The Chair considered individuals who would like to be part of the group. If there is space in the group they would join straight away,. If the Trailblazer group is already large they may not join immediately but would be part of the wider Trailblazer group consultation.*

Information from the IfATE consultation**12. What did the responses to the IfATE's consultation indicate regarding the impact of changes on employers and providers ?**

- *There were 200 responses to the initial consultation; 55% were from employers; 21% were from training providers, professional bodies and end point assessment organisations; and 24% were from individuals and those individuals were either working for an employer, training provider or may have just responded as part of the consultation.*
- *Out of those employers that responded to the question, about 80% said they would expect a change in the number of starts and indicated that it might be fewer and when we looked at how many fewer it said it might be 10 or 15 from a cohort of 20 previously. Nearly 40% said there would be no change and about 15% had actually increased the number of starts.*

Monitoring the impact of revising the Standard**13. What monitoring of take-up and mix and balance of employers and apprentices do you undertake to check that a change hasn't had any unintended consequences?**

- *Data on starts and completions are reviewed as these are available e.g. at the time of the Statistical First Release, and the reports that we produce do look at trends – such as starts in a period previously to now. When there are trends identified the IfATE consult with the Trailblazer group to ask for information on why this might be occurring.*
- *IfATE confirmed that the starts data they use comes from the ILR and this is the same database that is used by DfE to create the statistical first release (SFR). For internal IfA purposes try and use the most up-to-date data they can. However there is a lag in the data presented in the SFR, for example the latest data published at <https://www.gov.uk/government/statistical-data-sets/fe-data-library-apprenticeships> only presents data up to January 2020*

15 May 2020