

# UVAC 'State of the Nation'

05/05/2023



CENTRE  
FOR DEGREE  
APPRENTICESHIPS



CENTRE  
FOR DEGREE  
APPRENTICESHIPS  
KNOWLEDGE NETWORKS

# Agenda

1. Welcome
2. Association of Apprentices (AoA)
  - Emily Austin and David Barker
  - Manjinder Chokran (LSBU)
  - Tom Burton (YSJ)
3. Policy Update
4. UVAC Team Update
5. Final Word



Association of  
**Apprentices**

INFORM EMPOWER CONNECT

WORKING IN PARTNERSHIP TO  
HELP UK APPRENTICES  
FULFIL THEIR POTENTIAL

AON

**babington**

**BBC**



**bud**

**NHS**  
Health Education England



**INVESTORS  
IN PEOPLE**

**NCFE**





## 1. Almost half of apprentices do not complete their programme

– apprenticeship durations are getting longer, ongoing impacts caused by the pandemic, balancing work and study together with other responsibilities are among the many reasons that apprentices are finding it hard to achieve their apprenticeship



## 2. And this is increasing stress and mental health issues

– yet over 50% of apprentices feel unable to raise mental health issues with their employer or provider<sup>1</sup>

<sup>1</sup> Mental Health UK

<sup>2</sup> Global Human Capital Trends Report 2017

<sup>3</sup> Workplace Learning Report – LinkedIn 2019



## 3. A peer-to-peer community for apprentices can provide a further support route

- employees resort to social media to solve issues they face<sup>2</sup> and over half of learners value social interactions and collaborations with other learners via forums and<sup>3</sup> groups, yet nothing has existed for apprentices until now



# Celebrating successes together

# Apprenticeship outcomes and destinations



IN PARTNERSHIP WITH  
**L&W** LEARNING AND  
WORK INSTITUTE



## Why do apprentices leave?

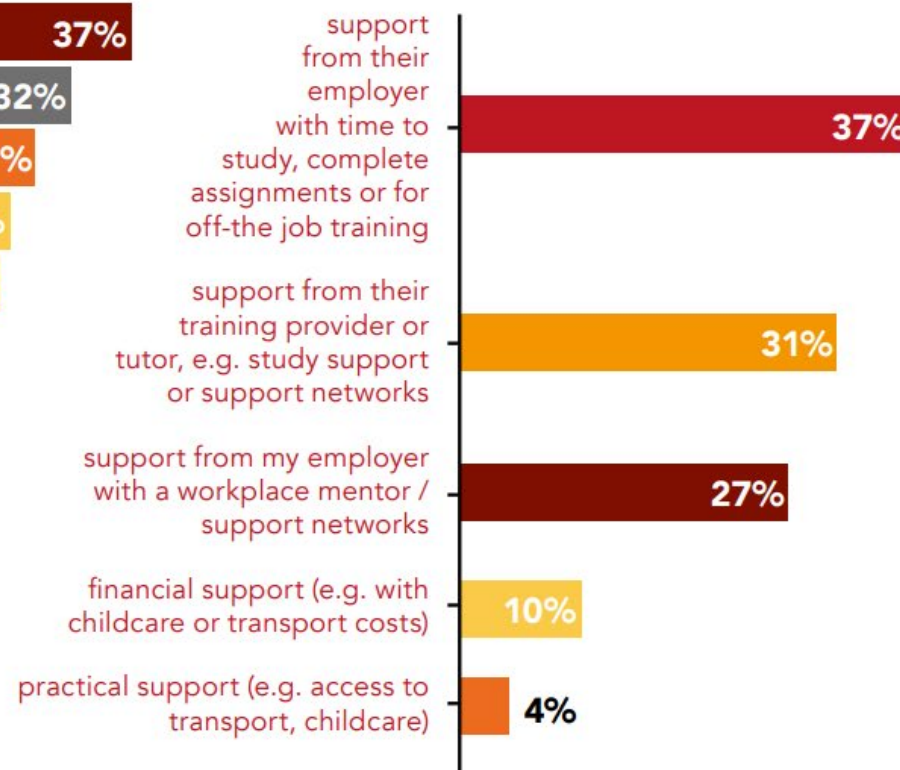
Most commonly cited reasons for leaving an apprenticeship:



Single main reason for withdrawal:



## What would prevent them from leaving?





# TOGETHER WE CAN DO MORE



The Association of Apprentices is a not-for-profit membership organisation, providing a social and professional network for UK apprentices

Our vision is simple; we want to inform, empower, and connect apprentices to help them progress during their programme, and beyond, to fulfil their potential - and we want every apprentice in the UK to have this opportunity.

Through the Association, apprentices can access additional learning and development for their off-the-job training and build a professional network outside of their workplace.

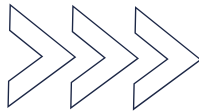
Working in partnership with employers, training providers and industry associations, we can do more together to ensure apprentices have great experiences and achieve successful outcomes.



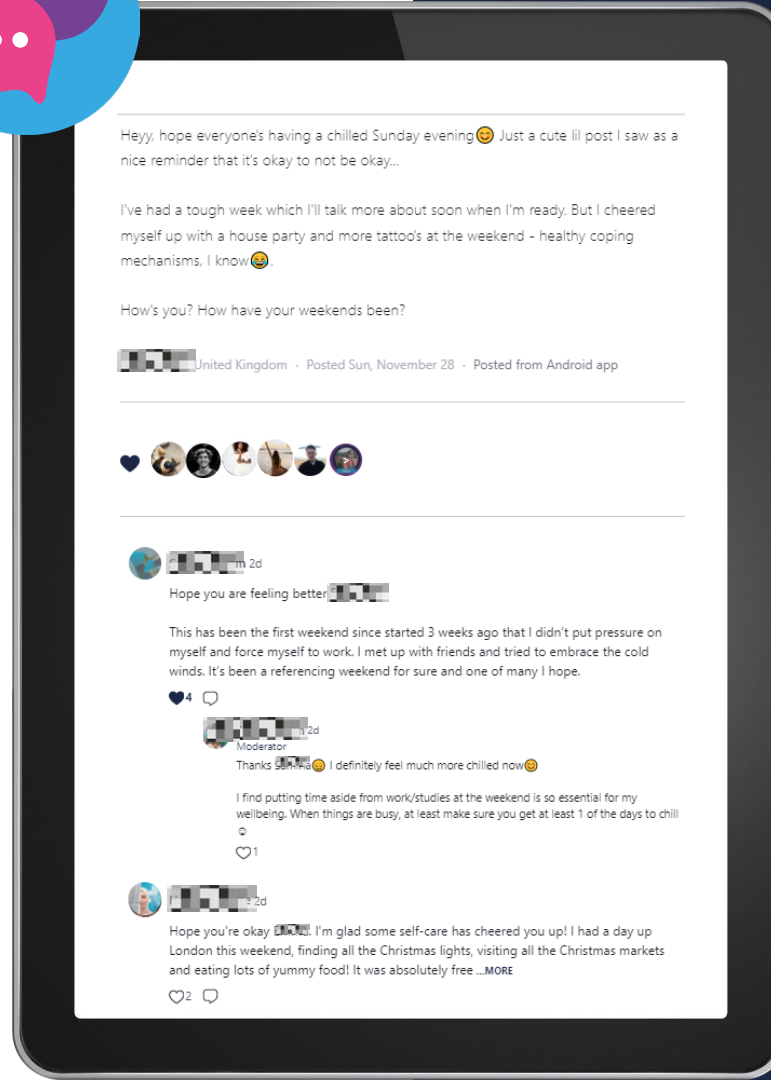
## What apprentices want



- To receive advice from – and in turn provide advice to – other apprentices
- To participate in Diversity & Inclusion groups
- To meet people with similar interests and form social groups virtually and in-person
- To explore their sector



Supporting each other through challenges



## Our offer

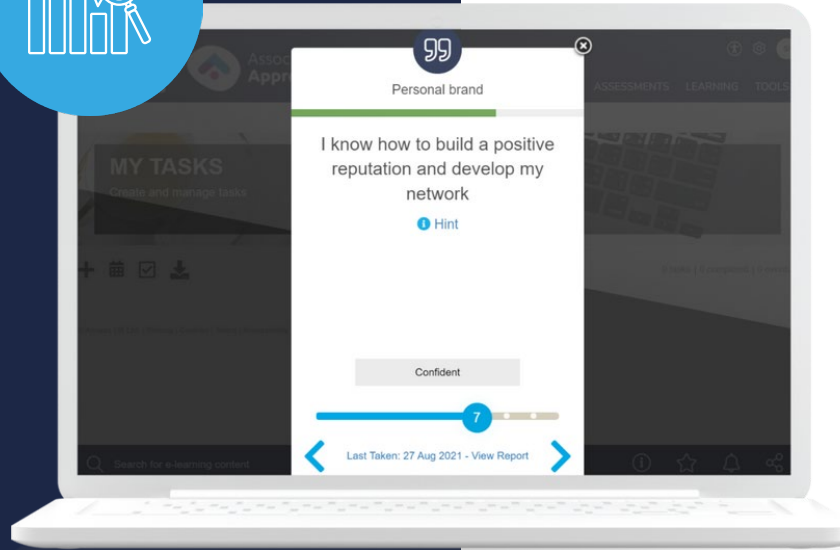
- A bespoke social and professional network
- An inclusive community to unite apprentices in a dedicated, virtual space, as well as in-person
- Post questions, engage in discussions and gain insight from apprentices across the UK
- Form specific groups with peers in the same industry, location or interests

# OUR DEVELOPMENT



## What apprentices want

- Opportunities to develop in areas of particular interest
- Access to mentors
- Opportunities to become a mentor
- Improved chances of career progression
- Access to life skills development
- Resources for continuing professional development



**Learn**



## Our offer

- Access 1000s of resources to support development and off-the-job training
- Assessments to better understand strengths and development opportunities
- Personalised feedback to help their development
- Access courses, articles and videos on a range of topics from IT skills, EPA preparation, mental wellbeing and the most important soft skills to excel in the workplace



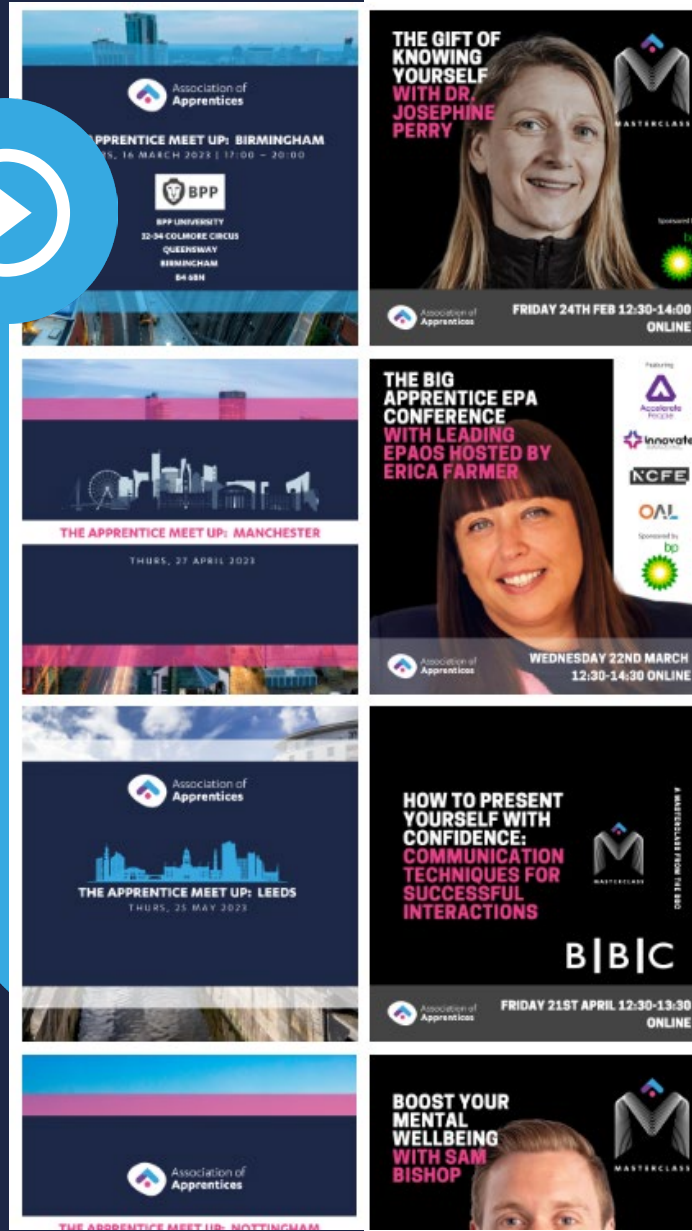
# OUR EVENTS



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## What apprentices want

- To access events with exclusive speakers
- Apprentice specific content
- Available to stream at their convenience



## Our offer

- On-demand events
- Focus on mental health, wellbeing and personal development masterclasses
- Experts from leading organisations e.g. BBC, Mental Health UK







# EMBEDDING THE COMMUNITY



Working with HEI Providers from on-boarding to completion and supporting Ofsted requirements

## On-Boarding

Partnering for large cohort induction events  
How to guides  
Welcome materials

## Learner Journey

Links to AoA Learn for curriculum teams  
Resources for OTJT  
How to sessions for Skills Coaches  
Dedicated community

## Completion

Partnering for celebration events  
Opportunities to participate in AoA activities for CPD  
Data/Insight

## Supports Quality of Education

- ✓ developing personal, social and employability skills
- ✓ acquiring new subject knowledge which can be applied in the workplace

## Personal Development

- ✓ opportunities through peer and social learning beyond the purely academic, technical and vocational ones
- ✓ apprentices can discuss their career aspirations/ambitions and better understand the complex world of work

## Leadership

- ✓ demonstrable example of leaders engaging with the apprentice's community to plan and support the education they receive

# THE GROWING COMMUNITY OF ORGANISATIONS WORKING WITH US



# CORPORATE PARTNERSHIP



**Helping you build, manage  
and engage your apprentice  
community**

## **Benefits for your organisation**

- Connect apprentices to build social networking skills
- Support apprentices' wellbeing
- Aid retention and engagement on programme
- Get unique insight into what matters the most to apprentices

**Your contribution also  
allows us to offer free  
access to the Association  
and its services for SMEs  
and their apprentices.**

## **What's Included**

- ✓ **1 year rolling subscription**
- ✓ **Free membership for apprentices with unlimited access to AoA Connect and AoA Learn, exclusive masterclasses and priority tickets for in-person networking events**
- ✓ **Use of learning resources to support apprentice curriculum**
- ✓ **Data and Insights reporting**
- ✓ **Positive brand recognition**
- ✓ **Use of AoA Corporate Member Logo on your website/marketing**
- ✓ **Your logo and link from our corporate members page**
- ✓ **AoA promotion in social media**
- ✓ **Dedicated page on AoA website for apprentice registration**
- + **Add ons**
  - ✦ **Own community group on AoA Connect**



# CORPORATE PARTNERSHIP

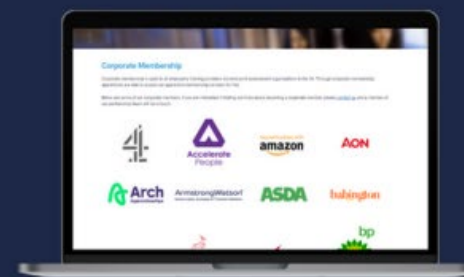


## What's included:

### ➤ Social media promotion



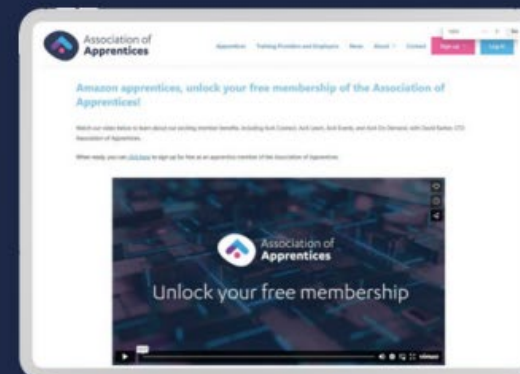
### ➤ Your logo and link from our corporate members page



### ➤ Use of AoA Corporate Member Logo



### ➤ Dedicated page on AoA website for apprentice registration



### ➤ Data and Insights reporting



Monitor registrations and frequency of engagement



See content most accessed by your apprentices



Measure confidence levels of your apprentices



Access anonymised automated reports from your corporate account

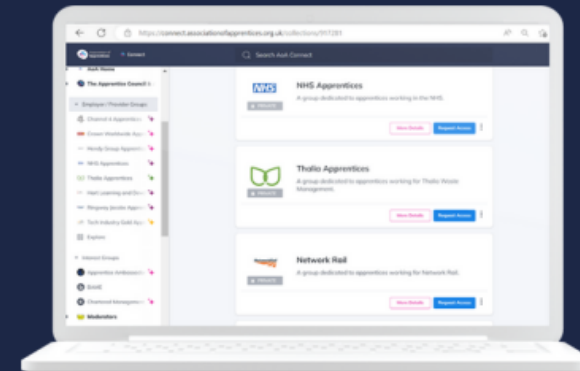
# CORPORATE PARTNERSHIP



## Fees:

Corporate Membership (based on apprentice numbers)	Annual Subscription (plus VAT)
Under 250	£1,000
250-999	£2,500
1,000-2,999	£3,500
3,000-5,999	£5,000
6,000+	£10,000

Optional add-on: Branded Group on AoA Connect	Additional Annual Subscription
< 250	£1,000
250 +	£2,500





Association of  
**Apprentices**

## AOA PARTNERS

MANJINDER CHOKRAN - LONDON SOUTH BANK UNIVERSITY  
&  
THOMAS BURTON – YORK ST JOHN UNIVERSITY



# Association of **Apprentices**

## CONTACT US



[www.associationofapprentices.org.uk](http://www.associationofapprentices.org.uk)



David Barker

[david@associationofapprentices.org.uk](mailto:david@associationofapprentices.org.uk)

# Policy Update

**Dr Mandy Crawford-Lee**  
**Chief Executive, UVAC**





# Higher Level Skills – UVAC Horizon Scanning

- Westminster Government and Emerging Skills Policy
- Degree Apprenticeships
- Recognition of Prior Learning

**Impact on Higher Education Institutions**

# Westminster Government

- \What about the Opposition...Labour's Council of Skills Advisors' Report?
  - 'Degree Apprenticeships will play a crucial part in facilitating cutting-edge industries' (p. 78)
  - 'We will need to place emphasis on progression and the acquisition of higher-level skills' (p. 62)
  - 'High quality further and higher education is fundamental both to individual opportunity and to the economy of the future' (p. 56)
  - The development of Individual Learning Accounts; Learning and Skills *Passport*; and a right to retrain
  - A new organisation **Skills England** – replacing the new Unit for Future Skills?
- UVAC is concerned particularly that Labour's proposals to significantly expand degree apprenticeships appears to be contradicted by other proposals in their Council of Skills Advisors' Report, [Learning and Skills for Economic Recovery, Social Cohesion and a More Equal Britain](#) (October 2022)
- To ensure the future success of apprenticeships and higher technical education and when refining its growth and skills levy policy we would ask for a number of guarantees

# Degree Apprenticeships

- Universities ordered to set “ambitious targets” to boost the proportion of students studying degree apprenticeships
- **Strategic Priorities Grant Fund**
  - *“This funding represents a significant uplift in degree apprenticeship funding against last year’s initial allocation and to build a long-lasting capacity and capability. Projects must demonstrate strong progress against their aims in order to receive ongoing funding throughout that period.”*
- A new approach to **RoATP**

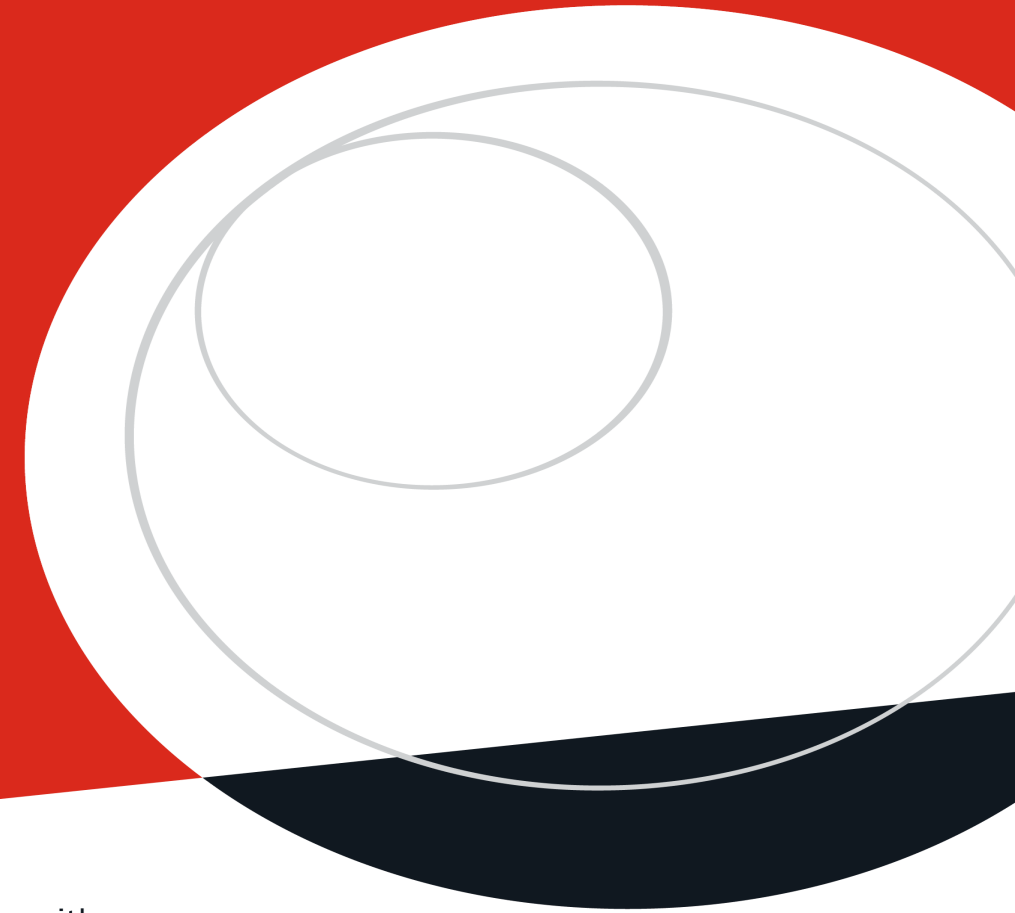
# ... Recognition of Prior Learning

- **\*\*NEW\*\* Knowledge Network** on national standards for RPL
  - LINK to recording from 27 March 2023 [HERE](#)
- Recognising *Talent for Care*: pathways for progression to HE

## Call to Action to HE Providers:

- to sign up to a [National Progression Agreement](#) (available to download)
- to promote consistent national recognition of the SHCSW apprenticeship standard for entry to HE level healthcare apprenticeships/programmes
- to identify, specific, HE provider programmes that will recognise the SHCSW apprenticeship as meeting entry requirements at local/regional level
- to establish a consistent employer expectation that the SHCSW apprenticeship will be recognised by HE providers

# Future Webinars & Support



In partnership with



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# Degree Apprenticeship Knowledge Networks

**Dr John Lanham**

**[j.Lanham@uvac.ac.uk](mailto:j.Lanham@uvac.ac.uk)**

# Degree Apprenticeship Knowledge Networks

**Practitioners learning and sharing with colleagues**

**Discipline based networks this academic year online –**

1. Social Worker
2. Academic Professional
3. Chartered Manager
4. Police Constable

++ DA Hub Managers/Leads  
++ RPEL  
++ EQA of EPA

Recordings have been posted – contact John Lanham for details.

# Degree Apprenticeship Knowledge Networks

**Spring 2023 - Face-to-Face meetings**

**More time to discuss and share - ~ 10.00 – 15.00 – Structured sessions and network time (lunch!)**

**Police Constable – 2nd May – Salford University**

~ 35 staff attended

~ Update from College of Policing,  
Experience of EPA & OfSTED – provider & force perspectives  
Advanced Entry Project – flexible routes

~ Prevent – delivery and teaching, issues and opportunities

**Remaining meetings:**

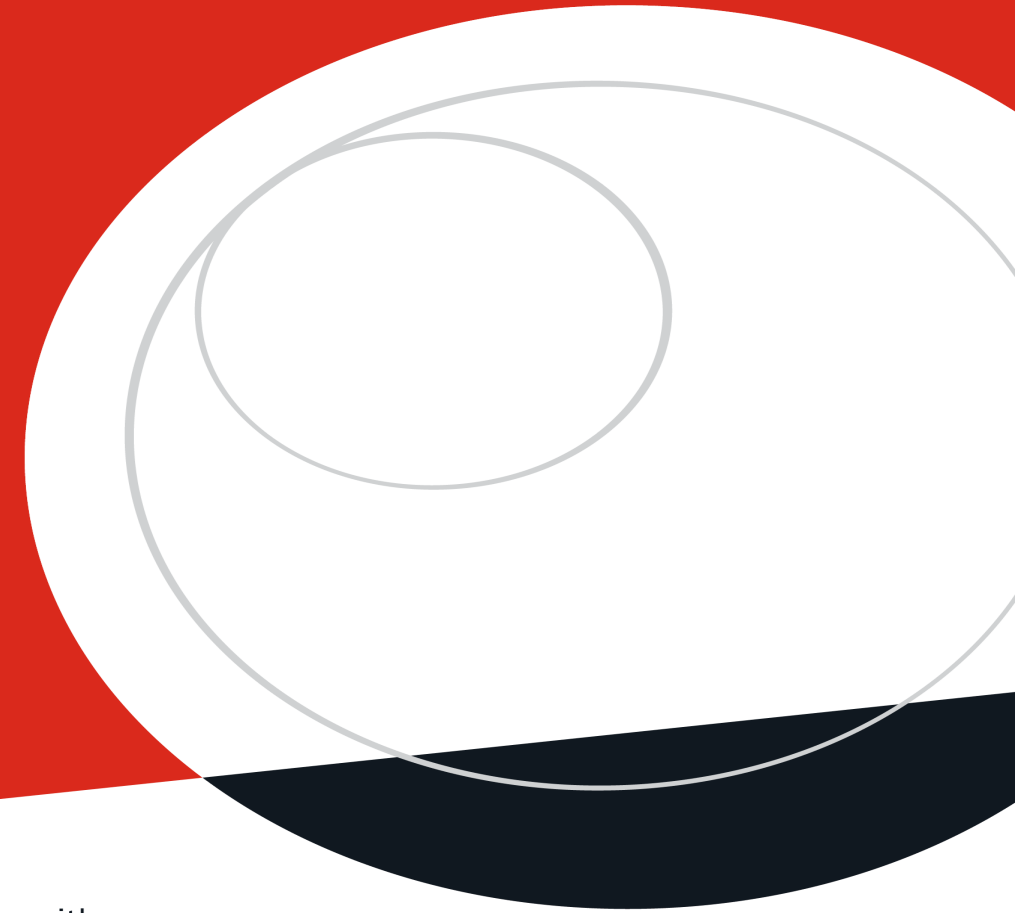
**Chartered Manager – 10<sup>th</sup> May – OU– Milton Keynes - [click here to register](#)**

**Academic Professional – 17<sup>th</sup> May – Queen Mary, London - [click here to register](#)**

**EQA of EPA – 18 July 14h00-16h00**

Any queries contact John – [j.lanham@uvac.ac.uk](mailto:j.lanham@uvac.ac.uk)

# AWD & Funding Rules Update



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# ••• Apprenticeship Workforce Development (AWD) Programme

- The eight AWD courses are delivered as self-directed learning, live online, face-to-face and in-house bespoke activity. The cost is fully funded by the DfE. The offer comprises activity on:
  - **Strand 1: Assessor to Teacher**
    - Understanding How we Learn
    - Developing How to Teach
  - **Strand 2: Effective Technical Teaching**
    - Enhancing Pedagogy and Professional Practice
    - Preparing for End Point Assessment Success
  - **Strand 3: Technical Curriculum Design**
    - Effective Curriculum Design in Practice
    - Principles and Models of Curriculum Design
  - **Strand 4: Apprenticeship Leadership**
    - Developing Your Team
    - Effective Use of Resources
- There is also a downloadable guide on [Working Effectively with Employers](#) which includes checklists, self-assessments and action plans for organisational use.
- **To find out more about the AWD programme and register for training and resources please go to the ETF [booking site](#).**



# Focus Groups for Content Development – INVITATION

- **4 Priority DEEP DIVES** : Content development workshops on priorities identified from the first round focus groups:
- **JUST CLICK ON THE DATE TO BOOK** – Places capped at 10 - we are keen to see practitioners and academic leads attending -particularly for INA

## Apprenticeships in Context

- Wed 24th May
- 1.30 – 4.00

## Training Plans

- Thur 1st June
- 2.00 – 4.30

## Onboarding

- Mon 5th June
- 9.30 – 12.00

## Initial Needs Assessment

- Mon 5th June
- 1.30 – 4.00

- Online sessions, resources and face to face sessions in autumn – additional UVAC sessions to complement the topics list and dig in further to HE context
- Small groups to dig into the detail of what should be included – vital sessions to ensure HE context is reflected in each session



# Funding Rules 2023/2024

## Publication

- Mid May
- Rules
- Employer Leaflet

## Draft Version Webinar

- [Webcast](#)
- [Slides](#)
- [Annotated employer Leaflet Draft](#)
- [Annotated Rules](#)
- [Annotated Summary of Changes](#)
- [Evidence Summary](#)

## FINAL FUNDING RULES WEBINAR

- **Friday 19th May**
- **9.30 – 11.00**
- **[REGISTER HERE](#)**
- Employer Leaflet
- Annotated Rules
- Annotated Summary of Changes
- Evidence Summary

## TEMPLATES

- **Friday June 2nd**
- RPEL Judgement
- Training Plan
- Tri-partite progress review
- Evidence Checklist
- Contracts :
  - Employer
  - Subcontractor
  - EPAO

# Final Word

- **Recording** of this SoTN Address available plus slides and **briefing note** on key issues addressed this month can be found [HERE](#)
- **Next SoTN** Friday, 7<sup>th</sup> July at 12 noon: [REGISTER HERE](#)



The poster features a large graphic on the left consisting of three nested squares: a light pink outer square, a cyan middle square, and a light blue inner square. Inside the inner square is an orange square containing a white icon of a plant with two leaves growing from a base.

**UVAC**  
UNIVERSITY VOCATIONAL AWARDS COUNCIL

## National Conference

Thursday 30 November 2023  
ICC Birmingham

### Going for Growth

*Productivity, Policy and Performance in  
Higher and Degree Apprenticeships*

Event Sponsors  
**aptem.**  
Intelligent apprenticeship technology