

Policy Update: General Election Special



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Chief Executive
28 June 2024

Agenda



1. Welcome
2. General Election Views and Musings
3. Team Update
 - a) Knowledge networks
 - b) Webinars and technical support
4. Reminders

General Election Views and Musings

Conservative Party

- 100,000 more apprenticeships
- Support for degree apprenticeships
- Advanced British Standard
- Lifelong Learning Entitlement
- Facilitation of training and skills at all ages/stages
- Advanced manufacturing plans £4.5bn commitment including in life sciences, clear energy

Labour Party

- 'Wasted', 'broken' levy
- Skills England
- 'Flexible' Growth and Skills Levy
- Young people
- Mayoral powers; shift from Westminster
- Modern industrial strategy
- FE = specialist 'technical excellence colleges' / 'tertiary' system
- HE has a role in skills
- Degree apprenticeships don't register!

Party Politics: Possibilities – Apprenticeships

Conservative Party:

- **‘University Cuts to Boost Apprenticeships’** - England needs both excellent university provision and an excellent apprenticeship programme, if we want to raise business performance, productivity and economic performance. Government does not need to cut spending on higher education to increase funding for apprenticeships. Instead each party should do the right thing and pledge to employers that every pound raised through the levy should be spent on apprenticeships or apprenticeships and approved training programmes.
- The choice is not university or apprenticeship. Degree Apprenticeships combine the best of both worlds, a degree and an apprenticeship.
- If the Conservatives are serious about tackling the UK’s low productivity and grow the economy, they need to utilise the expertise of our universities to develop the higher-level skills of the current and future workforce.

Labour Party:

- Under the Growth and Skills Levy, a hypothecated tax, 50% of payments would be ring fenced for apprenticeships while employers could spend up to 50% of payments on other approved training programmes. This Labour claim would help deliver the flexibility employers have been demanding. Labour, however, has a problem, the figures don’t add up.
- The contradiction between the ‘wasted’ levy claims and the actual spend on Apprenticeship is partly explained by the fact that the Apprenticeship Levy also funds Apprenticeships used by smaller employers who do not pay the levy.
- Labour will need to ensure that **Skills England** is independent, blind to provider type and focuses on the skills the economy actually needs, regardless of level and age of employee.
- If Sir Keir Starmer, and Rachel Reeves want to demonstrate Labour’s commitment to growth, productivity and increasing the labour supply, they could also require Skills England to report to the Treasury and make the ministerial skills brief a Treasury rather than a Department for Education appointment.

10 Commitments needed from a new government: Apprenticeships

Apprenticeships must:

1. Remain an employer-led programme
2. Be developed and delivered as a productivity focused programme
3. Remain an ALL LEVEL and an ALL AGE programme
4. Be recognised and support the fundamental role apprenticeship has in training the new and existing public sector workforce
5. Be developed and delivered as a programme appropriate for ALL
6. NOT be promoted or developed as an alternative to Higher Education
7. To be a nationally successful programme, need the full involvement of ALL types of provider
8. Receive ALL monies raised through the Apprenticeship Levy
9. Introduce new flexibilities in apprenticeship development and delivery to develop more SME engagement
10. Be clear on how they are being used to tackle skills gaps and shortages, social mobility, the provision of public sector services and the Net Zero agenda



Party Politics: Possibilities – Post-16 Skills

Conservative Party:

- Fund 100,000 high-quality apprenticeships for young people, paid for by curbing the number of poor-quality university degrees that leave young people worse off. See UVAC's response [HERE](#)
- Transform 16-19 education by introducing the Advanced British Standard, enabling young people to receive a broader education and removing the artificial divide between academic and technical learning
- Facilitation of training and skills at every stage of life

Labour Party:

- Young people and lower level skills: guaranteed training, an apprenticeship, or help to find work for all 18- to 21-year-olds
- Better integration of FE and HE
- More coherence in skills system (HE and FE). See, Skills England, Local Growth Plans and the Industrial Strategy.
- More powers to Metro Mayors
- Focus on advanced manufacturing and creative sector growth
- LLE/ABS – no consideration

10 Asks of a new government: Skills

1. To focus on the skills the economy, public sector, employers and individuals need
2. Skills needs at ALL LEVELS
3. Employers, further education colleges, independent training providers and universities, professional, statutory and regulatory bodies (PSRBs), other stakeholders and individual learners must ALL be involved in this debate
4. Mistakes of the past must be avoided
5. If skills policy is focused on supporting the UK to develop as a high productivity economy, a focus is needed on higher level skills and the UK's world-class university sector must be fully engaged
6. There should be far more ambition
7. Consider the role of general taxation in funding training programmes and how tax breaks and incentives could support individuals and employers spend more on training and development
8. Fund apprenticeships for 16 – 19-year-olds from general taxation
9. Plug the shortfall in apprenticeship funding by other means
10. Productivity should be the starting point for any incoming government

Future of the Apprenticeship Levy

- Substantially more funding is available and is actually spent on apprenticeship delivery than was available before the Apprenticeship Levy was introduced in 2017.
- Prior to implementing any radical changes, a detailed and objective assessment of the Apprenticeship Levy and performance of the apprenticeship programme is needed.
- In future any government needs to be transparent as to how levy funds are raised, managed and spent.
- Funds raised through a levy are finite and an incoming government will need to determine its priorities in respect of levy funds.
- An incoming government, facing a funding shortfall, could restrict employer spend on certain types of apprenticeship and apprenticeships for certain categories of employee. Restrictions could involve making some difficult decisions with far reaching and very damaging consequences.
- As a proven economic case for Government to invest more in apprenticeships and skills through general taxation. Employers and individuals also need to invest more in skills and training programmes.
- See UVAC's White Paper on its future [HERE](#).

What are our members saying?

- Survey [HERE](#) to canvas views on policy proposed – deadline 15h00 Friday 28th June
- Findings:
 - 58% believe Conservatives will safeguard future of higher and degree apprenticeships (33% labour; 8% Lib Dems)
 - 88% believe new government should view apprenticeships at Levels 4-7 as vital to addressing skills gaps
 - 72% believe new government should commit to helping with funding viability
 - **75% commit to an ALL AGE apprenticeships and ALL LEVELS**
 - 64% want more funding for higher levels
- Big Issues:
 - Future funding uncertainty of higher and degree apprenticeships
 - 68% prefer the Apprenticeship Levy rather than the proposed Growth and Skills Levy
 - Current level of funding/investment for degree apprenticeships needs to be higher
 - Labour party reduction on spend

Impact on universities 1

AY 2022/23 UVAC Members' Position levels 4-7*

- A. Earnings potential = **£603 million+** (37% of total earnings all providers)
- B. Starts 29,900 (26%) of which **one third <24 years of age**
- C. Growth (+40% since AY 2019/20)
- D. Top 10 Standards (all providers) (Members' Share) / total:
 - 1. L5 Ops departmental manager (2%) / 9,770
 - 2. L7 Accountancy and tax (0%) / 9,547
 - 3. L7 Senior leader (48%) / 6,105
 - 4. L4 Data analyst (0%) / 5,376
 - 5. L4 Children, young people and families' practitioner (0%) / 4,709
 - 6. L5 Nursing associate (83%) / 4,524
 - 7. L6 Police constable (89%) / 4,524
 - 8. L6 Registered nurse (86%) / 2,700
 - 9. L5 Leader in adult care (0%) / 3,929
 - 10. L4 Associate project manager (28%) / 3,159

Impact on universities 2

Top 10 Standards (Members' Share) / total:

1. L6 Police constable (89%) / 4,524
2. L5 Nursing associate (83%) / 4,524
3. L7 Senior leader (48%) / 6,105
4. L6 Registered nurse (86%) / 2,700
5. L6 Chartered manager (72%) / 2,618
6. L6 Chartered Surveyor (95%) / 1,463
7. L7 Advanced clinical practitioner (92%) / 1,310
8. L6 Digital technology solutions professional (54%) / 1,939
9. L6 Social worker (92%) / 1,064
10. L6 Paramedic (94%) / 795

*** Source: HERA**

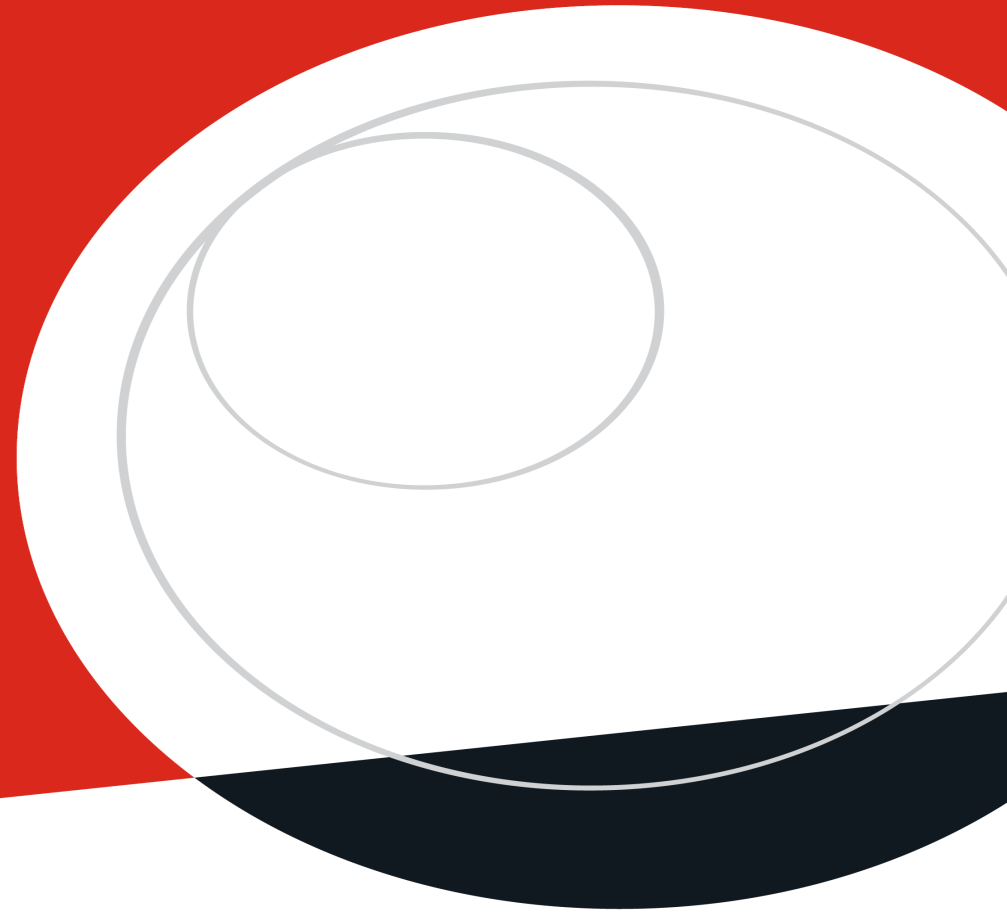
Hope

- A future government will be judged on the actual apprenticeships delivered and how such apprenticeships improve public sector service delivery, enhance productivity, deliver the net zero agenda and open up new access routes to the professions.
- Most commentators and indeed the general public want more not fewer apprenticeships.
- This means that a future government should increase not reduce government spending on Apprenticeships.

Technical Education and Pathways

- A coalition of 30 organisations undertaking on-going lobbying on the value of the **Applied General** via The **#ProtectStudentChoice** campaign
 - Labour Party key line: *“The next Labour government will ensure all students are able to complete their courses and will review the diversity of options at Level 3 before making further changes”*
- This campaign is very much LIVE and wishes the next government to make an early, public commitment to the pause in defunding
- Calls for a retention of the 3-route system of A levels, technical qualifications and applied general qualifications

Team Update



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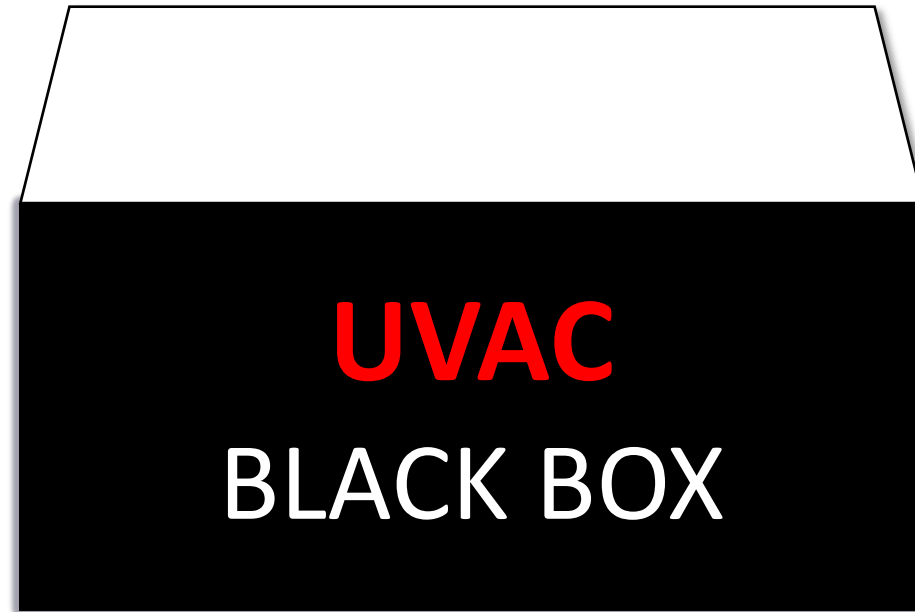


Practitioner Learning and Sharing: Networks

- Discipline/thematic based networks have met online and face-to-face for the following standards / thematic areas: led by Dr Nicky Westwood n.westwood@uvac.ac.uk

1. Academic Professional ****REVISITED****
2. Allied Health ****NEW***
3. Chartered Manager
4. Health (in conjunction with NHS England) ****NEW****
5. Higher Technical Qualifications (HTQs) **contact** liz@ecleaver.co.uk **to join**
6. Hub Managers/Leads ****NEW****
7. Police Constable
8. Quality ****NEW****
9. Senior Leader ****NEW****
10. Skills Coach ****NEW****
11. Social Worker ****REVISITED****

Member Programme Update 2024/2025



What is the Challenge..?

We are growing

We need easy access learning at the point its needed

We need to keep up to date – learning that keeps on learning

We need resources to aid practice not just knowledge

Our audience is time poor – peoples remit is expanding as we grow our provision

This knowledge and skills are not always recognised as needed

Creating an UVAC Resource in Response:

- What it is the UVAC Black Box
 - Mini MBA concept – the learning builds into a complete programme
 - Built around a set of KSBs for the range of roles in apprenticeship delivery - starting with early sessions for school roles
 - A 'Recipe book'
 - Provide resources in return for learning
 - Task led / issue led – dip into what you need when you need it
 - Hints and tips - solutions vs pitfalls and poor practice to avoid
 - Resources and tools to self diagnose issues and gaps and how to address these

Mode and Method

- Mixed Media and ‘topic clusters’
 - Podcasts
 - Recorded sessions
 - Resources, templates, tools
 - ‘Interviews with people ‘how did you manage success’what did you do’
- Supported by longer live workshops
- Sourced from feedback, inspections, audits - this is driven by real time insights

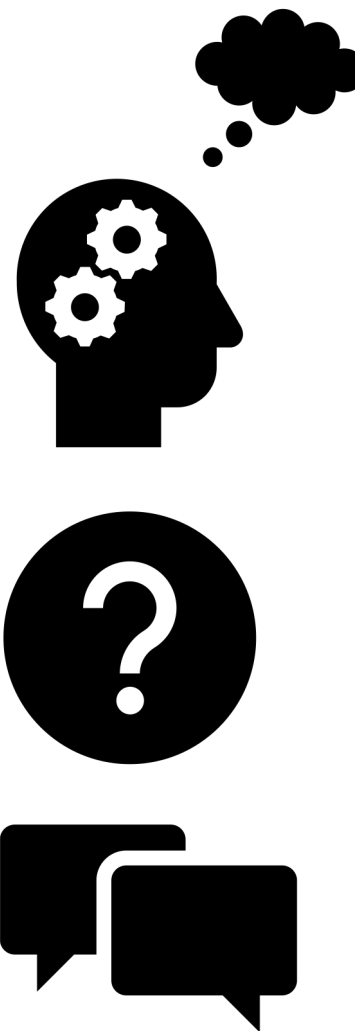
UVAC Black Box Release :

- Major investment in resources for members
- Support member recruitment and expansion and growth
- Release of early sessions resources
 - 10 topics
 - Resources behind the member resources page – TBC
 - First release September 2024
 - 'Menu' available 1st September
 - Releases throughout 2024 as we develop tools

NEXT STEPS

Questions to
r.rhodes@bolton.ac.uk

TELL US WHAT
YOUR PRIORITY
TOPICS ARE:



Contracts and Webinars

2024 Contracts

- Available from Mid-July
- With the line manager 'short guide to apprenticeship contract commitments ' (better titles on a postcard please)
- Triggered by your PO or payment for your 2024/2025 membership
- Email r.rhodes@bolton.ac.uk to request

2024 Autumn Webinars – successful innovations in delivery

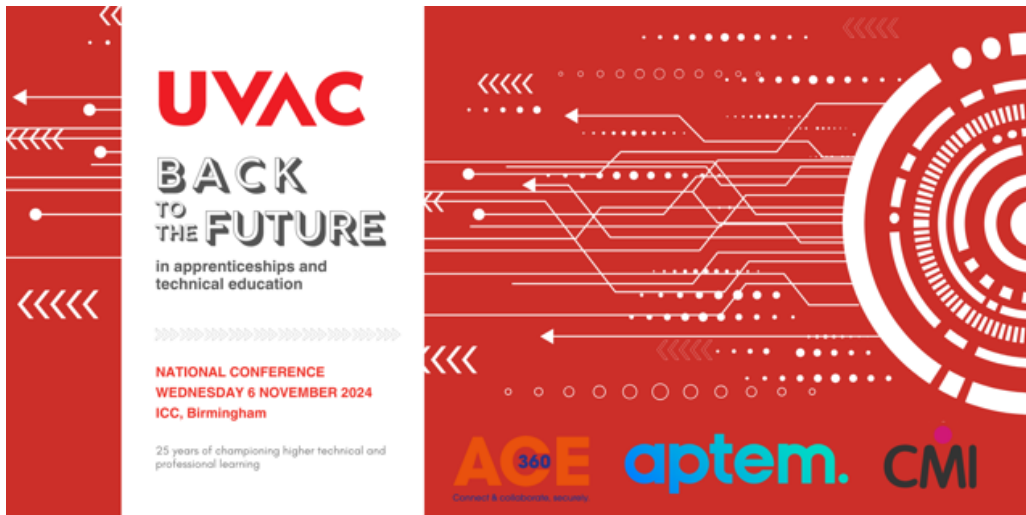
Commencing from September

Key Topics for Autumn :

1. Early August (Thursday 8th) final funding rules and contracts catch up
2. Impact of the election – future policy direction and its impact on apprenticeships – return of monthly SOTN
3. ESFA benchmarking
4. HERA good practice
5. AAF – managing, monitoring and improving outcomes
6. Progress Review Innovations
7. Co-teaching apprentices with students

Reminders

- **Recording** of this SoTN Special plus slides on the General Election key issues can be found [HERE](#)
- **UVAC National Conference 6 November 2024**

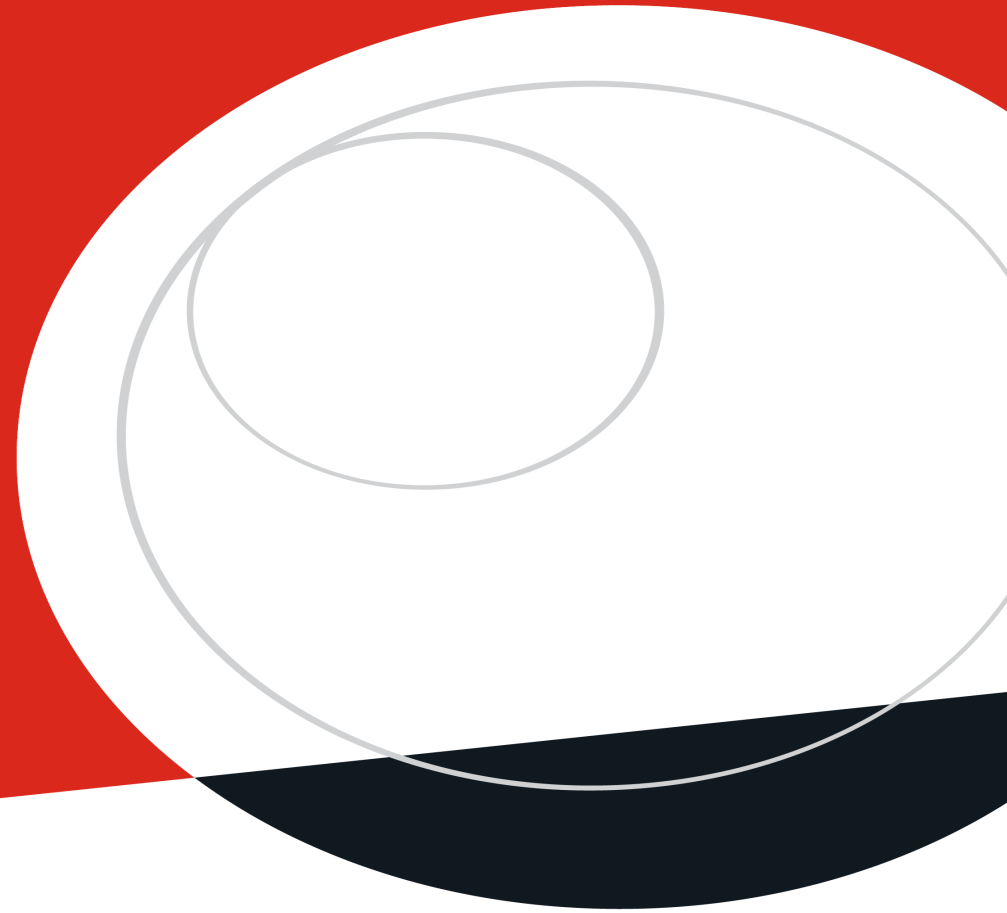


- Programme almost confirmed
- Registration is [HERE](#)
- Exhibition and Sponsorship
- 25th anniversary year

Contact m.crawfordlee@bolton.ac.uk

- **Membership Renewals** INVITED: **Contract Templates** will follow...
- [HERA](#) data dashboard is available for performance management purposes – 84% of members have accessed; 970 logins since March

Have a great summer



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