# Beyond L7 – Exploring Options

## **Summer 2025**

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# WELCOME !



Slides and recording will made available after the session



The session will be recorded



All materials can be accessed from the members portal page - see Resources Slide



All participants will be on mute for the session but can unmute



To ask a question just raise your hand or add to the chat



Please stay online for the evaluation survey at the end



### Agenda



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## Employer Research - Discussions with employers about the future of their L7 Skills and Skills Programmes

## Questions

### Cost & Price

- What is your price point now that you can't use your Levy/ Access Levy funding?
- Where will funding come from?
- Would discounts for groups incentivise your organisation
- Will you support learning in work time ?
- Will you expect staff to contribute financially?

## Design

- What are the 'essential' features of a programme ?
- What is your preferred duration ?
- Are modular and stackable elements attractive ?
- Which format works best (Block / live online / asynchronous / hybrid) ?

### Outcomes

- Does a qualification matter?
- Which skills are most important ?
- What do you want from the programme :
  - As corporate leads
  - as line managers

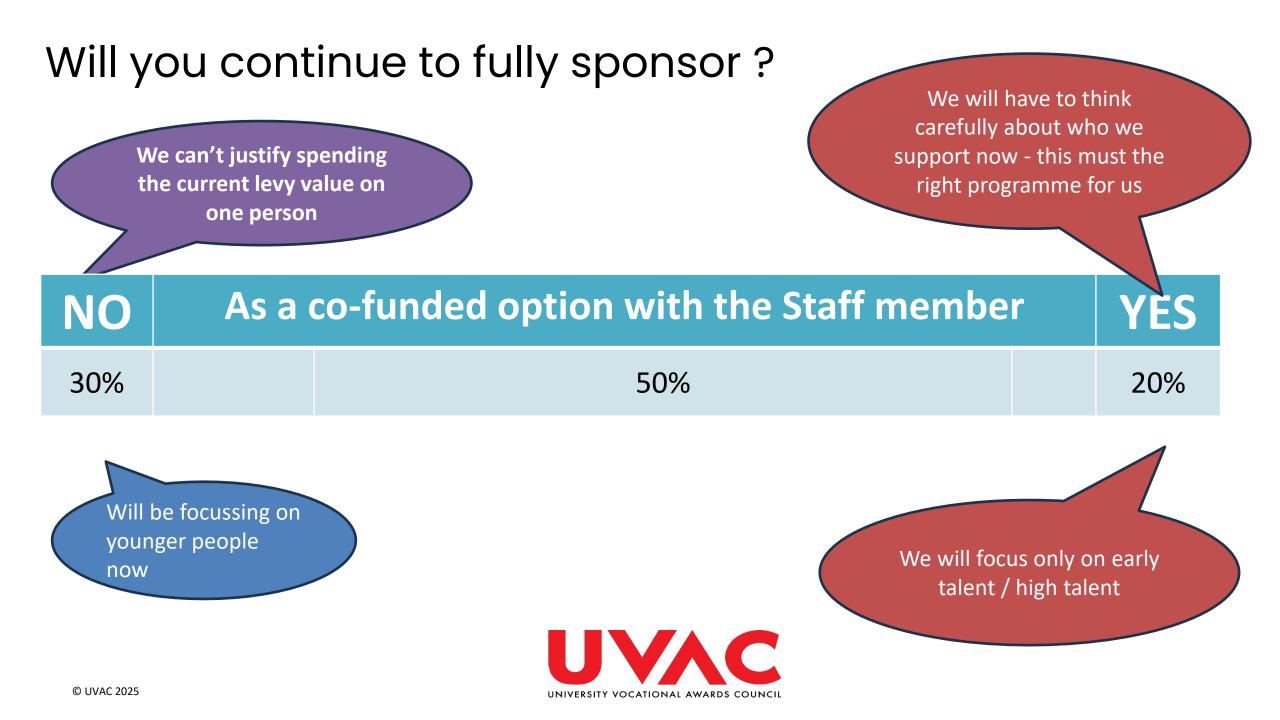
50+ employers | 73% Levy Payers | 85% Private Sector | 50% Line Managers | 6 L7 Standards

## Questions

For those not intending to engage :

- How will skills needs be identified ?
- How will you deliver these skills?
- What do you expect to spend per head?
- Will you support or sponsor staff for their learning time in the working day?
- Will you expect staff to contribute





## **Broad Patterns**

### Factors affecting views

- Levy Funded
- Existing Structured Talent and/or Skills Programme
- Public/Private Sector
- Existence of a Regulatory Framework
- Organisation Culture

We have an excellent in-house / online programme – this will take over now

We have to factor in the hidden costs of travel and accommodation We will fund towards the current price point, but only for a very few people

We will use our existing leadership consultants this costs about £5,000 for a 1 day programme

These skills are essential, and we need a pipeline of future talent

The Degree is an important outcome for all apprentices 'CV value' and for some employers

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# How much time within the working day will you allow the learner to use?

'I believe that staff must take control of their own development'

None

'We expect staff to contribute where their personal progression is a benefit'
'We fund core skills but it must be cost effective'
'This is part of their benefits package'
'Time for learning activity yes, but assignments, reading, etc in their own time where possible
'This is the negotiation between staff and line manager, but we do want to have a consistent approach'

'For the right person, for the right programme'

100%

'our new talent approach is where we will be focussing out programmes from this point

# Duration

#### 1 Year

- Support through coaching
- 'handover to the workplace training team / mentor

#### 2 years

- Supported by most respondents as 'about the right length to embed the learning fully'
- Expectation that behaviours change during and after the programme
- Wanted time to build confidence
- Wanted 'beyond the technical'



- Supported by all, particularly SMEs
- Ability to combine core with highly relevant options
- Hop on / hop off options



## Mode

### Block

- 3 days termly as part of a planned programme
- Less popular with SMEs
- Wanted workplace on the job learning activity specified
- Progress reviews to continue – 'this is where we can hold 'you' to account

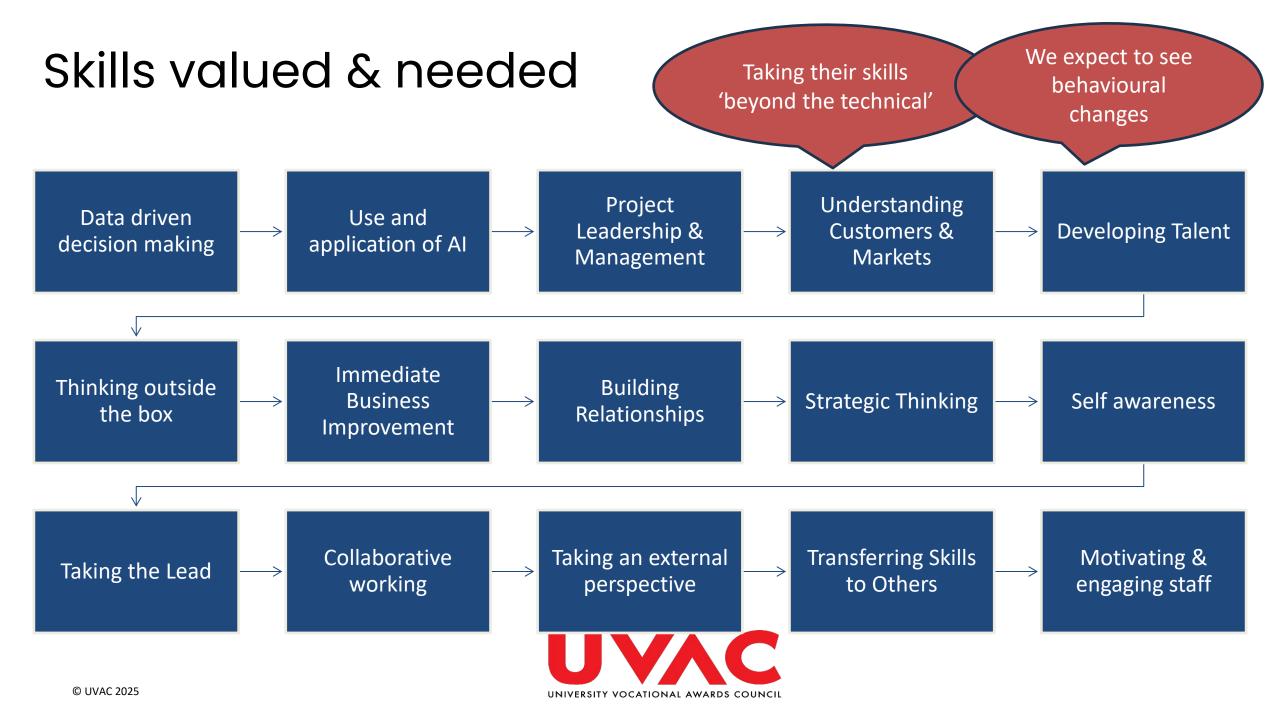
### Blended

- Meet once a term rest online - live and asynchronous
- Flexible modules to target live issues
- Ability to start and stop

#### Modular

- Pick and mix to ensure relevance to role
- Stackable modules on an identified 'journey'
- Pathways depending on role
- Start/ Stop options
- Clusters of relevant modules
- Supported by all employers





## **Employer - Added Value Expectations**

- Social learning is an essential outcome of design
- Face to face learning is a key part of the learning experience

- The degree qualification outcome matters to learners and the majority of employers
- We need a clear structure to map to - if not KSBs something as clear so we can use this to map against our framework

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Outcomes

- We want more engagement in our programmes
- We want the progress reviews retained – this allows for planning, means we can be clear on apprentice and manage next steps. It is also where we can 'review your performance'

### Employer Engagement

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Social

Learning

### Employer - Added Value Expectations

- Report on progress tell us about achievements and issues as they occur
- Provide us with what we need to do in the workplace – make it easy for line managers to know their role
- Make it clear what people are learning and when well ahead of time
- Provide opportunities for us to review your

### Support & Resources



- Do more to make the programme really relevant to us and our roles
- We value sector/peer learning across different industries, organisations, roles
- Be aware of the experience of our staff-experienced learners need to learn from peers

 We need to see the framework of skills and behaviours you are working to so we can map to these in our organisation structures

Relevance (

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## What might this mean for programme design ?

### Programme of Stackable Modules

- Direct build towards the UG/PG
- Fundable through the Skills Levy ..?
- Fundable through LLE ..?
- With Progress Reviews
- Run multiple times a year
- Target sectors, roles, for relevance

Shorter group courses/ Modules in clusters

- Pathways for relevance
- Sit alongside employer's own leadership programmes
- Run multiple times a year
- Target key sectors for relevance
- Create pick and mix for different roles

### Consider Pathways

- A Levy fundable route from L5/ L6 with top ups of additional modules for relevance
- Building block fundable by the Levy making the non levy fundable L7 top up more palatable
- Create pick and mix for different roles



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## Maintaining Delivery Capacity Advanced Clinical Practitioner

### Lucy Hunte National Programme Manager - Apprenticeships NHS England

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## **Continuing to Make the Case Artificial Intelligence Data Specialist**

Dan Creed Assistant Professor in Computing Science (Informatics) Sussex University

### Making the Case L7 Data & AI Degree Apprenticeship

Dan Creed Assistant Professor in Computing Science (Informatics) School of Engineering and Informatics



## Summary of the Government Announcement

 The UK government has announced changes to Level 7 apprenticeship funding, effective January 1, 2026. Employers will be responsible for funding Level 7 apprenticeships for individuals outside these age groups and circumstances. Existing Level 7 apprenticeships started before the cutoff date will continue to be funded through the apprenticeship levy.

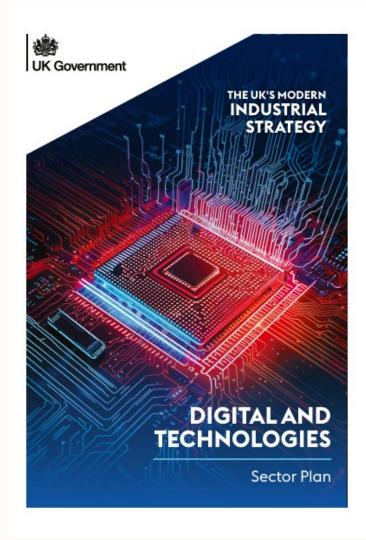
# Sussex University response

- We are asking Skills England to reconsider the decision to defund Level 7 apprenticeships. At the University of Sussex, we are deeply committed to fostering industry collaboration and providing high-quality training opportunities.
- Specifically, we offer the Level 7 Artificial Intelligence (AI) Data Specialist apprenticeship, which is integral to developing the technical expertise needed in AI, machine learning, and data processing. These are critical skills for businesses looking to create tailored AI solutions.
- We are urging government to recognise the critical role that Level 7 apprenticeships play in addressing the UK's digital skills gap, ensuring long-term economic growth, and strengthening the country's position as a leader in AI innovation.

# **Economic and Skills Implications**

- Prime Minister Keir Starmer has stated that a key priority is "putting the power of AI into the hands of the next generation – so they can shape the future, not be shaped by it." However, limiting access to apprenticeships by imposing age restrictions and defunding Level 7 apprenticeships will severely undermine the UK's ability to cultivate an essential part of its workforce.
- The demand for upskilling in AI and data processing is vast, particularly for those already in employment, but many small and medium-sized enterprises (SMEs) simply cannot afford the necessary training outside of an apprenticeship context.

# Industrial Strategy Sector Plan



- **Pathway expansion**: More routes into Al education and careers (by Autumn 2026)
- **Diversity boost**: Clear plans to address gender imbalance in digital roles
- **Mass training**: 7.5 million people to gain AI skills by 2030
- Modular learning: Short courses via Skills Levy
- **Industry synergies**: Enhanced AI skills hubs with tech partners

# Data & AI Apprenticeship

- Approved in 2020
- 12 providers listed, 3 Universities
- Part of the UK industrial Strategy
- Started with a small cohort in 2024
- Enthusiastic employers and apprentices already making a significant difference for their organisations

• "Artificial Intelligence will drive incredible change in our country....But the Al industry needs a government that is on their side." — Prime Minister

•Al Opportunities Action Plan on 13 January 2025

# Context and Background

- Delivering the Level 7 ST0763 Artificial Intelligence (AI) Data Specialist (<u>https://www.instituteforapprenticeships.org/apprenticeship-</u> <u>standards/artificial-intelligence-ai-data-specialist-v1-0</u>)
- Embed a Level 7 MSc qualification into the apprenticeship to provide rigor.
- Integral to developing the technical expertise needed in AI, machine learning, and data processing. These are critical skills for businesses looking to create tailored AI solutions.
- Started in September 2024.

# Stakeholder Impact Analysis

 TechNation has highlighted that "access to AI skills in the UK remains one of the biggest barriers to growth—especially for startups, scaleups, and regions outside London." Without Level 7 apprenticeships, the country risks falling short in meeting the growing demand for skilled professionals in these sectors.

# Equity and Access Concerns

- Apprenticeships are a proven and effective model for linking academic training with real-world industry experience. The Level 7 AI Data Specialist apprenticeship, in particular, represents a significant opportunity for employers to invest in the upskilling of their workforce, especially in crucial areas like data processing and AI.
- Limiting the age, could seriously curtail the benefits of apprenticeships for some under-represented people.

# Our Position and Key Messages

 We also recognise the government's recent announcements to invest in skills training for young people. While these initiatives are a positive step forward, they are still in the early stages, and many companies are unable to access these resources immediately. As a university, we are committed to working alongside the government to ensure younger generations have the opportunity to acquire the skills necessary for success in the AI and digital sectors. We are eager to support these initiatives that lay the groundwork for expanding access to AI education and training, but this must include pathways for those who are already in the workforce and include those many companies that may struggle to fund training outside of an apprenticeship offer.

# Our Position and Key Messages

 While we acknowledge that this is an evolving area, we urge reconsideration of this decision to recognise the critical role that Level 7 apprenticeships play in addressing the UK's digital skills gap, ensuring long-term economic growth, and strengthening the country's position as a leader in Al innovation.

• We remain eager to support and collaborate with the government's vision of providing "AI into the veins" of the UK.

### **Q&A / Discussion**



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### Using Level 6 and Progression Pathways Financial Services Professional

Jonathan Mills Programme Director, Aston University



# Beyond level 7

#### **Jonathan Mills**

**AFMDA Programme Director** 

Skills England level 3 Foundation Apprenticeship & level 6 AFMDA Trailblazer Group Chair

j.mills5@aston.ac.uk







#### Impact of the decision on the Accountancy profession

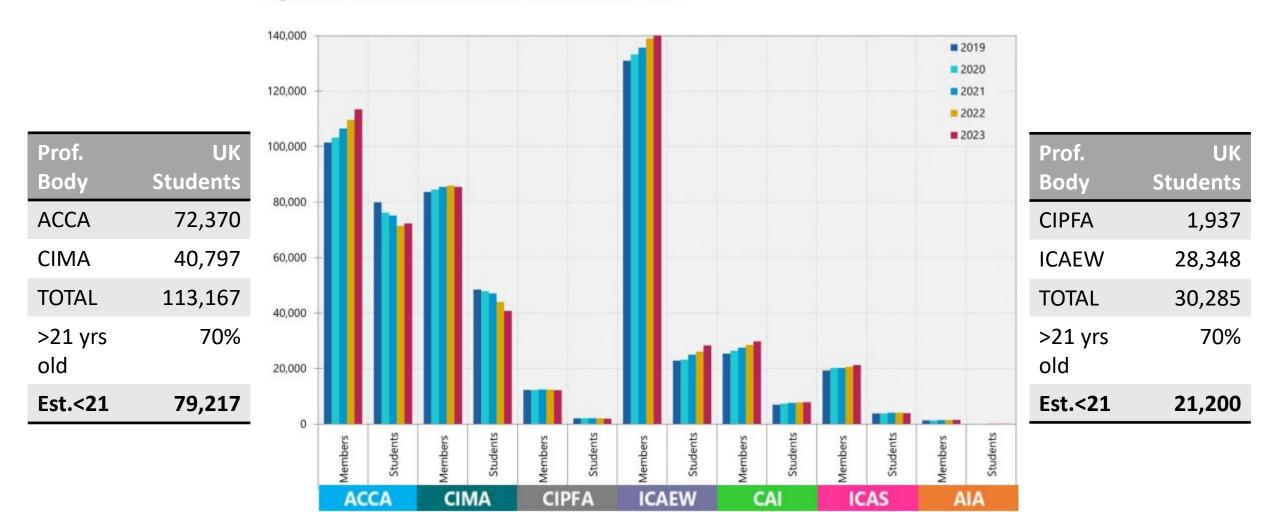
- every professional accounting body qual'n is level 7 (ACCA, ICAEW, CIMA, CIPFA = the big 4)
- c.85% of ACCA and c.70% of ICAEW learners rely on apprenticeship funding. A large
  - proportion work in SME'S and public sector orgs that cannot afford usual tuition/exam fees
- No universities deliver the level 7 apprenticeship (EPAO's are the big 4)
- Between c.50%-70% of learners (AAT, ACCA, ICAEW, CIMA, CIPFA) are over 21 years old
- firms expected to now target school leavers to go straight on level 7 (will hit A&F f/t UG numbers)



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#### Figure 1: Members and students in the UK and ROI



Key Facts and Trends in the Accountancy Profession



## FRC key facts and trends

#### Figure 13: AAT members and students, 2019 to 2023

	Members		Students	
	UK & ROI	Worldwide	UK & ROI	Worldwide
2019	50,619	52,346	87,482	92,094
2020	48,362	50,028	80,138	83,997
2021	48,860	50,452	79,611	83,245
2022	49,406	50,945	73,451	76,416
2023	50,923	52,524	60,439	62,942

AAT	UK & ROI
Students	60,439
Members	50,923
TOTAL	111,362
>21 yrs old	70%
Est.<21	77,953

The AAT members and students that are over 22 years old will no longer be funded to do level 7, so maximise use of AFMDA to get chartered/qualified

Key Facts and Trends in the Accountancy Profession

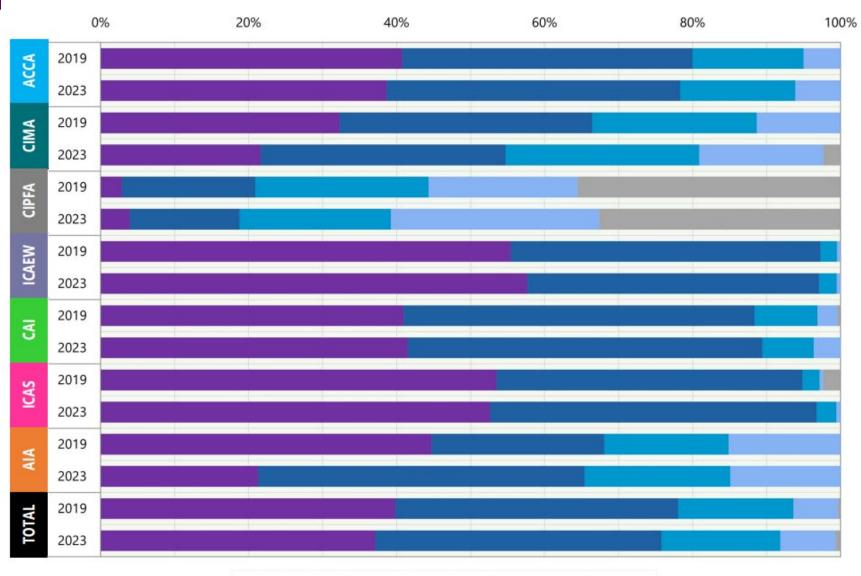


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#### Figure 8: Age of students worldwide, 2019 and 2023<sup>10</sup>

From January 2026 level 7 funding will no longer be available to those 22 years old and over.

This FRC report shows under 25s. It appears to be reasonable to estimate from this that c.70% of current students doing level 7 are over 22 years old.





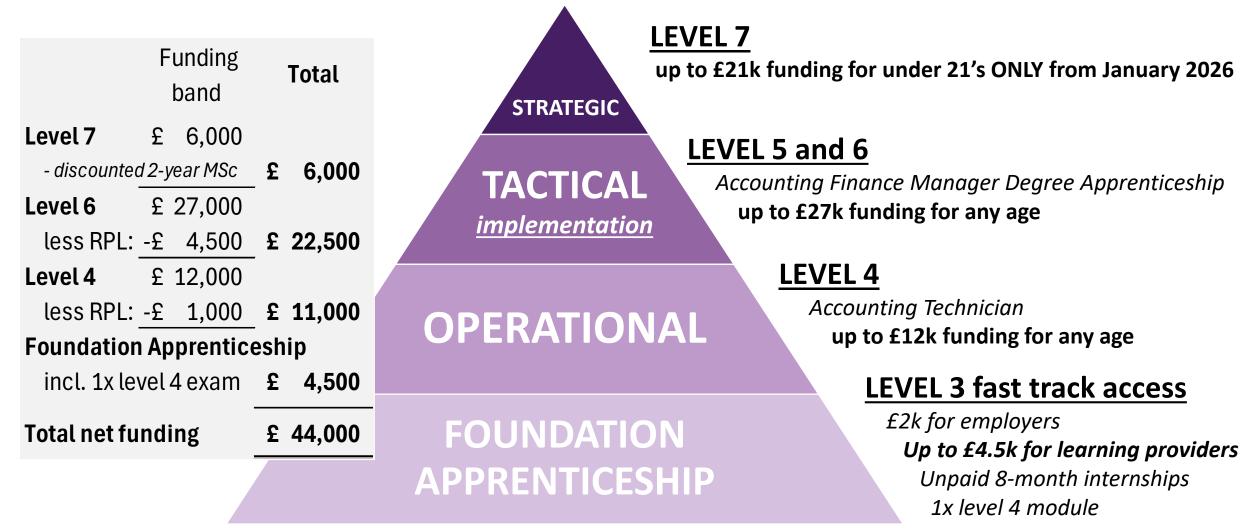
#### **Opportunities for University Business Schools**

- Level 4 and 7 accounting apprenticeships only delivered by private providers (BPP, KAPLAN, FI) – opportunity to take share of accounting tuition market
- Level 6 is a DEGREE apprenticeship so only a learning provider with degree awarding powers can be the EPAO
- Private providers only want to do exam training and assessment. They do not teach the variety of **higher academic skills and digital skills that universities routinely do**. They will struggle or avoid integrated degree apprenticeships.
- Level 4-6 can be up to £38k apprenticeship funding instead of c.£28k per f/t UG student



## Skills funding "Pyramid"

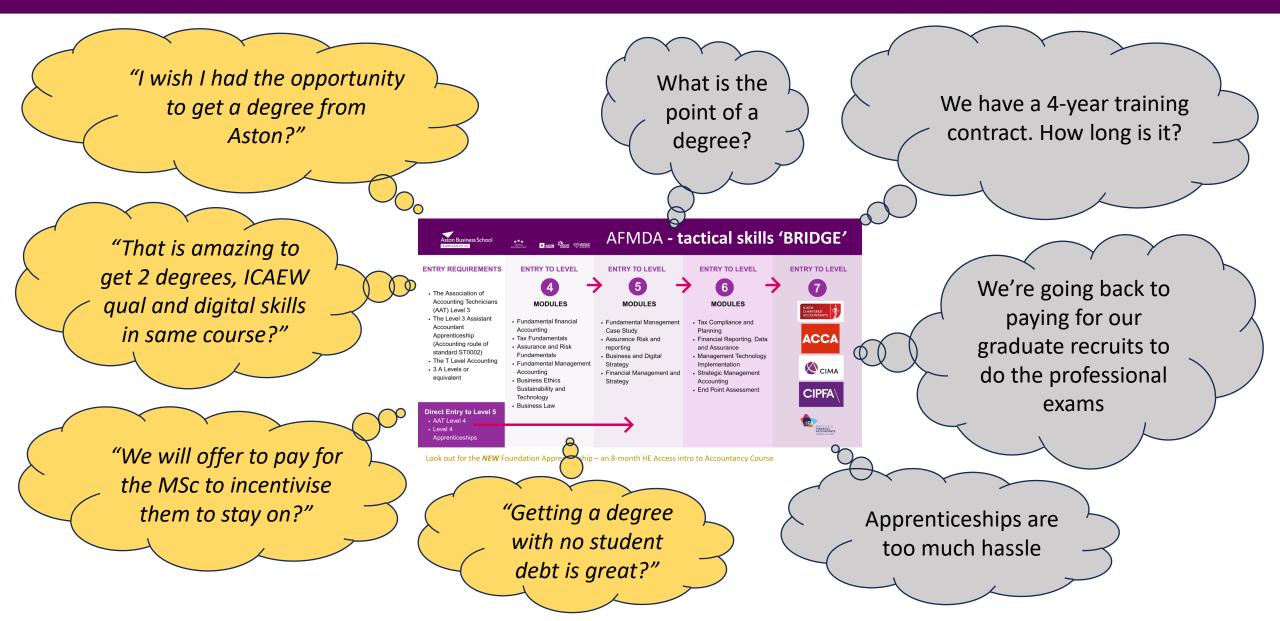
Using several standards improves qualification achievement rates (QARs), provide multiple exit points, and increase funding.





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#### 2. Views from employers about the change



#### Why this design? Aston Business School AACSB COUIS AMBA

• After the announcement I had a flurry of meetings and emails from all the level 7 professional accounting bodies (PAB)

BIRMINGHAM UK

- The PAB's know that a large % are over 21 years old and dependent on funding, so they are scurrying to partner with AFMDA universities
- Employers want professionally qualified and digital literate employees (see little value in degrees)
- ICAEW & ACCA advised me how to cover all their level 4 and 6 exams with the level 6 AFMDA
- To be a chartered accountant level 7 exams are compulsory, so are built into MSc. University exam is mock for PAB exam.
- Full-time degree is not based on what employers want (student-led, researchled), whereas AFMDA is employer-led – Aston is happy with this differentiation





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#### ICAEW's new syllabus (Sep25 launch)





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# ACCA's new syllabus

(Sep26 launch - ACCA Qualification Levels infographic.pdf)

		LEVEL 4	LEVEL 6	LEVEL 7
	FOUNDATIONS	KNOWLEDGE	EXPERTISE	STRATEGIC PROFESSIONAL
EXAMS	F1 Accounts Preparation F2 Management Information F3 Decision Making with Data	K1 Financial Accounting K2 Management Accounting K3 Business Law	E1 Taxation E2 Financial Reporting E3 Audit, Risk and Control E4 Finance and Investment E5 Performance with Data Analysis	S1 Business and Sustainability Reporting S2 Strategic Business Leader PLUS 1 Options exam SAA work and Assurance Professional ACF Corporate Finance Professional S05 buts Science Professional S15 Interformance and Insights Professional S1A Teartion Advisory Professional
ESSENTIAL EMPLOYABILITY MODULES	Enterprise and entrepreneurship	Responsible Business Management	Digital Tech and Innovation	Ethical, Sustainable Leadership
AWARDS AND DESIGNATIONS	Diploma in Accounting and Business	Higher Diploma in Accounting and Business Certified Accounting Technician (CAT)	Advanced Diploma in Accounting and Business Professional Accountancy BSc	ACCA Qualification Professional Accountancy MSc



### AFMDA - tactical skills 'BRIDGE'

#### ENTRY REQUIREMENTS

- The Association of Accounting Technicians (AAT) Level 3
- The Level 3 Assistant
   Accountant
- Apprenticeship
- (Accounting route of standard ST0002)
- The T Level Accounting
- 3 A Levels or equivalent

#### Direct Entry to Level 5

- AAT Level 4
- Level 4



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ENTRY TO LEVEL

- Fundamental financial Accounting
- Tax Fundamentals
- Assurance and Risk
   Fundamentals
- Fundamental Management
   Accounting
- Business Ethics Sustainability and Technology
- Business Law





- Fundamental Management Case Study
- Assurance Risk and reporting
- Business and Digital
- Strategy
- Financial Management and Strategy



Tax Compliance and

and Assurance

Implementation

Accounting

Financial Reporting, Data

Management Technology

Strategic Management

End Point Assessment

Planning















#### Apprenticeships

#### Look out for the **NEW** Foundation Apprenticeship – an 8-month HE Access intro to Accountancy Course



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ICAEW / CIPFA / CIOT			LEVEL 7 MSc with pathways to PAB membership			ACCA		
(dual membership agreements make this easier and more marketable)							(same principle for ICAS, CIMA	and IFA)
Level 7 modules	Credits		Module Title	Core/ Option (C/O)	Credits		Level 7 modules	Credits
Technical Case Study (TCS)	60		Employer				Business and Sustainability Reporting (S1)	40
Strategic Case Study (SCS)	60		Exeter University "without level 7 what is the point of the			Strategic Business Leader (S2)	40	
		AFMDA?"			1 from 5 options	40		
TOTAL	120	<>	Taught Option Modules	0	120	<>	TOTAL	120
		~	Masters' Dissertation or Project	С	60			



#### Development / delivery plan

- Exeter Uni are the only university that have recruited and will start in September and they are developing the level 7 MSc in the same way as I am
- A number of others have validated AFMDA level 6's ready to launch (MMU, Teesside, UCLan, Bournemouth, Aston, SHU, Northwestern)
- Few are maximising PAB exemptions or developing level 7, which would appear to be a waste of time knowing what employers want and see as valuable
- In 2025/6 I will be focused on:
  - 1. Digital teaching and learning tool development (ACCA, ICAEW, AAT, Sage Quals)
  - 2. Promotional activities with level 2-4 apprentices (AAT students, members and FE Colleges)
  - 3. Publicising AFMDA+MSc as the solution for over 21 year olds

4. Recruit for September 2026

5. Assist other universities to validate AFMDA and maximise funding + PAB quals + employer marketability

## Accounting Apprenticeships

	FOUNDATION APPRENTICESHIP (Level 2/3)	ACCOUNTING TECHNICIAN (Level 4)	DEGREE APPRENTICESHIP (Level 6)	PROFESSIONAL ACCOUNTANT (Level 7)	
Reference	ТВА	ST0003	ST1303	ST0001	
Funding	Up to £4.5k	£12k	£27k	£21k	
Typical duration	8 months	18 months	36 months	36 months	
ASTON'S PLAN	8 months	12 months	24 months	MSc 12-24 months	
Age restrictions (from January 2026)	None	None	None	21 years old at start	
EQA provider	In progress	Ofqual	OfS	Ofqual	
Email j.mills5@aston.ac.uk to join in apprenticeship development in DfE/Skills England Trailblazer Group					

Aston Business School

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# What do other uni's need to do to use this approach?

- Careful scaffolding and mapping of level 4 and 6 KSB's to PAB syllabi to maximise funding and marketability
- Include all level 6 PAB exams in the AFMDA to minimise level 7 exams left to do

**€** Amba

- Get local AAT feeder colleges teaching level 2-4 and employers involved as early as possible
- I assisted Bournemouth recently by providing all mapping and draft module specs. We started in January and AFMDA was validated in April with ACCA and ICAEW present – I can speed up the process for others like this if needed because I wrote the AFMDA and have now been part of several validations
- Join Trailblazer Group we will be next meeting in November to discuss EPA, Options for audit, insolvency, tax managers within the AFMDA
- Happy to help email j.mills5@aston.ac.uk





QUESTION	ANSWER
Would you support Foundation Apprenticeship?	
Does collaborating on R&D with UVAC community and AFMDA Trailblazer Group interest anyone?	
Could I be of use to anyone here?	

j.mills5@aston.ac.uk

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#### **Employer Fully Funded Apprenticeships**

## Seriously... Why would an employer want this .?

# Why

- Equality of access across all staff
- Will need to fund a degree route anyway e.g. due to regulatory requirements
- Employers wanting one 'All Age' programme
- Employers with roles already asking for a first degree or needing a minimum experience level for their Early Talent programmes
- Employers with a 'support' culture
- Want to retain a 'national badge'

## Why Not

- Cost 'we can't justify spending this level of funding on a small number of staff'
- Expectation of learner contribution financial or time
- Looking for shorter duration or more modular and stop/start approach



### Practicalities





# Next Steps & Resources

# What does this all mean ?

- There are options available to maintain delivery – these need exploring for each Standard and with your employers and apprentices
- Modules, block delivery, social learning are core elements
- Most employers want to retain skills programmes at this level – levy payers in particular
- Apprentices and most employers want a qualification
- Co-contribution may underpin any funding – a consideration in 'who is the customer' going forward

- There will be ongoing evidence for these skills needs – not least the Industrial Strategies for these sectors and occupations
- Alternative progression pathways and possibly funding streams may be available
- Some employers are willing to contribute or even fully fund - will this be enough for a viable programme – how do we reset expectations or manage costs?



## **Questions & Further Information**



#### Click <u>HERE</u> for Today's Listen Again Webcast



#### **Resources - Click <u>HERE</u>**

<u>Julie Rosborough Open Gov</u> <u>Article on impact of L7 funding</u> <u>removal on women.</u>



Queries and Questions to: <u>R.Rhodes@bolton.ac.uk</u>



Summer Webinars & Events Click <u>HERE</u>

<u>LLE Webinar Thursday 31<sup>st</sup> 9.30</u>

#### **Recording Timestamps**

Level 7 Employer Discussions Employer	00:00:00
Working with Government – Lucy Hunte, NHS England	00:34:53
Making the Case - Dan Creed, Sussex University	00:43:12
Update on Senior Leader – Ali Cox, CMI	00:56:51
L6 Pathways – Jonathan Mills, Aston University	1:00:00
Employer Fully Funded	1:28:21
Resources & Next Steps	



	MEMBERS EVENT PROGRAMME BY DATE						
	Торіс	Content	Registration Link				
1.		This session is for everyone involved in apprenticeship delivery from onboarding to EPA and those involved in implementing the ESFA Funding Rules in any aspect of their role. This session will set out the changes in the DfE 2025/ 2026 Apprenticeship Funding Rules and explore the implications of these changes on day-to-day practice, policy and procedures.	<u>Wed 21 May 2.00 –</u> <u>4.00</u>				
2.	A Guide to Audit and Risk Governance and Oversight	This deep dive session will set out a framework for apprenticeship audit and risk review over the 12-month cycle of apprenticeship delivery. The framework will consider the schedule activities to be included in risk assessments, the reporting and monitoring to underpin oversight of risk, and how to combine the activities taking place across a university year into a systematic risk assurance process for the apprenticeship programme.	<u>Thur 12 June 9.30 –</u> <u>11.30</u>				
3.	EQA Assessment & the EQA Visit	This session is aimed at teaching and learning, quality and apprenticeship teams involved in the preparation and execution of OfS external quality assurance frameworks and visits. You will hear from member speakers about learning over successive visits including visits from the last few months as we consider how the EQA process has changed policy and practice internally and consider the impact of possible future EPA changes on EQA.	<u>Tue 19 June 9.30 -</u> <u>11.30</u>				
4.		This session is aimed at Apprenticeship Teams and Skills Coach leads - this most vital of roles in apprenticeship delivery. These are the people accountable for delivering the tri-partite progress review and evidence of compliance, and for ensuring that apprenticeship momentum, apprentice progression and employer engagement are maintained. This session is for everyone who leads a team of coaches and/or designs or manages the structures in their organisation. We will explore the latest and emerging structures and staffing levels within our delivery teams whether these are centralised, devolved or contracted out. With input from member speakers on effective models and how the coach role enables success we will explore the impact of current challenges in apprenticeships on these critical roles.	<u>Thur 10 July 9.30 –</u> <u>11.30</u>				
5.	Audit Update – Preparing for 2025/2026	This UVAC session explores the themes from 2024/25 audits and the impact of the 2025/2026 Funding Rules on the DfE's approach to future funding audits. Developed and run with Karl Bentley, this session will provide an early insight into possible changes to audit in response to the Funding Rules and will equip members with suggestions for some early adaptations to process, procedures and paperwork ahead of the release of the audit papers later in 2025/early 2026.	<u>Wed 16 July 9.30 –</u> <u>11.30</u>				
6.	Exploring the options for L7	This session will explore how Universities and providers delivering L7 provision are responding to the (by this point we hope final) position on Level 7 Funding. We will explore the latest DfE guidance and hear from guest speakers and members on their plans for 2025/2026.	<u>Tue 22 July 9.30 –</u> <u>11.30</u>				
7.	The future of EPA and the Impact of New Flexibilities on Curriculum	This session is for curriculum designers, quality teams, teaching and learning teams. Pending announcements about how the EPA flexibilities, which we hope will be clear by this point, will be implemented, this session will review of the impact that the flexibilities proposed will mean for apprenticeships, particularly in design, delivery and quality assurance. Hearing from some of our key End-point Assessment Organisations and from members on their plans to use the opportunities presented this session will enable members to prepare for implementation as this is rolled out from September 2025.	<u>Tue 29 Jul 9.30 –</u> <u>11.30</u>				
8.	ESFA Funding Rules – Final Rules	This session is a 'hold the date', pending announcements of any further changes to the Funding Rules ahead of the start of the 2025/26 funding year. We are anticipating a range of reissues of the Funding Rules this year as different aspects of the announced changes to the apprenticeship programme are implemented this session is likely to be the first of several short updates over 2025/2026.	<u>Tue 5 August 9.30 –</u> <u>11.00</u>				