

# THE L&D THOUGHT LEADERS' CONFERENCE 2017

## ANDY KAYE Q&A

**Q. HOW DO YOU SEE THE 20% OFF THE JOB TRAINING IMPACTING BUSINESS ENGAGEMENT WITH APPRENTICESHIPS AND HOW ARE YOU PLANNING TO ACCOMMODATE THIS?**

A. The new funding requirements stipulate apprentices spend at least 20% of their time on off-the-job training which has been defined as learning undertaken outside of the normal day to day working environment and leads towards the achievement of the apprenticeship.

Working with your training provider, you will need to develop a plan which will deliver the training outcomes of the Standard, fulfil the development needs of the learner, and fit with the operational requirements of your business.

How we make this work for our clients depends on the circumstances they face; we will be happy to discuss this further if you'd like to contact us about working together."

**Q. YOU TALK ABOUT 'YOUNG PEOPLE' BUT PRESUMABLY THERE'S NO AGE LIMIT TO APPRENTICES- RESKILL OLDER ONES?**

A. Correct, there is no age limit for apprenticeship learning.

**Q. ARE THERE ANY EXCLUSIONS - PEOPLE THAT YOU CAN'T USE CREDITS TO TRAIN?**

A. There are still eligibility criteria, but fewer than under previous rules. The ones we encounter most often are people who have not been legally resident in the UK for 3 or more years, people already qualified in a subject related to the apprenticeship they want to undertake, and people in other state-funded education.

**Q. TO USE THE LEVY FOR ANY DEVELOPMENT I UNDERSTAND THE INDIVIDUAL RECEIVING THE LEARNING WILL NEED TO BE REGISTERED ONTO AN APPRENTICESHIP?**

A. Yes. It is the Apprenticeship Levy, and can only be spent on apprenticeship-based learning.

The scope of potential Apprenticeship Standards is huge, is growing all the time, and in the event that you can't find a Standard which suits your needs there is scope to work with other employers to create new ones."

**Q. DO YOU BELIEVE THIS WILL HAVE AN IMPACT ON TRAINING PROVIDERS WHO OFFER TRAINING PROGRAMMES THAT AREN'T PART OF APPRENTICESHIP?**

A. If the focus employers place on using their Levy makes them reduce the amount of non-apprenticeship training they use, then yes. We are already seeing some non-registered training companies look for ways to offer elements of Apprenticeship Standards in order to mitigate this risk.



#### Q. HOW EASY IS IT TO BECOME A REGISTERED TRAINING PROVIDER?

A. If anyone is looking to join the RoATP and is not able to manage the process themselves, we will be happy to do this as a consulting service. We can deal with the registration and help you set up the resources and internal processes you will need to deal with all the relevant organisations (ESFA, OFSTED, etc.).

#### Q. CAN CPD BE CLASSED AS PART THE TRAINING TO UTILISE THE LEVY?

A. Generally, no. Licence acquisition is now a recoverable cost under the new driving Standard, but CPD training of already-qualified drivers is seen as re-accrediting existing skills rather than developing new ones and is therefore ineligible.

So we put our school leavers through an accountancy qualification, how would this type of qualification work alongside the degree apprenticeship?

The accounting bodies have in most cases already developed Standards-compatible versions of their qualifications and are delivering them through their network of training providers. If you contact whichever one you are using (AAT, CIMA, etc.) they will be able to clarify exactly what your options are, and to recommend a local delivery partner.

#### Q. CAN TRAINING PROVIDERS BE TRUSTED NOT JUST TO LOOK AT OFFERING COURSES AGAINST THE STANDARDS THAT IS JUST LOW HANGING FRUIT THAT THEY RUN ELSEWHERE?

A. I'm not sure I fully understand this question. Employers are in control of what training they provide, of the Standards they use to deliver it, and of choosing the training providers they use. There is also robust and independent End Point Assessment of the results of the programme to ensure quality of outcomes. If a trainer happens to have developed content that fulfils the requirements of a Standard, is what an employer needs for its staff, and properly progresses learners towards the successful completion of their apprenticeship then they will be able to use that.

#### Q. ELECTION LIKELY TO MAKE A DIFFERENCE?

A. Simply put, no. Labour and the Lib Dems are both promising more spending on apprenticeships and skills development. The current government is probably seen as the likeliest party to listen to any complaints from employers at the increased payroll cost, but they have just implemented the Levy and are hugely unlikely to change it now.

#### Q. ANY ADVICE FOR NOT-FOR-PROFIT SECTOR?

A. Public sector and not for profit organisations are dealt with in exactly the same way as commercial enterprises. They should seek to gain maximum value from this change, just as companies are planning to do.

#### Q. FOR BUSINESSES UNDER £3M IS THE 90% LIMITED.

A. No. You can have as many apprentices in your business as you need.

Q. IF THEY NEED TO BE REGISTERED ON AN APPRENTICESHIP THEN SURELY YOU CAN'T USE IT TO FUND DEVELOPMENT FOR ALL?

A. I think this is answered above.

Q. HOW DO WE FIND OUT ABOUT RELEVANT APPRENTICESHIP STANDARDS, IS THERE A REGISTER?

A. There is indeed. <https://www.gov.uk/government/collections/apprenticeship-standards>