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Experiential learning

Active Experimentation:
Testing New Ideas, Decisions, Commitments

Concrete Experience:
Service Activity

Abstract Conceptualization:
Linking to Course Content, Theory, New Paradigms

Reflective Observation:
Journals, Writing, Discussion, Activities
Apprenticeship levy

The levy will be set at 0.5% of an employer’s pay bill. It will only be paid on any pay bill in excess of £3m.

Employers will have an allowance of £15,000 to offset against their levy payment.

- The levy means that many employers are considering changing their recruitment strategies
- Less graduate development programmes
- More Degree Apprenticeships
Employer led

• Employer defined apprenticeship standards to suit every role in every business
Benefits

83% of apprentices said their career prospects have improved.

70% of surveyed employers said apprenticeships improved product quality and service.

**Defined core principles of quality for an apprenticeship:**

- It is a job in a skilled occupation;
- It requires substantial and sustained training, lasting a minimum of 12 months and involving at least 20% off-the-job training;
- It develops transferable skills, and English and maths, to progress careers;
- It leads to full competency and capability in an occupation, demonstrated by the achievement of an apprenticeship standard;
- It trains the apprentice to the level required to apply for professional recognition where this exists.
Benefits

• As an apprentice you’ll:
  • work alongside experienced staff
  • gain job-specific skills
  • earn a wage and get holiday pay
  • get time for study related to your role

• Escalator to higher level qualifications
What is a degree apprenticeship?

- Degree apprenticeships are the latest model to be developed as part of higher apprenticeship standards, seeing apprentices achieving a full bachelor’s or master’s degree as a core component of the apprenticeship.

- Apprenticeship Standards are defined by groups of employers known as Trailblazers or Employer Development Groups.

- Conditions:
  - The apprentice must be employed in a real job; they may be an existing employee or a new hire.
  - The apprentice must work towards achieving an approved apprenticeship standard or apprenticeship framework.
  - The apprenticeship training must last at least 12 months.
  - The apprentice must spend at least 20% of their time on off-the-job training.

Who can be an apprentice?

• In addition to new starters, an employer may develop existing staff through apprenticeships.

• Apprenticeships can be taken at the same or even a lower qualification level provided the apprentice obtains ‘substantive new skills’.

• So, already qualified staff can be funded if acquiring new skills.

• Examples may be:
  • Established middle managers developing their management and leadership skills.
  • Graduate employees acquiring managerial skills in addition to their specialist discipline.
Apprenticeships at Lancaster

• At Lancaster we are working with employers to develop apprenticeship programmes that meet specific employers’ needs

• Benefits of working with Lancaster:
  • Learn knowledge, skills & behaviours
  • A blend of classroom, virtual and work-based learning
  • Emphasis on learning through work
  • Practitioner input
  • Inter-disciplinary workshops
  • Tailored pathways e.g. public sector leadership

• Contact neil.ralph@lancaster.ac.uk to begin developing your higher apprenticeship