



Apprenticeships are changing

New Apprenticeship
Standards

The system of Apprenticeships is being completely overhauled in England.

The system of 'frameworks' which has parts in common with all sectors of the economy is being transformed. It will be replaced by a system of 'standards'. These are being written from scratch by groups of employers who are known as Trailblazers.

The new standards are two-page documents. They set out the essential skills, knowledge and behaviours necessary to be competent in that role. The apprentice has to be assessed at the end, and the result graded. This end-point assessment must be carried out by a body which is independent of the one which trained the apprentice and is on a new government Register of Apprenticeship Assessment Organisations.

There are four roles which will be the subject of the new Apprenticeship standards:

- Adult Care Worker (equates to level 2)
- Lead Adult Care Worker (level 3)
- Lead Practitioner in Adult Care (level 4)
- Leader in Adult Care (level 5) - this incorporates both managers and advanced practitioners.

These roles have all been approved by government and you can read them at:

[www.gov.uk/government/collections/
apprenticeship-standards#adult-care-standards](http://www.gov.uk/government/collections/apprenticeship-standards#adult-care-standards)



What training and testing is needed for Apprenticeships?

This will obviously depend on which role the apprentice is working towards, but the four adult care Apprenticeships have a similar structure. Note that the end-point tests are still to be formally approved by government at time of going to print. Once published they will be available through the Skills for Care website.

Who will deliver assessments?

The Skills Funding Agency (SFA) is currently trialling a system called the Register of Assessment Organisations to record all organisations suitable to assess each specific standard. Any organisation which wishes to provide independent end-point assessment will have to be on this register, comply with their quality criteria and explain how they would deliver the end-point assessment plan.

What will it cost?

For employers using the standards in the **2016-17** financial year, there is a system of “co-financing” where the standard is assigned a maximum funding cap by the government and the employer negotiates a price with their learning provider within that cap. The funding caps have not yet been agreed.

The employer then pays for one-third and the government the remaining two-thirds of the cost. In addition, the employer receives incentive payments if they employ fewer than 50 employees, take on a 16-18 year old, and upon completion of the standard. See www.gov.uk/government/collections/sfa-funding-rules-2016-to-2017 for more details.

From **2017**, the new Apprenticeship Levy will apply but only for those with a payroll above £3m. An estimated 2% of all employers will have 0.5% of their payroll above £3m deducted and deposited into an online account which they can use to pay for any

Apprenticeships. There are further details of this funding system on: www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work

Who has devised this new system?

The Adult Care Trailblazer group is made up of 11 employers representing the public, private and voluntary sectors that includes large and small providers as well as an individual employer and specialisms in community, residential, domiciliary and outreach care.

As the plans move closer to fruition, the group has begun to work with representatives of learning providers and awarding organisations. It also has the support of a relationship manager from the Skills Funding Agency, an expert independent consultant and support from Skills for Care. The group is carrying out this work on behalf of the adult care sector in their own time. All the initial draft documents produced thus far have been opened to public consultation using the Skills for Care website and follow government guidance as laid out at www.gov.uk/government/collections/apprenticeship-changes.

If you have any queries please contact us at trailblazer@skillsforcare.org.uk.

We will also keep you up-to-date with developments and funding via our website at: www.skillsforcare.org.uk/newstandards

