



Trailblazers: the future of apprenticeships

The coming years will see the move to a new set of world class Apprenticeship Standards; Created by employer groups known as 'Trailblazers', they will change apprenticeships as we know them.



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Developing new Apprenticeship Standards

By the academic year 2017/2018 the majority of current relevant apprenticeship frameworks will begin to be replaced by new standards - standards that are created by employers, for employers. A Trailblazer is an employer led group developing the new Apprenticeship Standards for occupations in their sectors. These new standards are now for all ages and all levels including degree/masters level qualifications.

The Trailblazer group decide which knowledge, skills and behaviours different groups of apprentices will need to learn throughout their programme. They are designed to ensure confidence that an apprentice will develop the real-world skills they need to truly contribute and grow within the business they work for.

At a glance:

- Designed by employers, Professional Bodies and training providers
- Developed to provide school leavers and career changers with an alternative route into the profession, or existing staff who want to develop their skills
- The new End Point Assessment will ensure apprentices have all the knowledge, skills and behaviours to be a success in their roles and in many cases gaining a professional qualification

The government envisage a migration from apprenticeship frameworks to standards over the course of the parliament, with as much of this as possible to have taken place by 2017/18.

// A Trailblazer is an employer led group developing the new Apprenticeship Standards for occupations in their sectors

Good for business:

- **Designed by employers, for employers:** To ensure they meet the needs of your sector/industry.
- **Qualifications across all levels:** for the first time, Higher Apprenticeships and Degree Apprenticeships now reach level 7 qualifications (masters level).
- **A simpler approach:** The previous, complex apprenticeship frameworks have been streamlined and employers are able to utilise existing internal systems and processes.
- **Improving the standard of apprentices:** The new standards build on the strengths of the old frameworks with skills, behaviours and qualifications that ensure apprentices are well-rounded and able to perform better in their roles.
- **More relevant:** The knowledge, skills and behaviours are more relevant to roles in the sector.
- **Flexible:** The assessment format can be flexible based on what is best suited to the individual or most relevant to the job role.
- **Widening access to the professions:** Giving opportunities to those who may previously not have had access to these professions and increasing the diversity in your workforce to provide a more well-rounded client solution.
- **Talent attraction tool:** the new standards provide a strong proposition of qualifications and work-based learning to appeal to new talent.





Available in 2016 and 2017

“ BPP has been one of the first training providers to deliver a selection of the new standards

Trailblazers were first launched in 2013 and there are now over 350 Apprenticeship Standards being developed and delivered.

As a national training provider for business, accountancy, finance and law apprenticeships, BPP has been involved in the development of multiple Trailblazers groups. Being an early adopter of the new standards, BPP has been one of the first training providers to deliver a selection of the new standards and continue to be involved in many more.

Please see page 12 for new standards that are/could be offered by BPP.

Apprenticeship Levy - advice and consultation from BPP

The new funding system for Apprenticeships will come into effect on May 1st 2017.

BPP understand that no two businesses are the same. We are able to support you with reviewing your businesses talent strategy as a whole (apprentices, graduates and internal talent/development schemes) across all divisions and functions, with a view to designing new propositions that are interconnected, to help you maximise your levy spend.

If you would like a free consultation to help you understand exactly what the levy means for you then please contact us.

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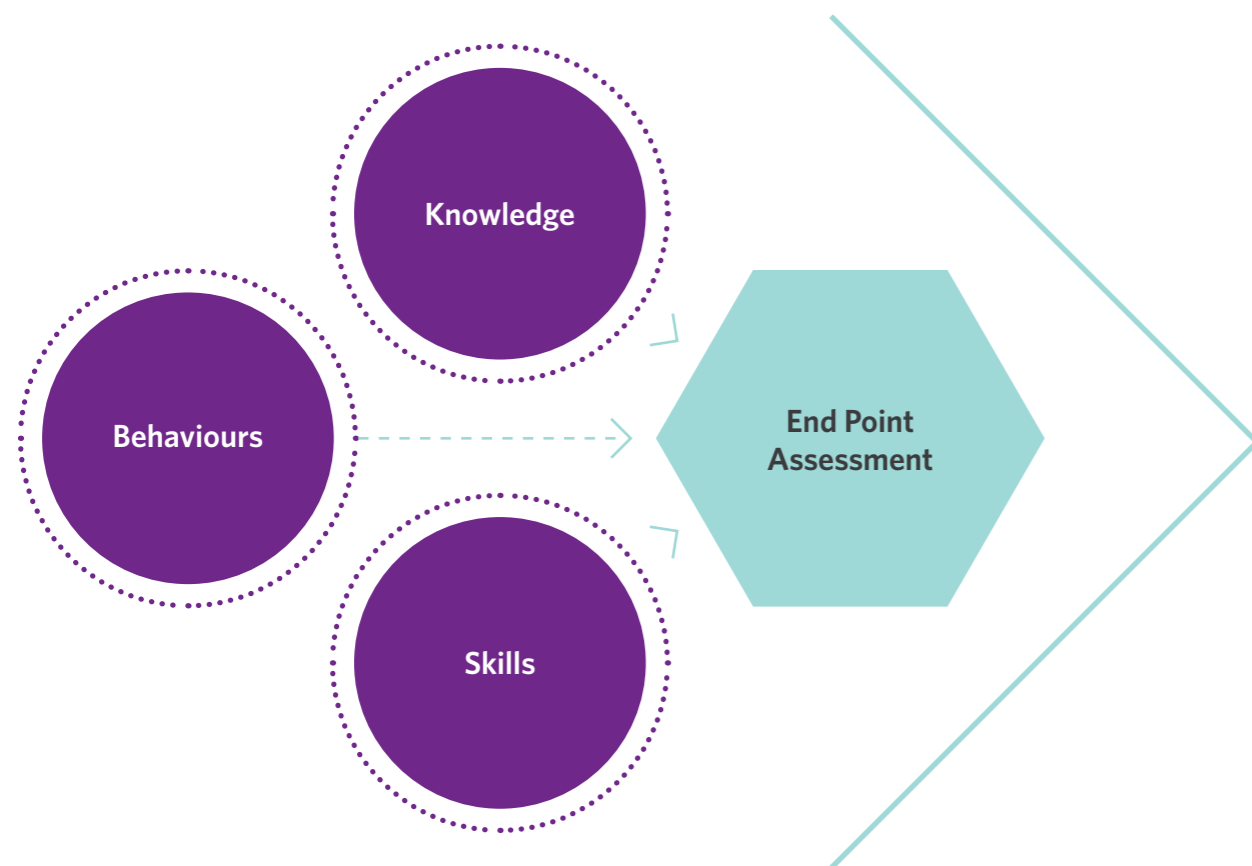
🌐 bpp.com/apprenticeships

Be at the forefront of UK apprenticeships

BPP is ideally placed to consult with you to provide exactly the right professional training and education opportunities both for your business and your employees.

We're looking for leading, innovative businesses to partner with, to be amongst the first to adopt the new standards.

What do they involve?



Knowledge:

It is possible to gain a professional qualification or degree during the completion of the standard. Many professional institutes have aligned their qualification to the knowledge part of the standard.

Skills & Behaviours:

Apprentices need to be able to demonstrate the skills and behaviours required at their end point assessment. BPP will support you in identifying what existing processes your business uses to demonstrate and Apprentices' skills and behaviours.

End Point Assessment:

The end point assessment is typically taken in the last 2-3 months of the apprenticeship, but should only be taken once the Employer, Apprentice and Training Provider think they are ready to do so. The End Point Assessment requirements are set out in the Assessment Standard of each Trailblazer.

Delivery and learning:

BPP can provide flexible study methods towards the professional qualification including face-to-face study, online recorded, online in real time or a mix of all three. Delivery methods can vary depending on client demand.

Skills Coach:

Both the apprentice and employer will be supported by a BPP Skills Coach and who will ensure the apprentice completes the knowledge, skills and behaviours required and is ready to sit the End Point Assessment.

Who is eligible?:

It is up to employers to identify the most appropriate entry requirements in terms of previous qualifications, training or other criteria. Most candidates will have Level 2 Maths and English (equivalent to GCSE grade C or above), ideally as part of 5 GCSE A-C grades or other comparable qualifications.

BPP will be able to provide guidance and advice regarding this upon request.

Length of programme:

This will depend on the standard. Timing is, of course, a big consideration for organisations thinking about adopting the new Apprenticeship Standards.

The minimum length for an apprenticeship is 12 months.

See page 12 for a list of potential programmes and the expected durations.

Costs and funding

Current co-funding arrangements

The government will contribute towards the cost of external training and assessment of apprentices to meet the standard.

In the 2015/2016 and 2016/2017 academic years (up until the end of April 2017), for every £1 an employer pays towards the cost of training and assessment, government will pay £2.

The overall amount the government contributes will depend on which funding cap the Apprenticeship Standard has been allocated to.

Additional incentive payments from the government are also available as follows;

- If the apprentice is 16 to 18 years old at the point of sign-up.
- If you are a small business with less than 50 employees.
- When your apprentice successfully completes their apprenticeship.

BPP can provide you with more details regarding these additional payments upon request.

Funding arrangements from May 2017

The funding system will change in 2017 to coincide with the introduction of the Apprenticeship Levy.

In August 15 new funding bands were proposed, ranging from £1.5k to £27k, covering apprenticeships from Levels 1 and 2, up to Degree and Masters Level Apprenticeships at Levels 6 and 7. These funding bands are the same whatever the age of the learner, however an incentive payment of £1000 will also be given to both employers and tuition providers if an apprenticeship programme is offered to a 16-18 year old. Additional Government support of up to 90% of the cost of an apprenticeship was also confirmed for non levy paying employers and for levy paying employers who use up all of their levy generated funds. To keep up to date on all levy announcements visit bpp.com/levy.

The Government also proposed that the funding available for new starts on framework apprenticeships from May 2017 will be reduced by as much as 60% compared to current rates. Skills Minister Robert Halfon commented "Standards will receive more money than frameworks and that is one of the reasons why we are encouraging providers and employers to move to standards." for new starts on framework apprenticeships as employers take on apprentices on the new standards.

BPP expert support and guidance

Free programme design

Working with you to develop bespoke programmes that fit your culture, value and business requirements, as well as integrating existing internal training into your programme.

Recruitment service

Providing advertising, screening, shortlisting and interview support, we support you in finding ambitious candidates who will be as committed to your programme as you are.

Expert training

Expert tuition and 1-2-1 support is provided for both apprentice and employer throughout. All our tutors have worked in the sectors they teach to ensure knowledge is applied practically and commercially.

Flexible training delivery

Our flexible training delivery solutions seamlessly fit around your apprentice's work and travel commitments. We build your programme around the most appropriate combination of face-to-face tuition at our BPP Centres and via our innovative online classroom learning tools.

Tailor-made apprenticeship programmes for your business

Apprentices who have been accepted on to an apprenticeship programme before May 2017 will be funded for the full duration of the apprenticeship under the terms and conditions that were in place at the time the apprenticeship started.




BPP Support


BPP is in an excellent position to support you with the introduction of the new Apprenticeship Standards within your business.

























We are working with the Trailblazer employer groups to advise, guide and support them towards their adoption of these new programmes. We can help you identify how to implement apprenticeship programmes and/or convert from existing frameworks and also advise you on how to utilise your Apprenticeship Levy pot.












New Apprenticeship Standards

Developed by Trailblazer Groups

-  Ready for delivery
-  Standard approved - assessment plan pending
-  Standard in development

 Standards BPP plan to offer from late 2016/mid 2017 onwards (subject to government approval and demand)

Apprenticeship Standard	Level	Resulting Professional Qualification	Status of Trailblazer	Max. Gov. Contribution up until the end of April 2017	Duration	Delivery Method
Accountancy						
Professional Accountant	Level 7	CIMA, ICAEW, ACCA or ICAS - full Qualification	 Standard approved	TBC	3 - 4 years	Online/Face-to-Face
Professional Accounting Taxation Technician	Level 4	AAT, CIMA, ICAEW, ACCA, ATT or ICAS - first stage	 Ready for delivery 	£6,000	15 - 24 months	Online/Face-to-Face
Assistant Accountant	Level 2	AAT	 Ready for delivery 	£4000	12 - 18 months	Online/Face-to-Face
Actuarial						
Actuarial Technician	Level 4	Modules 0 and 1 of IFoA's CAA or CT1 of IFoA's Fellowship qualification	 Ready for delivery 	£18,000	2 - 3 years	Online with Face-to-Face support
Ambulance Services						
Associate Ambulance Practitioner	Level 4		 Standard approved	TBC	12 - 18 months	TBC
Business						
Business Administrator	Level 3		 Standard approved	TBC	12 -18 months	Online
Digital Industries						
Digital & Technology Solutions	Level 6	Degree in Digital and Technology Solutions	 Ready for delivery 	£18,000	4 - 4.5 years	Online
Entrepreneur	TBC		 Standard in development			
Financial Services						
Relationship Manager (Banking)	Level 6	Chartered Banker - Chartered Banker Diploma	 Ready for delivery 	£18,000	4 years	Online
Investment Operations Specialist	Level 4	CISI IOC/IAD or CFA/CFA UK IMC	 Ready for delivery 	£6,000	18 - 24 months	Online
Investment Operations Technician	Level 3	CISI IOC	 Ready for delivery 	£6,000	12 -24 months. Nearer to 12 months if Level 2 has already been completed.	Online
Investment Operations Administrator	Level 2	No mandatory qualification, could incorporate CISI IOC	 Ready for delivery 	£3,000	12 - 18 months	Online
Financial Services Administrator	Level 3	CII Award in Financial Administration (RO1, FA1/FA2)	 Ready for delivery 	£8,000	12 - 18 months	Online
Financial Services Customer Adviser	Level 2	No mandatory qualification	 Ready for delivery 	£3,000	12 - 18 months	Online

Apprenticeship Standard	Level	Resulting Professional Qualification	Status of Trailblazer	Max. Gov. Contribution up until the end of April 2017	Duration	Delivery Method
Senior Financial Services Customer Adviser	Level 3	Chartered Banker - Professional Banking Certificate	✓ Ready for delivery 	£6,000	12 - 24 months. Nearer to 12 months if Level 2 has already been completed.	Online
Mortgage Adviser	Level 3	CeMap	✓ Ready for delivery 	£6,000	12 - 18 months	Online
Paraplanner	Level 4	Certificate in Paraplanning - CII ROs	✓ Ready for delivery 	£6,000	24 - 26 months	Online
Senior Paraplanner	TBC		● Standard in development	TBC	TBC	TBC
Healthcare						
Assistant Practitioner (Health)	Level 5		● Standard approved	TBC	18 - 24 months	Online/Face-to-Face
Senior Healthcare Assistant/ Senior Nursing Assistant	TBC		● Standard in development	TBC	TBC	Online/Face-to-Face
Human Resources						
HR Consultant/Partner	Level 5	CIPD Level 5 Certificate or Diploma	● Standard approved	TBC	2 - 3 years. 18 months if Level 3 has already been completed	Online
HR Support	Level 3	CIPD Level 3 (Optional)	● Standard approved	TBC	18 - 24 months	Online
Insurance						
Insurance Professional	Level 4	Diploma level qualifications from either the Chartered Insurance Institute (CII) or the Chartered Institute of Loss Adjusters (CILA)	✓ Ready for delivery 	£6,000	24 - 30 months	Online
Insurance Practitioner	Level 3	Certificate in Insurance (Cert CII) or the Certificate in Claims Handling (Cert CILA)	✓ Ready for delivery 	£6,000	12 - 18 months	Online
Law						
Solicitor	Level 7	LLB (Hons) Legal Practice and entry onto the Roll of Solicitors	✓ Ready for delivery 	£18,000	6 years	Online/Face-to-Face
Paralegal	Level 3	Certificate in Higher Education (Legal Services)	✓ Ready for delivery 	£6,000	2 years	Online/Face-to-Face
Leadership & Management						
Chartered Manager Degree Apprenticeship	Level 6	Degree in Management + CMI Qualification	✓ Ready for delivery 	£18,000	4 years	Online
Team Leader/Supervisor Apprenticeship	Level 3	CMI Level 3 Diploma in Management	✓ Ready for delivery 	£3,000	12 - 18 months	Online
Operations/Departmental Manager Apprenticeship	Level 5	Level 5 Diploma (or equivalent) in Leadership and Management	✓ Ready for delivery 	£6,000	18 - 24 months	Online
Management Consultancy						
Junior Management Consultant	Level 4		✓ Ready for delivery 	TBC		
Nurse						
Nurse	Level 6	Degree (tbc)	● Standard in development	TBC		Online/Face-to-Face
Project Manager						
Project Manager	Level 4		● Standard in development	TBC		



For more information
on incorporating new
Apprenticeship Standards
into your business:

☎ 03331 306 251

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🌐 bpp.com/apprenticeships

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