Apprenticeships in procurement

Name: Kevin Hickman
Date: 29 April, 2015
Agenda

1. Apprenticeships in procurement
   *Kevin Hickman, Head of Education & Standards, CIPS*

2. Developing a trailblazer standard
   *Angela Gill, Employer & Delivery Services Manager, National Apprenticeship Service*

3. Questions

4. Lunch and networking
What is an Apprenticeship?

What?
An Apprenticeship is a real job with training so an individual can earn while they learn and gain nationally recognised qualifications.

How?
Apprenticeships take between one and four years to complete and cover 1500 job roles in a wide range of industries, from engineering to veterinary nursing.

Why?
Employers value apprenticeships as those who come up through the apprentice route are more likely to stay with the same employer, often deliver to a higher level and pick up the sense of culture of the employer and the workplace quicker.
Apprenticeships in Procurement

Level 3 Advanced Apprenticeship in Procurement available in England / Wales and NI.

Level 3 Modern Apprenticeship in Procurement available in Scotland.

Level 4 Public Sector Commercial Apprenticeship

Support for the Be a Buyer initiative, along with other routes such as the BTEC First Diploma in Business
What does an Apprenticeship contain?

- **Technical knowledge**
  - CIPS Level 3 Advanced Certificate in Procurement & Supply Operations
  - Provides the underpinning knowledge for the practical experience aspect of the Apprenticeship

- **Practical experience**
  - Level 3 Diploma in Procurement & Supply *(please note this is not a CIPS qualification)*
  - This is the ‘on the job training’ aspect of the Apprenticeship that will assess application of knowledge

- **Functional & personal skills**
  - English
  - Maths
  - ICT
  - Employee rights and responsibilities
  - Apprentices must complete one transferable skills qualification in each subject

This is the UK framework

Leading global excellence in procurement and supply
A procurement and supply profession open to all

Age 14 – 19+ (FT and PT)

Level 4
- BTEC HND (2016)
- SQA HND (Scotland)
- Higher Level Apprenticeships

Level 3
- BTEC National Diploma (2016)
- SQA HNC (Scotland)
- Advanced Apprenticeships

Level 2
- BTEC First (UK)
- SQA NPA (Scotland)
- Intermediate Apprenticeships

Age 18+

Level 4
- CIPS Diploma in Procurement and Supply

Level 3
- CIPS Advanced Certificate in Procurement and Supply Operations

Level 2
- CIPS Certificate in Procurement and Supply Operations

Age 18+

Level 7
- CIPS Executive Diploma TBC
- Accredited University MBAs

Level 6
- CIPS Professional Diploma in Procurement and Supply
- Accredited University Degree*

Level 5
- CIPS Advanced Diploma in Procurement and Supply
- Accredited University Degree*

Those titles in italics are in development
Those titles with * are not CIPS products

Leading global excellence in procurement and supply
Apprenticeship Reforms
The National Apprenticeship Service

The role of the Skills Funding Agency (The Agency) is to fund and regulate Further Education and skills for adults and is an Agency of the Department for Business, Innovation and Skills

The National Apprenticeship Service (NAS) is the service delivery arm of the (Agency) and has responsibility for Apprenticeships & Traineeships in England

The National Apprenticeship Service offers specialist support for employers wanting to engage in the delivery of high quality Apprenticeships
What we do?

- Employers
- Apprenticeship Vacancies
- Apprentices
- Brand
- Partners

Employ an apprentice – It’s easy to get started

The National Apprenticeship Service is here to support employers and has made it easier than ever to employ an apprentice. Our dedicated employer teams are on hand to guide you through the simple three-step process to hiring an apprentice.

1 Decide on your requirements with one of our Apprenticeship Advisers.
   - identify relevant Apprenticeship frameworks and suitable training providers
   - recruit through our free Apprenticeship vacancies service, up to 17,000 vacancies are available online at any one time

2 Deliver the Apprenticeship – working with a training organisation to reduce the burden on your business.

3 Develop your apprentice and enter them into awards and competitions to put your business on the map.

Visit www.gov.uk/further-education-skills/apprenticeships or call free phone 08000 150 600
What is an apprenticeship?
Aspiring to higher levels

Levels of Apprenticeships

More than 170 industries and 1500 job roles from advertising to youth work via environmental engineering and nuclear decommissioning.
Apprenticeship Reforms
What are the main aims?

**High quality**
Higher expectations of English and maths, more assessment at end of apprenticeship and introducing grading

**Simple**
Complex frameworks to be replaced by standards of around two pages written by employers

**Employer driven**
Ensuring rigorous training that will support economic growth
What are the changes?

- Standards designed by employers will replace existing Frameworks
- New standards will be clear and concise, no more than two pages long
- All apprenticeships will have a synoptic end-point assessment
- Apprenticeships will be graded for the first time
- All apprenticeships will last a minimum of 12 months
Delivering the reforms

Trailblazers led the way in implementing the reforms

Large and small employers developing new apprenticeship standards and assessment approaches for key occupations in their sectors

More than 1,000 employers are directly involved so far, others responding to consultations

Training organisations, awarding organisations and professional bodies also supporting the groups
Benefits

- Employers in the driving seat
- Simplified apprenticeship standards
- Increased quality of apprenticeships
- Recognition for apprentices who demonstrate high level performance
- Increased flexibility for training delivery
## Funding model for trailblazers

<table>
<thead>
<tr>
<th>Maximum Core Government contribution (£2 for every £1 from employer)</th>
<th>Cap 1</th>
<th>Cap 2</th>
<th>Cap 3</th>
<th>Cap 4</th>
<th>Cap 5</th>
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<tr>
<td></td>
<td>£2,000</td>
<td>£3,000</td>
<td>£6,000</td>
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| Employer contribution if the maximum cap is claimed             | £1000 | £1,500| £3,000| £4,000| £9,000|
|                                                               | £1,000| £1,500| £3,000| £4,000| £9,000|

<table>
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<th>Additional incentive payments</th>
<th>Recruiting a 16-18 year old</th>
<th>£600</th>
<th>£900</th>
<th>£1,800</th>
<th>£2,400</th>
<th>£5,400</th>
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<tbody>
<tr>
<td></td>
<td>For a small business (&lt;50)</td>
<td>£500</td>
<td>£500</td>
<td>£900</td>
<td>£1,200</td>
<td>£2,700</td>
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<td></td>
<td>For successful completion</td>
<td>£500</td>
<td>£500</td>
<td>£900</td>
<td>£1,200</td>
<td>£2,700</td>
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<tr>
<td></td>
<td>Maximum total Government contribution</td>
<td>£3,600</td>
<td>£4,900</td>
<td>£9,600</td>
<td>£12,800</td>
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