



Skills for Learning Professionals

# Apprenticeships ~ An overview of their use in the Lifelong Learning Sector

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# Content of briefing

**This briefing will look at:**

- **The history of Apprenticeships**
- **What is an Apprenticeship**
- **Apprenticeships in the lifelong learning sector**
- **What the future may hold**

# History of Apprenticeships

- The concept is as old as time.
- Formal structures have been around since 1563
- Traditionally restricted to certain trades, often run by the trade guilds, male orientated, and linked to the concept of “serving your time”.
- Seen as the gold standard for learning a trade.
- Underwent a decline in the 1970s and 80s leading to a reinvention as modern apprenticeships.

# History of Apprenticeships (2)

- Since the late 1980s apprenticeships have been revitalised.
- Achievement based, with NVQs at level 2 and 3 at their core, but includes other qualifications/learning
- Available across a wide range of sectors and managed by sector bodies
- Has some variation across the UK in name, structure, funding and availability
- Concept extended to adults and younger people

# What is an Apprenticeship? (1)

- An Apprenticeship is a structured process of skill and knowledge acquisition.
- It is an excellent way of gaining competence in a job
- It comes in many forms and is not a protected term
- It is not
  - A method of selecting between candidates
  - Restricted to those who have just left school
  - Only for low achievers at school

# What is an Apprenticeship? (2)

An apprenticeship is a partnership between

- The apprentice
- The employer
- The provider(s) of training (who normally co-ordinates the process)

It is supported by

- The funding body (In England the Learning and Skills Council)
- Family and friends
- Other relevant bodies (e.g. SSC, Trade Union)

# Apprenticeships in the UK

## England and Wales

- Apprenticeships at level 2 and 3.
- Each framework consists of an NVQ, Technical Certificate, Key Skills and employee rights and responsibilities

## Scotland

- Apprenticeship at level 2 and 3
- Each framework consists of an SVQ (or NVQ) plus Core Skills (often embedded)

## Northern Ireland

Usually follows the English model.

# Frameworks in the Lifelong Learning Sector (1)

## Youth Work

- Framework approved since 2005, available in Scotland, England and Wales at level 2 and 3
- First completers December 2007 (Scotland)

## Information and Library Services

- Framework approved since 2003.
- England and Wales at level 2 and 3
- Not available in Scotland

# Frameworks in the Lifelong Learning Sector (2)

## Community Development

- This is a temporary framework
- Available only in the North East of England
- At level 2

For details of the Information and Library Services, and Community Development frameworks email [apprenticeships@lluk.org](mailto:apprenticeships@lluk.org)

# Youth Work Frameworks

The detailed documents for these are available through the LLUK website.

The England and Wales one is at

[http://www.lluk.org/documents/071218\\_Youth\\_WorkApprenticeship\\_Framework\\_Briefing\\_Ver\\_2.pdf](http://www.lluk.org/documents/071218_Youth_WorkApprenticeship_Framework_Briefing_Ver_2.pdf)

The Framework for Scotland is at

[http://www.lluk.org/documents/modapp\\_youth\\_work\\_scotland\\_08\\_05.doc](http://www.lluk.org/documents/modapp_youth_work_scotland_08_05.doc)

# Benefits of an Apprenticeship (1)

## For Employers

There are many benefits including:

- Assists competitiveness
- Aids recruitment and retention
- Can act as a catalyst to help improve training and development (especially initial training and development) across the organisation
- Can assist CSR programmes

# Benefits of an Apprenticeship (2)

## For a Young Person

- Gives recognised transferable vocational training with national certificate
- Starts career
- Boosts lifetime potential career earnings, leaving them with an (initial) financial advantage over peers at university
- Builds in support if the going gets tough
- Is a route to HE

# Role of the provider

- To agree a training programme with the employer and apprentices that meets their needs and delivers the qualification elements in the framework
- To ensure all aspects of progress are monitored
- To reduce the paperwork for employer and employee
- To liaise with the funding and awarding bodies
- To comply with all aspects of the quality assurance needed for delivery of a framework

# Youth Work Apprenticeship Issues

- The youth work apprenticeship is still relatively new with only a handful of centres delivering it. As a result there is a lead time whilst the partnerships needed for delivery are built
- The JNC conditions recognise both the NVQ and Technical Certificate independently
- Funding is biased towards 16 – 18 year olds, with a reduction for 19+ and little or nothing for 25+

# The Future

- In England DIUS and the LSC are restructuring the system for managing Apprenticeships. This includes:
  - creating a new National Apprenticeship Service, which will market to employers and young people, issue certificates, etc.
  - Freeing up frameworks in a new blueprint accepting all apprenticeships as being of value
- LLUK are reviewing its apprenticeships
- The framework will need revision once new qualifications are in place based upon the revised national occupational standards

# Useful contacts and sources of information

- LLUK Information and advice service  
[www.lluk.org](http://www.lluk.org) Tel 0207 936 5798

Information pack on youth and community work

- National Youth Agency  
The NYA guide to youth work and youth services  
[www.nya.org.uk](http://www.nya.org.uk) Tel 0116 242 7350

- National Council for Voluntary Youth Services  
[www.ncvys.org.uk](http://www.ncvys.org.uk) Tel 020 7278 1041

Introduction to youth work and getting started

- England apprenticeship site  
[www.apprenticeships.org.uk/partners/frameworks/apprenticeships/apprenticeships/default.htm](http://www.apprenticeships.org.uk/partners/frameworks/apprenticeships/apprenticeships/default.htm)

The national apprenticeship web site