



## WHAT DO THE NEW APPRENTICE TRAILBLAZERS IN ENGLAND MEAN?

With the redevelopment of many apprenticeships as part of the 'Trailblazer' reforms, the Institute of the Motor Industry has developed a series of FAQs for stakeholders to get an overview of the changes.

The IMI want to reiterate that whilst these developments are moving forward, it is absolutely business as usual for the existing Specification for Apprenticeship Standards in England (SASE) frameworks and learners can still be registered and certificated against these frameworks in the normal way.

IMI will be adding to this list of FAQs as we receive further information and as we get in queries, so please do remember to check back, and give us feedback.

### *Where did 'Trailblazers' come from?*

In 2012 a review of Apprenticeships in England by Doug Richards (on behalf of the Government) articulated that future, apprenticeships should be designed by employers, for employers; and that the funding for apprenticeships should go directly to employers. In 2013 the Government produced an implementation plan outlining the principles for new 'Trailblazer' Apprenticeships.

**Note:** The term Trailblazer is now being phased out in place of 'Apprenticeship Standards'

### *What are apprenticeship 'Trailblazers'?*

The design and development of the new 'Trailblazer' standards are being driven primarily by employers – who at various points seek involvement of professional bodies; awarding organisations; training providers etc. It is down to the employer group as to when they invite these key stakeholders to get involved. The design of the standard and assessment is very much down to that employer group, and whilst the IMI advises effective consultation with the wider industry, consultation remains up to the group, and the 'lead', or 'chair' employer.

For more information on Trailblazers please see the following link:

<https://www.gov.uk/government/news/employers-in-the-driving-seat-for-reformed-apprenticeships>

### *Are these new Apprenticeship standards going to be implemented across the UK?*

No, currently the Trailblazer Apprenticeship standards and the apprenticeship reform programme applies to England only. The Specification of Apprenticeship Standards in Wales (SASW) remains in place and apprentices and training providers in Wales will need to adhere to the current framework requirements. Scotland and Northern Ireland also retain their existing apprenticeship frameworks.



## ***When do the new Trailblazer-led apprenticeships begin?***

They have already started in some occupations. The Government had anticipated that all new apprenticeships starting from 2017 must meet the new 'Trailblazer' standards. It is the IMI's view, however, that the development of these new Apprenticeship Standards is taking much longer than the Government anticipated. With the target of 3 million apprenticeship starts during the life of this Parliament, we would not be surprised if this timescale were extended.

As of December 2015 **68** Trailblazer standards and assessment plans have been approved and published as 'ready for delivery'. A further **156** Trailblazers have been 'approved for development' with this number regularly increasing. It is rumoured there may be around 1200 Trailblazer Apprenticeships when finished (compared to the current 364 SASE Apprenticeship Frameworks).

For the latest list of published standards '**ready for delivery**', and standards approved for development visit: <https://www.gov.uk/government/collections/apprenticeship-standards#apprenticeship-standards-ready-for-delivery>

## ***What does 'ready for delivery' on the .gov website mean?***

When an Apprenticeship Standards and Assessment plan has been approved and funding has been allocated they will be marked as 'Ready for delivery' on the website. This is a little confusing as it really means that the process for the training providers and assessment organisations to develop the training and assessments against the published assessment plans can then begin. It may be some months after this that Employers can then register Apprentices on the programme.

The IMI will communicate with all stakeholders as Standards and Assessment Plans are published and when in reality they will be useable.

## ***The process for developing a new Trailblazer-led apprenticeships***

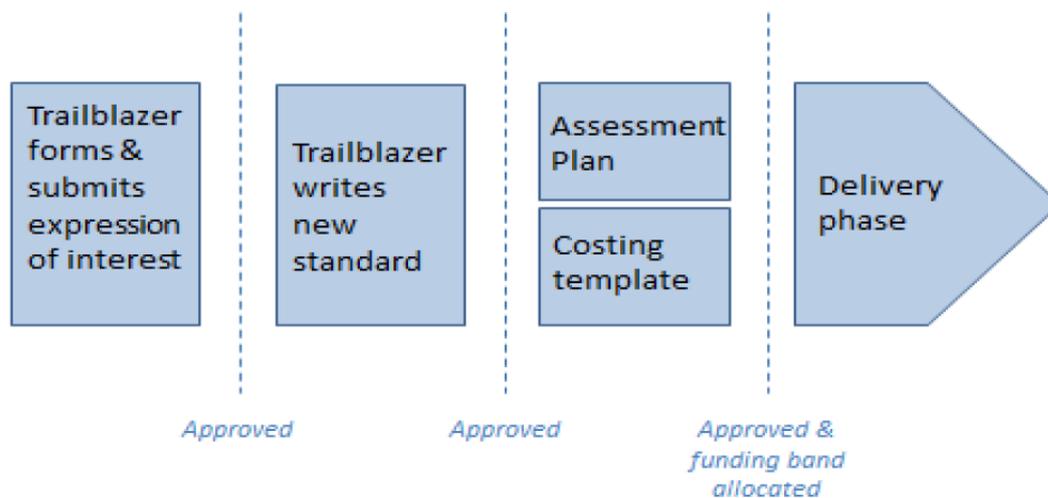
- The Department for Business Innovation and Skills (BIS) have a dedicated Apprenticeship review panel that look at all submissions on a monthly basis.
- The development of all new Trailblazers must begin with an Expression of Interest (EOI) submitted by a lead employer on behalf of a minimum of 10 employers – which will then be submitted via the monthly approvals process.
- Once the EOI is approved the employer group must develop an Apprenticeship Standard- on no more than two pages of A4, which must then be approved before being published on the .gov website.
- Following this the employer group will then develop a detailed assessment plan, which is often where Awarding Organisations and Training Providers will get involved.

- Once the assessment plan is approved the funding band is also agreed and the Apprenticeship is then published on the .gov website and classed as 'ready for delivery' - however it may be some time before it is really useable.
- It is only after this final assessment plan approval and publication that Awarding Organisations, training providers and assessment organisations can begin developing their offer.

Wider consultation is sought on Trailblazers and comments can be made at:

<https://www.gov.uk/government/publications/apprenticeship-standards-changes-to-the-process-for-approvals>

The end to end process:



The Department for Business Innovation and Skills have produced a guidance document for anyone interested in developing a Trailblazer. This also provides templates for completing an Expression of Interest and the subsequent Apprenticeship standards and assessment plans. It is available here:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/447413/BIS-15-355-guidance-for-trailblazers-standards-to-starts-July-2015.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/447413/BIS-15-355-guidance-for-trailblazers-standards-to-starts-July-2015.pdf)

Anyone interested in developing a Trailblazer should also let the IMI know by emailing: [apprenticeships@theimi.org.uk](mailto:apprenticeships@theimi.org.uk)

## ***How do the new Apprenticeship standards affect the existing SASE frameworks?***

Currently it is business as usual with the existing SASE frameworks running parallel – with learners being able to register and complete against these frameworks. It is therefore the employer (and training providers) choice. Should this change through Government direction, the IMI will communicate with the sector on this.



## ***How has the IMI been involved in these Apprenticeship standards?***

The IMI, as the Industry's Professional Association, Awarding Organisation and Sector Skills Council, has been involved in Trailblazers where we have been approached by the employer groups. The Department of Business, Innovation and Skills (BIS) have been quite clear that they want employers developing these standards and assessment strategies.

## ***Where can I get details on these Apprenticeship standards that are being developed?***

Whilst the IMI will look to keep stakeholders up-to-date with any information, colleagues should also visit the Department for Business, Innovation and Skills website to see which trailblazer activities are currently moving forward for the automotive sector at the following link:

<https://www.gov.uk/government/publications/apprenticeship-standards-in-development>

## ***What Apprenticeship standards are being developed relating to existing IMI Apprenticeship Products?***

The following Apprenticeship Standards have been approved and the standards can be found using the links to the .gov website:

<b><i>Trailblazer Group</i></b>	<b><i>Occupation</i></b>	<b><i>Link to standard</i></b>
<b><i>Automotive</i></b>	<b><i>Accident repair Technician</i></b>	<a href="https://www.gov.uk/government/publications/apprenticeship-standard-accident-repair-technician">https://www.gov.uk/government/publications/apprenticeship-standard-accident-repair-technician</a>
<b><i>Automotive retail</i></b>	<b><i>Motor vehicle service and repair technician (Light Vehicle)</i></b>	<a href="https://www.gov.uk/government/publications/apprenticeship-standard-motor-vehicle-service-and-maintenance-technician-light-vehicle">https://www.gov.uk/government/publications/apprenticeship-standard-motor-vehicle-service-and-maintenance-technician-light-vehicle</a>
<b><i>Bus, Coach and HGV</i></b>	<b><i>Heavy Vehicle service and maintenance technician</i></b>	<a href="https://www.gov.uk/government/publications/apprenticeship-standard-heavy-vehicle-service-and-maintenance-technician">https://www.gov.uk/government/publications/apprenticeship-standard-heavy-vehicle-service-and-maintenance-technician</a>
	<b><i>Bus and coach engineering technician</i></b>	<a href="https://www.gov.uk/government/publications/apprenticeship-standard-bus-and-coach-engineering-technician">https://www.gov.uk/government/publications/apprenticeship-standard-bus-and-coach-engineering-technician</a>
	<b><i>Bus and coach engineering manager</i></b>	<a href="https://www.gov.uk/government/publications/apprenticeship-standard-bus-and-coach-engineering-manager">https://www.gov.uk/government/publications/apprenticeship-standard-bus-and-coach-engineering-manager</a>



<b>Land-based engineering</b>	<i>Land-based service engineer</i>	<a href="https://www.gov.uk/government/publications/apprenticeship-standard-land-based-service-engineer">https://www.gov.uk/government/publications/apprenticeship-standard-land-based-service-engineer</a>
	<i>Land-based service engineering technician</i>	<a href="https://www.gov.uk/government/publications/apprenticeship-standard-land-based-service-engineering-technician">https://www.gov.uk/government/publications/apprenticeship-standard-land-based-service-engineering-technician</a>

## ***How do I get involved in the development of Apprenticeship standards?***

On the BIS website there is a list of all of the Trailblazer standards that are currently in development and these are updated regularly. The list contains a contact for the lead-employer representative as well as their email address, so you could contact them directly.

If the standard you are interested in is not listed then please contact the IMI at [apprenticeships@theimi.org.uk](mailto:apprenticeships@theimi.org.uk) .

The following IMI related Apprenticeship Standards have been approved for development and other employers may be able to get involved by emailing the contact using the link provided:

<b><i>Trailblazer Group</i></b>	<b><i>Occupation</i></b>	<b><i>Trailblazer contact</i></b>
<b><i>Automotive Glazing</i></b>	<i>Automotive glazing technician</i>	<a href="mailto:mariaac@iwa.gb.com">mariaac@iwa.gb.com</a>
<b><i>Automotive Retail</i></b>	<i>Automotive Industry Customer Service advisor</i>	<a href="mailto:kjohns@jaguarlandrover.com">kjohns@jaguarlandrover.com</a>
	<i>Vehicle Sales Advisor</i>	<a href="mailto:kjohns@jaguarlandrover.com">kjohns@jaguarlandrover.com</a>
	<i>Vehicle Parts Advisor</i>	<a href="mailto:kjohns@jaguarlandrover.com">kjohns@jaguarlandrover.com</a>

## ***Are there any other Apprenticeship standards in the pipeline?***

Yes, the IMI Sector Skills Council are currently working with employers to assess the interest in developing Trailblazer Apprenticeship standards; Particularly a Level 2 Light Vehicle Maintenance and Repair – Fast Fit, and Level 2 and 3 Motorcycle Maintenance Technician. For further information please contact: [Apprenticeships@theimi.org.uk](mailto:Apprenticeships@theimi.org.uk)

Other standards for consideration could include;

- Auto Electrician
- MET Technician
- Body Building Technician/Panel Technician
- Paint Technician
- Vehicle Damage Assessor
- Vehicle Fitting
- Fast fit Technician
- Construction Plant Maintenance



## ***What happened to the existing SASE apprenticeship standards – can I still register and deliver these?***

Yes – it is business as usual with the existing standards. It is still very early on in the Trailblazer development process – and as such the existing SASE frameworks are still available for registration/certification etc – there are no changes to this. Where there are changes, we will give stakeholders plenty of notice.

## ***What are the differences between the current SASE frameworks and the Apprenticeship standards?***

This very much depends on the trailblazer employer-group, who could be starting with a blank sheet of paper and completely re-design the apprenticeship; or who will use the existing content and put it into a position where it is compliant with the new BIS requirements. These new BIS requirements for Trailblazer programmes articulate that the apprenticeship models must have some form of grading applied to the overall apprenticeship so that the learner gets a grade on completion. There will also be some form of synoptic end assessment, as well as an on-going review of the learner's progression.

In addition, what we might see is that whilst there is the requirement for end assessment, that this might not be in the form of a regulated qualification – this will depend on the trailblazer groups' views, and it might differ from standard to standard.

## ***How do I get involved in giving feedback on the Apprenticeship standards/assessments that are being developed?***

In addition to contacting the lead employer of the trailblazer groups, BIS are also putting in place 'public consultations' on all of the standards that are being developed as and when they are submitted. This means that anyone will be able to give their views, via an online survey, on the standards that are being developed. To participate in this feedback you need to register at the following link:

<https://www.gov.uk/government/publications/apprenticeship-standards-changes-to-the-process-for-approvals>

Unfortunately this process has only just been put in place and so you may not be able to feedback on those standards and assessment strategies where these have already been approved.



## ***What is the Apprenticeship levy?***

The Government is consulting on the mechanisms for funding the new style apprenticeships.

A big change will be the introduction of the mandatory 'Apprenticeship Levy' for all large employers. This levy will then be ring-fenced to support apprenticeship delivery.

It will not come into place until April 2017 and will only affect employers who have salary bill over £3 million. Employers who fit this requirement will have to pay at a rate of 0.5% of their pay bill.

Further details on the proposal for an Apprenticeship levy:

<https://www.gov.uk/government/consultations/apprenticeships-levy-employer-owned-apprenticeships-training>

## ***I am a training provider, so what do Apprenticeship Standards mean for me?***

There are two significant changes that providers need to be aware of.

One of the key requirements for ensuring high quality apprenticeships is that the training delivery must be separate from the end assessment. The end assessment can only be carried out in conjunction with assessment organisations that appears on the 'Register of Apprenticeship Assessment Organisations' (ROAAO).

The other significant change is how the funding will be through a 'voucher' system that will initially be issued to the employer. The employer can negotiate with training providers and assessment organisations to get the best deal.

The employer will also have to contribute to the cost of the apprenticeships, however it is possible for them to receive incentive payments if they meet specific criteria:

- If when recruited, the Apprentice is between 16-18 years of age
- If they are an SME with less than 50 employees
- Upon successful completion of the Apprenticeship



### Pilot funding models 2014-2016

Maximum core government contribution		Cap 1	Cap 2	Cap 3	Cap 4	Cap 5
		£2,000	£3,000	£6,000	£8,000	£18,000
Employer contribution of the maximum cap is claimed		£1,000	£1,500	£3,000	£4,000	£9,000
Additional incentive payments	Recruiting a 16 to 18 year old	£600	£900	£1,800	£2,400	£5,400
	For a small business (<50)	£500	£500	£900	£1,200	£2,700
	For successful completion	£500	£500	£900	£1,200	£2,700
Maximum total government contribution		£3,600	£4,900	£9,600	£12,800	£28,800

Full details on funding for 2015-2016 can be found here:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/452935/T\\_railblazer\\_Funding\\_Rules\\_2015\\_to\\_2016\\_version\\_1.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/452935/T_railblazer_Funding_Rules_2015_to_2016_version_1.pdf)

## ***I have heard of a ‘Register of Assessment Organisations’, what is this?***

An independent organisation must be involved in the end-point assessment of each apprentice so that all apprentices following the same standard are assessed consistently.

The register of apprentice assessment organisations (the register) is a list of organisations that have been assessed as being suitable to conduct independent end-point assessment of apprentices and be in receipt of public funds.

Only these organisations are eligible to conduct independent end-point assessment of apprentices. Although a number of different people and organisations may be involved in an apprentice’s end-point assessment, only the independent organisation needs to apply to and be listed on the register.

Employers of apprentices will select an organisation from the register to conduct independent end-point assessment of their apprentices.

The IMI is applying to become a registered assessment organisation for Trailblazers in the automotive sector.

Organisations can apply to become an Assessment Organisation for the different published Assessment plans using the Skills Funding Agency Bravo Solution Portal:

<https://skillsfundingagency.bravosolution.co.uk/>



Further information on the Register can be found here:

<https://www.gov.uk/government/publications/register-of-apprentice-assessment-organisations>

## ***I am a work based assessor, so what does this mean for me?***

Most Trailblazers will still require some work based assessment. For trailblazers that have included existing qualifications the requirement for work based assessment will remain exactly the same. Where qualifications are no longer required e.g. the Light Vehicle Trailblazer level 3, it is likely there will still be some work based assessment, and the training provider and employer will still need to review the apprentices progress on a regular basis. This will probably be agreed between the training provider and employer.

There will also be a requirement for assessors of the end assessment. As there are few assessment plans approved it is still unclear exactly what the impact of the changes will be, but there will certainly be some opportunities with the new requirement for independent Assessment Organisations.

## ***I am a level 2 Apprentice moving onto level 3, what does it mean for me?***

There will probably be some way of transitioning from a Level 2 Apprenticeship SASE Framework to a Level 3 Apprenticeship Standard- and this is likely to be detailed in the assessment plan. It will however, vary between Apprenticeships.

## ***Apprenticeship Quality?***

The Government have published an Apprenticeship Quality statement to ensure only high quality Apprenticeships are offered. The key points are:

- Apprentices must be employed in a job that has real purpose, working a minimum of 30 hours per week.
- Apprenticeships must last a minimum of 12 months.
- Level 2 Apprentices must achieve Level 1 Maths and English, and Level 3 Apprentices must achieve Level 2 English and Maths to receive the full Apprenticeship completion certificate.
- Apprentices must be paid the minimum wage required for apprentices.
- Apprentices must spend at least 20% of their employed time receiving off the job training.

Full details of the quality requirements can be found here:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/411872/Quality\\_Statement.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/411872/Quality_Statement.pdf)



## ***Who will have oversight of the new Apprenticeships in the future?***

A new body is to be created from April 2017.

The Institute for Apprenticeships will review submissions for new standards and be the governance body, with oversight of all English apprenticeships.

### ***Appendix***

The following additional FAQs are available for specific Apprenticeship Standards that the IMI are involved with:

- Light Vehicle Service and Maintenance Technician (Level 3)