



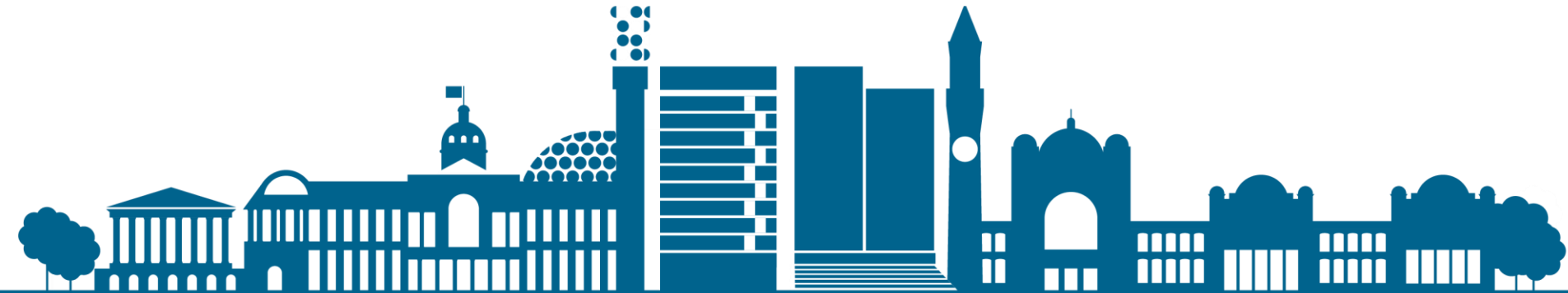
UNIVERSITY OF
BIRMINGHAM

An Introduction to Degree Apprenticeships

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A brief history of Degree Apprenticeships

- Announced in 2014, first launched in 2015
- Funded through the Apprenticeship Levy
- **55** Level 6 Degree Apprenticeship standards approved for delivery right now; multiple providers delivering each one
- Government target of **3 million apprenticeship starts in 2020**
- Governed by Institute for Apprenticeships, launched in 2016
 - IfA approve apprenticeship standards for delivery and monitor performance
- Education and Skills Funding Agency (ESFA) manages the payments from organisations to training providers
- Employers and Training Providers are subject to strict funding rules if they deliver apprenticeships
- Different rules for England, Wales, and Scotland



How are they funded?

- All organisations with an annual payroll bill of over £3m pay the Apprenticeship Levy.
- The levy is the cost of 0.5% of their annual payroll bill.
- It is paid monthly (like a tax) to the Government, who keep it in that company's levy pot.
- The money in their pot is their to spend on apprenticeship training for their employees.
- However, the money has an expiry date of 2 years after the date it was paid in, so companies have to use it or lose it.
- After 2 years, it goes to the Govt who use it to subsidise apprenticeship training for SMEs who have a payroll bill below £3m.



Levels of Apprenticeships

Apprenticeship Type	Apprenticeship Level	Standard Qualification Equivalent
Apprenticeship	2	GCSE
Apprenticeship	3	A Level/BTEC
Higher Apprenticeship	4	(1 st year UG degree)
Higher Apprenticeship	5	(2 nd year UG degree)
Degree Apprenticeship	6	Undergraduate Degree
Degree Apprenticeship	7	Masters Degree



What are Degree Apprenticeships?

- ❑ Combine full-time paid work with part-time university study
- ❑ Upon completion obtain a full undergraduate degree AND an apprenticeship
- ❑ Based on an Apprenticeship Standard
- ❑ Different modes of part-time study, e.g. distance learning, blended learning, day-release, block teaching
- ❑ All Training Providers for DAs must have degree-awarding power, i.e. be a University



Earn while you learn

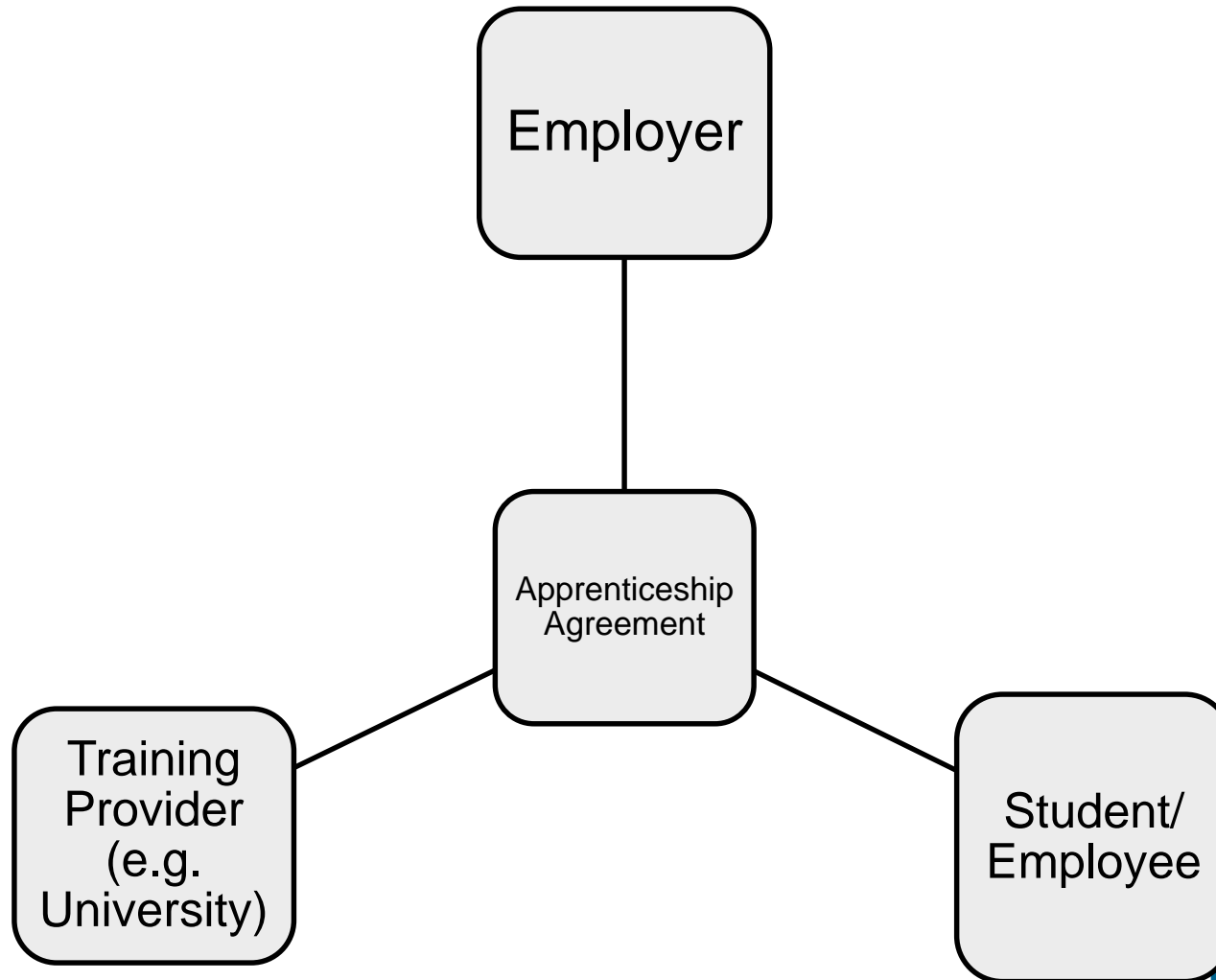
Paid a salary
(minimum £3.70/hr)



**No University
Tuition Fees**



Tripartite Agreement



Apprenticeships Standards

- ❑ Sets out on the knowledge, skills and behaviours (KSBs) required for a particular job
- ❑ Developed by Trailblazers – a consortium of employers in the field who determine the KSBs
- ❑ Trailblazers are required to have representation from at least one training provider
- ❑ There are 55 approved Level 6 standards, with another 35 standards in development and 19 proposals in development.



Which standards exist?

- Currently, Level 6 standards exist in the following fields:
 - **Business and administration**
 - Care Services* (Social Worker)
 - Construction
 - Creative and Design
 - **Digital**
 - Education and Childcare
 - **Engineering and Manufacturing**
 - Health and Science
 - Legal, finance and accounting
 - Protective Services (police constable)
 - Sales, marketing and procurement
 - Transport and logistics*



What's the difference?

Standard Degree route	Degree Apprenticeship
Student pays tuition fees (through loan)	Employer pays tuition fees directly to university (no need for a loan)
No salary (unless get separate job)	Salary paid by employer
Full-time student	Part-time student, full-time employee*
Student status	Student status AND employee status
Degree upon completion	Degree and apprenticeship certificate upon completion
Standard application process	Different application process (usually interviews/ assessment centres)

*dependent on DA model



Comparing delivery models

BSc Computer Science with PWC or Vodafone at
University of Birmingham

DA Digital and Technology Solutions

- ❑ 4-year course
- ❑ Full-time student years 1, 2 and 4
- ❑ Work full-time for PWC or Vodafone during the Easter and Summer Holidays, and for Year 3
- ❑ Annual Salary: competitive
- ❑ Application route: UCAS
- ❑ Entry Requirements: AAA (A Level), including Maths. BTEC Ext Dip accepted at D*D* if accompanied by Maths A Level.(A)



Comparing delivery models

BSc Digital and Technology Solutions with Capgemini
UK at Aston University

DA Digital and Technology Solutions

- ❑ 4.5-year course
- ❑ Full-time employee throughout
- ❑ Blend of distance learning, work-based learning and day-release over 4.5 years
- ❑ Annual Salary: £17,500
- ❑ Application route: Aston University
- ❑ Entry requirements: 3 A Levels or equivalent, GCSE Maths and English grade 4 or C



Comparing delivery models

BA Social Work at University of Warwick

DA Social Work

- ❑ 3-year course
- ❑ Full-time employee throughout
- ❑ Day release – one day a week attend University / undertake self-guided study
- ❑ Annual Salary: not disclosed (decided by employer)
- ❑ Application route: Direct to university through employer
- ❑ Entry requirements: No formal academic entry reqs, a two-stage admissions process evaluating suitability for social work education.



Comparing delivery models

BA Social Work at Manchester Met University

DA Social Work

- ❑ 3-year course
- ❑ Full-time employee throughout
- ❑ Day release – one day a week attend University / undertake self-guided study
- ❑ Annual Salary: not disclosed (decided by employer)
- ❑ Application route: Direct to university through employer
- ❑ Entry requirements: 112 UCAS points at A2; BCC (A Level), DMM (BTEC). GCSE Maths and English Lang 9 – 4 (A*-C).



Where to find out about DAs

- **Institute for Apprenticeships**
 - Standards approved and in development
 - Link to gov.uk website to find training providers currently delivering that DA
- **www.gov.uk/apply-apprenticeship**
 - Find an apprenticeship via this link and ways to apply
- **UCAS**
 - Some, not all, DAs are searchable on UCAS at the moment
 - This could change, as UCAS are on the fence about whether they should be involved
- **Company websites**
- **University websites/ODs/Prospectuses**
- **Prospects website**
 - lots of information and case studies



How do students apply to them?

- Differs from DA to DA
- Often high entry grades, competitive process
- Usually a joint process between university and employer

Option 1	Option 2	Option 3	Option 4
UCAS	Directly to University	Directly to employer	Directly to BOTH University and employer

Application process usually includes an interview / assessment centre / aptitude test – APPLYING TO A JOB, NOT JUST A UNIVERSITY COURSE



Key messages for your students

Benefits

- ❑ No university tuition fees to pay
- ❑ Paid job with holiday entitlement
- ❑ Develop key skills on the job
- ❑ Work with experience professionals
- ❑ 90% continue working for the company after they complete

Things to consider

- ❑ Often high entry grades
- ❑ Competitive application process
- ❑ Not the normal student experience
- ❑ Linked to a particular job/profession – vocational fields only
- ❑ Not many out there – small pool of approved standards, means small pool of DAs (but it is growing)

RESEARCH, RESEARCH, RESEARCH



Questions?

