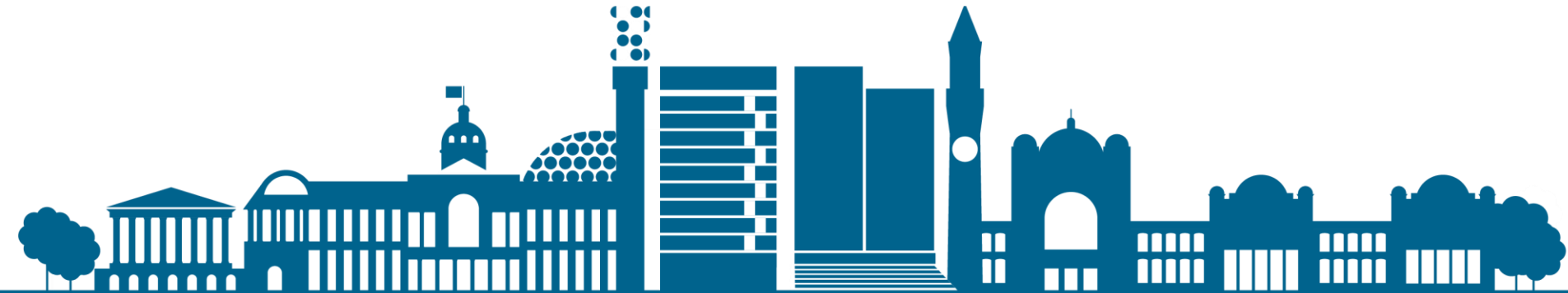# An Introduction to Degree Apprenticeships

Clare O'Driscoll

Outreach Officer, University of Birmingham

(formally Degree Apprenticeships Facilitator)

A brief history of Degree Apprenticeships

- ☐ Announced in 2014, first launched in 2015
- ☐ Funded through the Apprenticeship Levy
- ☐ **49** 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 theirs 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	(1st year UG degree)
Higher Apprenticeship	5	(2nd 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
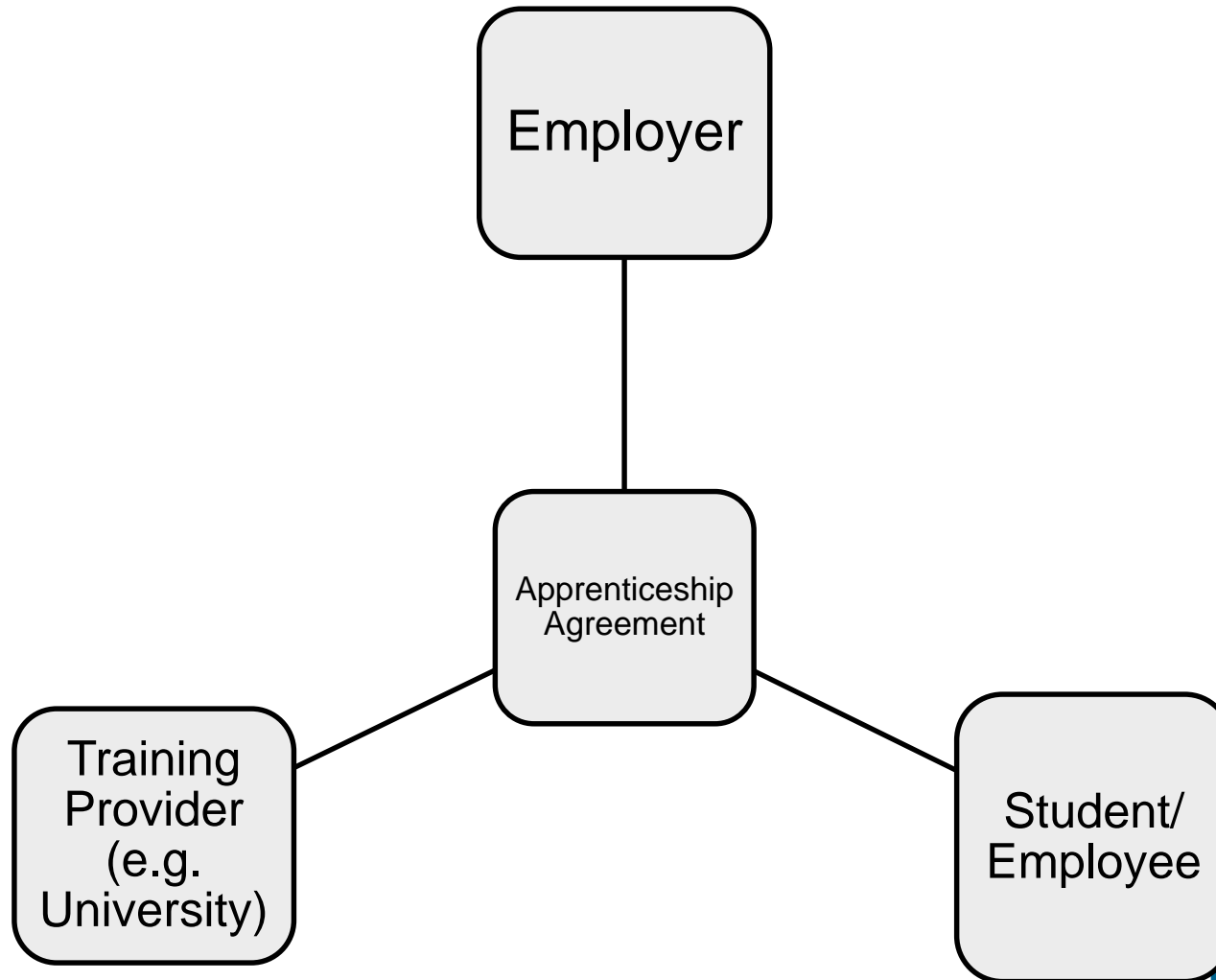
Earn while you learn

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 49 approved Level 6 standards, with another 41 in development.

Which standards exist?

☐ Currently, Level 6 standards exist in the following fields:

- **Business and administration**
- 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

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 two 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

Comparing two 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

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?