

**Apprenticeships
Deliver. Great
Motivation,
Staff Retention
& Rewards**



Higher Apprenticeship pilots at SRC

**Brian Doran
Chief Executive**

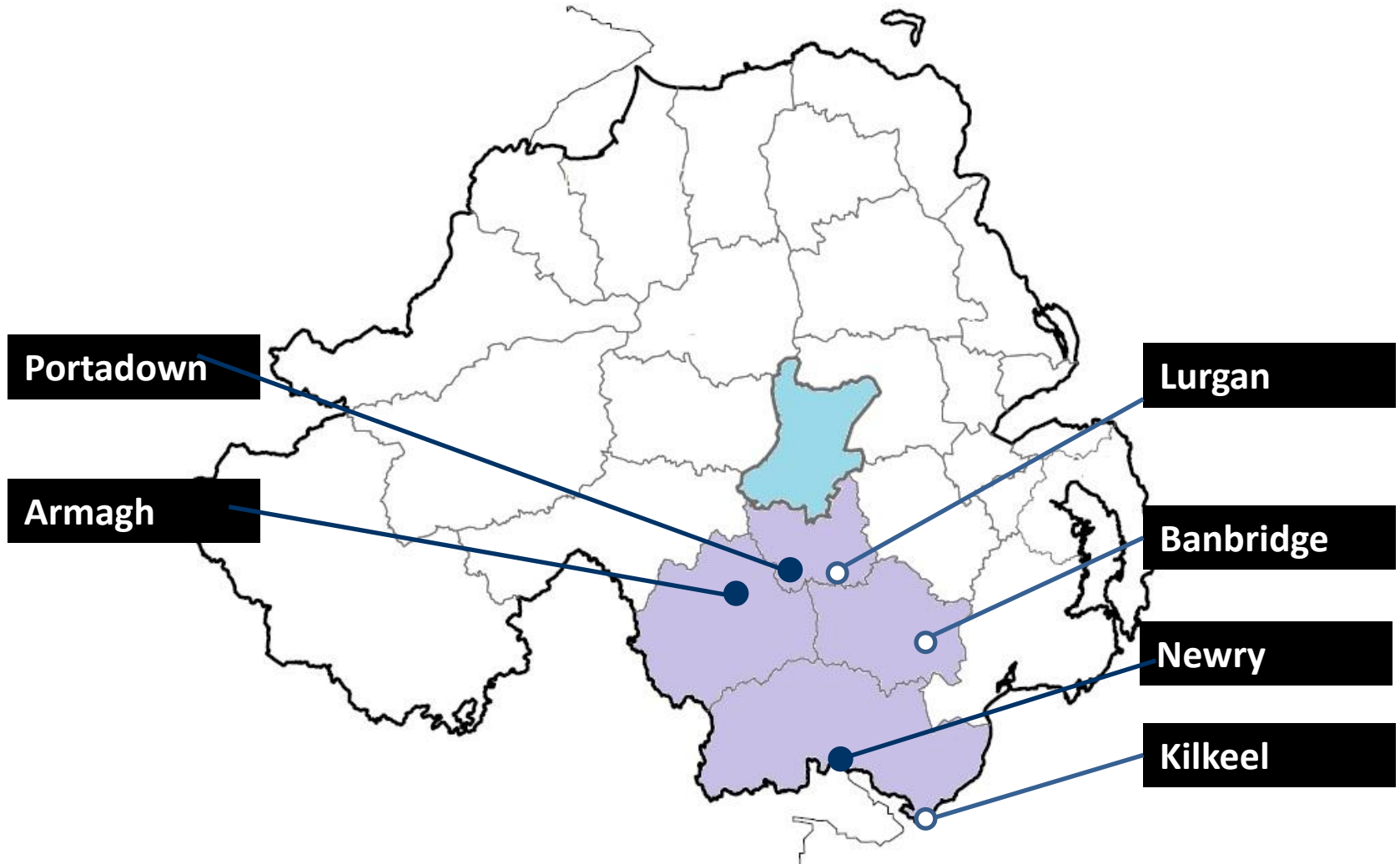
14 April 2015



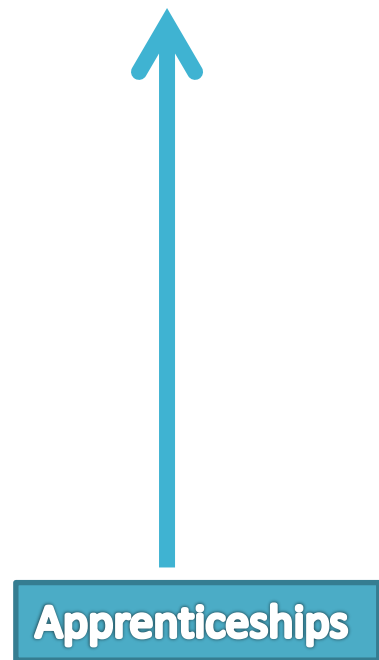
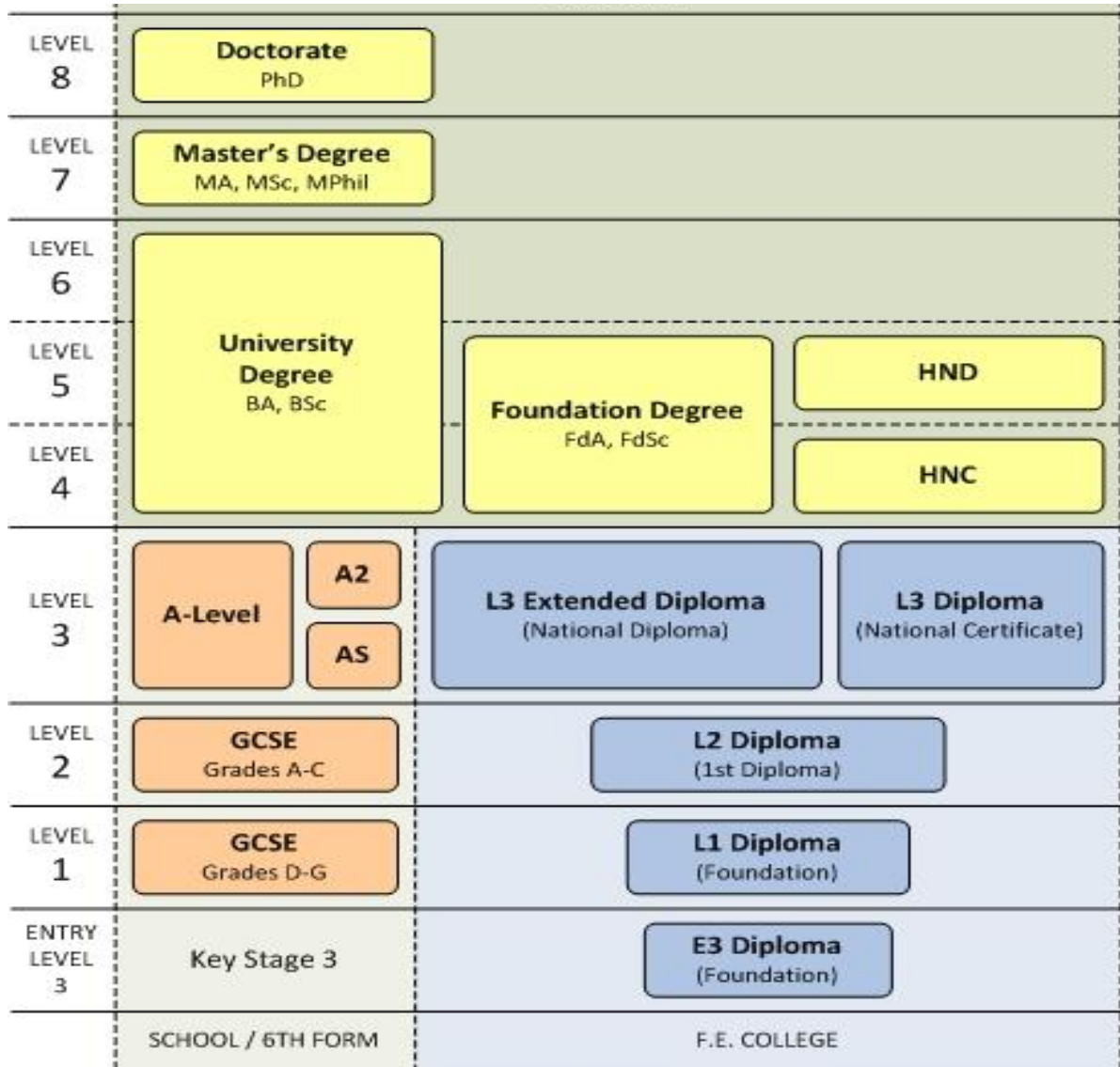
Content

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- Qualifications Framework
- ‘Securing our Success’ – Key Features
- Benefits
- SRC pilot programmes
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- Sector plans – future pilots 2015
- Key messages

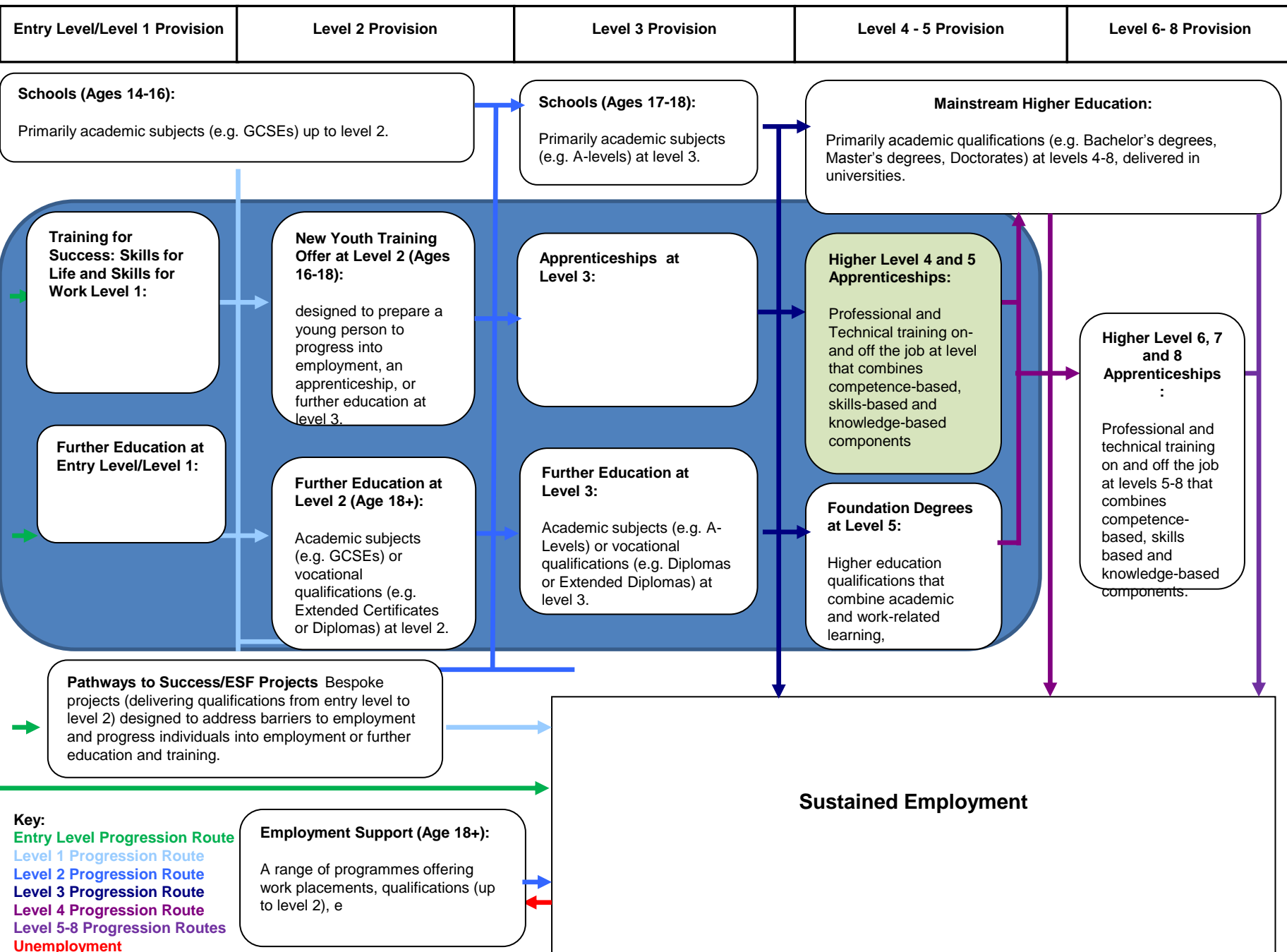
Background



Qualifications Framework



Proposed System for Education and Training (Entry Level to Level 8)



Apprenticeships - Key Features

- Apprenticeships to start at Level 3
- Apprenticeships defined as a system of learning
- Combines 'on and off' the job training
- Progression pathways : Higher apprenticeships to Level 8
- Apprenticeships for new employees / employees enhanced roles
- Duration : min 2 years
- Expansion of apprenticeships into professional services
- Simplified awards/qualifications system
- Employers: lead and influence content
- **Breadth** of training beyond specific needs of JOB

Underpinned by quality, breadth, progression and portability

Benefits - Employer

- Can help company develop a motivated, skilled, qualified and professional workforce.
- Provides an additional source to higher skills.
- Employer led – opportunity to ‘grow your own’.
- Developed by employers for employers.
- Apprenticeships are a good way of growing your business and moulding an employee to fit your company’s needs.
- Apprenticeships deliver skills designed around the business needs providing the skilled workers needed for the future.
- Progression pathways developed to encourage further skills development – to Level 6 and above.

Benefits - Apprentice

How does it work for the apprentice?

- Training contract
- Wage - Earn while learning
- Obtaining higher level qualifications – debt free
- College delivers the underpinning knowledge (‘Off the job’)
- Underpinning qualifications – breadth, portability and progression
- Development of transferable skills – problem solving, teamwork, enterprise
- Support mechanisms between College an employer to make sure the apprenticeship training programme stays on track

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Level 5 Apprenticeship

Pilots

Pilots

Accountancy

Delivery: SRC & BMC

SRC – 15

BMC 12

Start date: September 2014

Duration: 2 years

Life Sciences and Related Science Industries

Delivery : SRC

SRC – 10

Start date: January 2015

Duration: 2 years

Pilot to test:

- Qualifications underpinning apprenticeship
- Duration
- Transitioning – education to employment
- Mentoring systems and the role of the employer
- Progression opportunities
- Breadth of provision and transferability
- Entrance criteria
- Quality assurance systems
- Flexible delivery models – use of technology enhance learning

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Level 5 Apprenticeship in Accountancy

Stages

- Employer Engagement
 - Qualifications
 - Target audience
 - Professional bodies: ATI, CAI
- Briefing sessions : Expressions of interest
- Entrance criteria
- Promotion and recruitment phase – schools, young people
- Selection process – Employer led
- College administrative support for smaller organisations

Employers

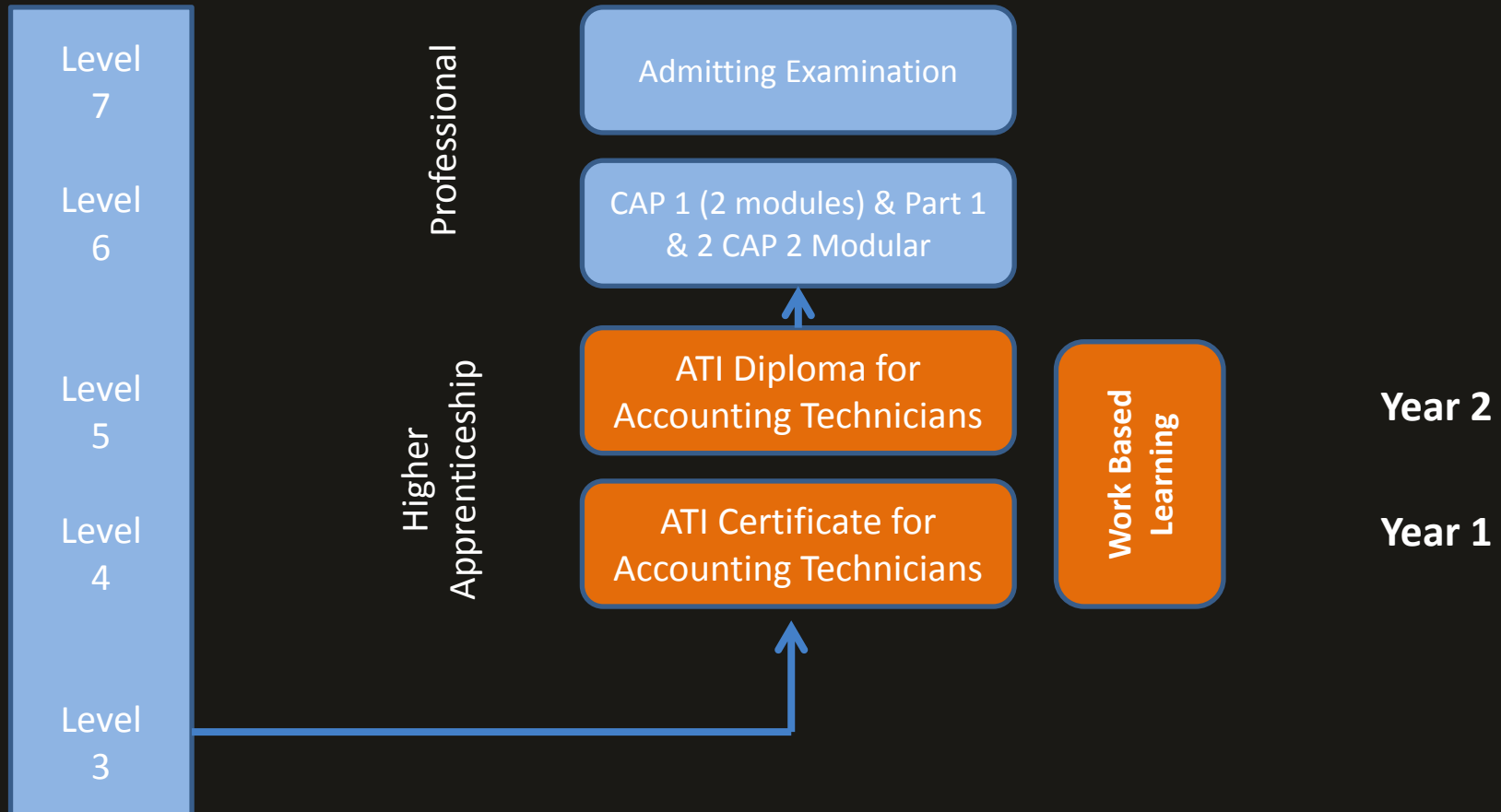
- PKF - FPM
- John Mac Mahon
- GP Boyle
- Robinson & Co.

- Goldbatt Mc Guigan
- BDO
- RSM-McClure Watters
- Deloitte

Operational issues

- Funding –Delivery and registration costs supported by DEL
- Employer committed to employing apprentice for duration of apprenticeship training contract – 2 years
- Salary – Employer
- Employer may wish to commit to additional training leading to Chartered Accountancy Status (Chartered Accountants Ireland) – not part of this pilot
- Geographical Contract Areas- 4 council areas (although not restricted to this)
- Permanently contracted minimum 21hrs per week with a Northern Ireland based company
- Directed Training – must be within normal contract hrs and paid.

Pilot Higher Apprenticeship in Accountancy



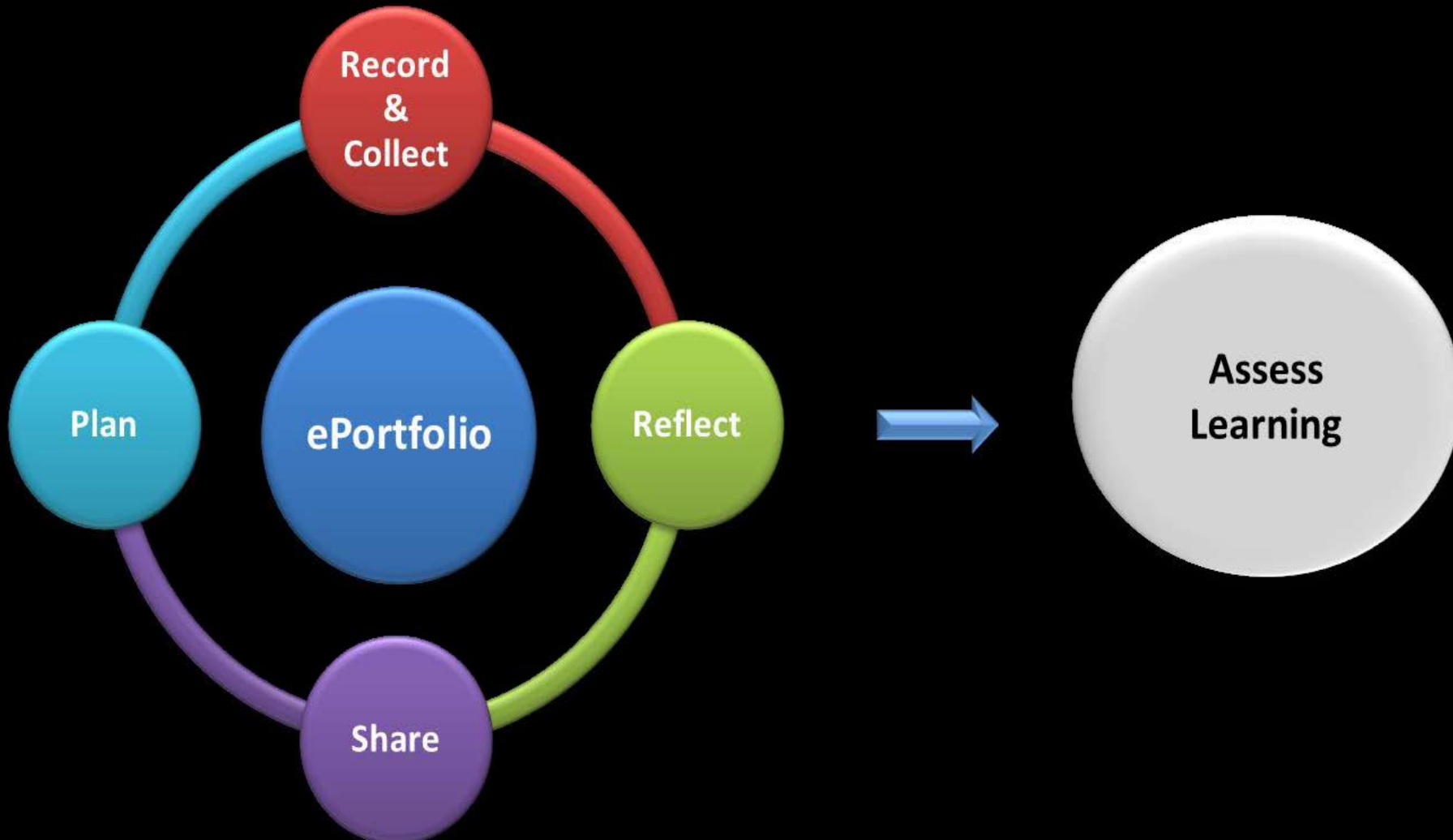
Work Based Learning

Work Based Learning - three interrelated components:

- the student
- the employer and
- the college.

A sustainable partnership between education and the workplace is necessary for the development, delivery, support and assessment of 'education in employment'.

Work Based Learning



Next steps

Project Advisory Board - evaluation

Extended pilot SRC/BMC- International
placement

Phase 2 pilot – 6 colleges from Sep 2015



Level 5 Apprenticeship in Life Sciences and Related Science Industries

Background

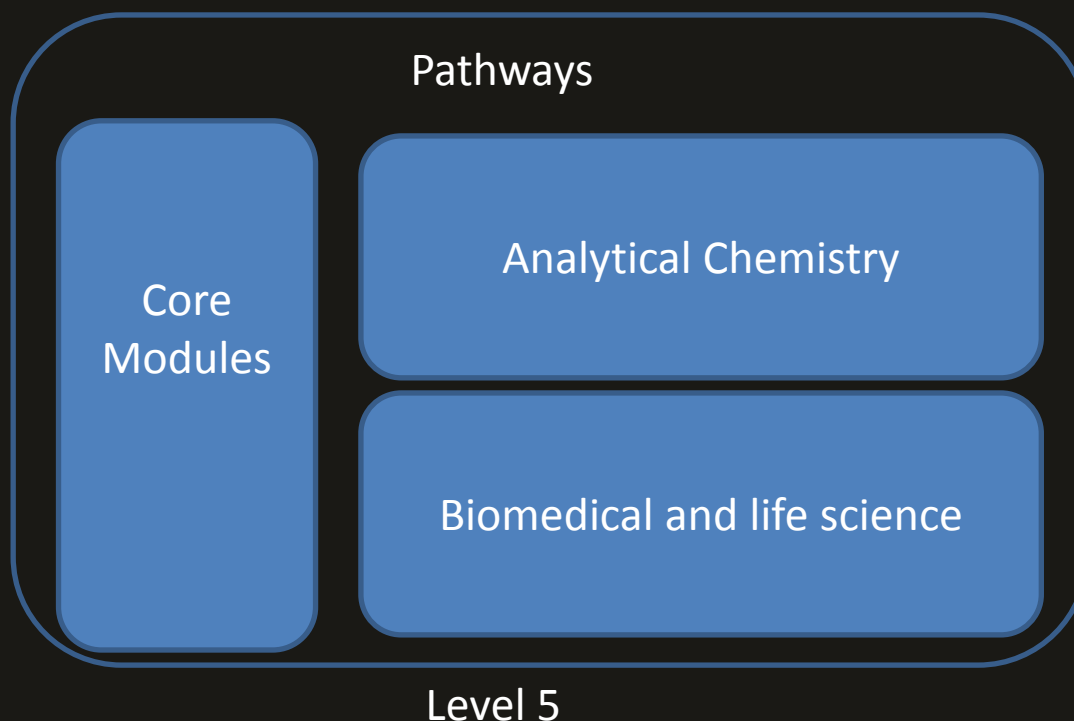
. Regional context

- Norbrook Laboratories
 - Almac
 - Randox
- Key messages – Graduate practical skills (job ready)
 - Desire to ‘grow our own’
 - Progression pathways for existing employees
 - Flexible delivery – technology enhanced learning
 - Employer needs vary:
 - Norbrook – Analytical Chemistry
 - Randox – Biomedical, immunology, genetics

Background

- Role of sector skills council COGENT– higher apprenticeship framework
- Development of new Foundation degree in Applied Industrial Science
- Importance of Work Based Learning
- Commitment from Norbrook – Jan 2015
- Simplified qualifications system – single Foundation degree

Foundation degree in Applied Industrial Science



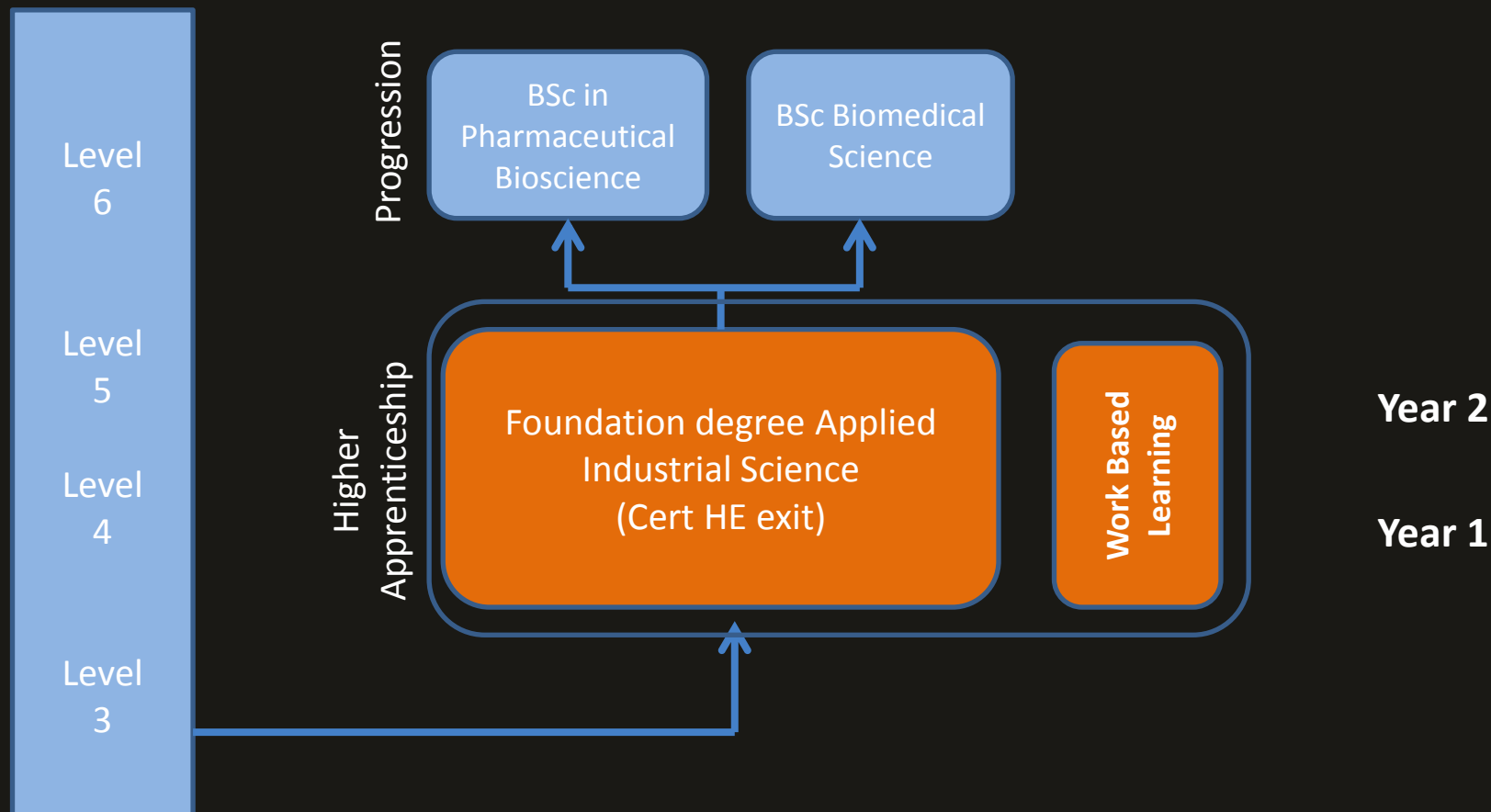
Progression

BSc in
Pharmaceutical
Bioscience

BSc in Biomedical
Science

Level 6

Life Sciences and Related Science Industries



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Other pilots

Area	Belfast Metropolitan College (BMC)	Northern Regional College (NRC)	South West College (SWC)	Southern Regional College (SRC)
ICT			√	
Life & Industrial Science				√
Accounting	√			√
Engineering			√	
Advanced Manufacturing Engineering		√		



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New developments 2015

Collaborative approach

Interim strategic advisory forum

Sector partnership for a representation

Lead co-ordinating college – Foundation degree

New pilots 2015-16

- IT Infrastructure
- Software Development
- Insurance
- Sustainable construction
- Aeronautical engineering
- Tourism management



Key messages

- Right that it must be employer led
- Employer support for new apprenticeship strategy evident
- Simplified qualifications system
 - Professional qualifications
 - Foundation degree
- Colleges committed to working collaboratively
- Danger – under estimate the extent of engagement
- Representing views of SMEs and micro business
- Potential to be a new ‘system of learning’ – promotion
- Responsiveness of Universities
 - Validation
 - Progression opportunities at Level 6+

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Questions