



CPD AND APPRENTICESHIPS

The CPD Standards Office is a unique organisation and was founded with the vision of understanding and enabling positive and successful CPD and learning experiences. As a highly specialised expert team, our university led research has equipped us with extensive expertise on all things CPD.

Between the work of the Professional Development Consortium and the CPD Standards Office dual CPD research and accreditation activities sharpen our knowledge and expertise. This enables us to work with individual coaches, training providers, employers, and 'membership organisation's as a collaborative CPD network & community.

This factsheet provides some detail on the UK apprenticeship levy and discusses how CPD assessment and accreditation can help deliver high quality programmes.

CPD and Apprenticeships

The CPD Standards Office recognises both the opportunities and the challenges of the UK Government's apprenticeship levy for employers, training providers and young people. Here are some main points to understand the new apprenticeship 'market place':

Businesses with salary costs over £3million are being taxed by an apprenticeship levy so more will take the advantage of developing a training scheme.

The imposed tax will charge 0.5% of an employer's pay bill

The government is creating the opportunity for citizens to access apprenticeship schemes

There is a possibility that apprenticeships will disguise old training content by simply having a new 'brand'

Training providers will find opportunities from a whole new market

Employers feel uncertain about which training provider will provide a high quality and effective learning experiences for a new apprenticeship scheme.

Young people will have more career options other than a high-cost university loan or low-paid unskilled work with no quick progression.

Anyone can apply to an apprenticeship scheme so that they can receive a qualification to improve their employability prospects.

Background to the Apprenticeship Levy

The Apprenticeship Levy was introduced in April 2017 as a tax on UK employers to fund new apprenticeship schemes and create more long-term job opportunities. In England, control of apprenticeship funding was put in the hands of employers through the Digital Apprenticeship Service. The levy will be charged at a rate of 0.5% of an employer's pay bill. Each employer will receive an allowance of £15,000 to offset against their levy payment.

What are Apprenticeships?

Apprenticeships are paid jobs that incorporate on-and-off-the-job training. A successful apprentice will qualify with a nationally recognised qualification on completion award called an 'achievement'.

The provision of higher quality apprenticeships scheme can be the answer to two issues facing employers and young people today:

1. Employers, particularly in the technology sector, are experiencing large talent gaps and a shortage of skills. For growing companies this is one of the key barriers to growth.
2. School leavers have to choose between studying a university degree as what they see as an expensive option or choose to work in a demotivating and underpaid job.

CPD Accreditation and Apprenticeships Schemes

There is a huge opportunity in the market place for employers to structure new apprenticeship schemes in the context of CPD and for training providers to gain some more business in a new market.

But new apprenticeship schemes need to be designed with CPD in mind and it would be risky to just rebrand old training content. Those who deliver training schemes

need to reassess the audience for which their training content will be delivered into.



The government reports that in 2017/18, the most popular sector for apprenticeship schemes was Business, Administration and Law, accounting for 29% of all apprenticeship starts in England, closely followed by Health, Public Services & Care (26%). These sectors are highly regulated and professionals must complete annual CPD records as it is important to maintain high standards of training so professionals stay fit to practice.

Albeit, apprenticeship schemes should be high quality across all sectors and there is an increasing number of opportunities in retail, health and care sectors that provide poor standards of training.

The CPD Standards Office assess and accredit training across all industries and sectors and recognise best practice CPD learning experiences. The Office assessment process can assist employers and training providers to develop apprenticeship training programmes that can be recognised as high quality which can improve employee engagement and motivation.

Working with the Government

The CPD Standards Office is a member of the House of Lords All Parliamentary Political Group for Skills and Education (APPGSE), the Office meets with a wide selection of public and private representatives to identify positive learning opportunities, and actively campaigns to raise the standard of lifelong learning and professional development opportunities.

In May 2018, Amanda Rosewarne spoke on a panel at the House of Lords on the topic of *'Guaranteeing Quality in Apprenticeships and CPD'* alongside speakers Baroness Garden of Froggnal, Mark Dawe, Chief Executive, Association of Employment and Learning Providers (AELP) and Anouska Ramsay, Talent Director, Capgemini UK. This continues to be an area of focus, and the Office meets with government figures to advise and discuss the issues in education and professional training and development opportunities in the UK today.

We hope you have found this factsheet helpful.

Please see www.cpdstandards.com for more information on our accreditation services or call **0203 745 6463** for further advice.