



Department
for Education



Driving Quality in Apprenticeships: Provider Accountability Framework

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Driving Quality in Apprenticeships

Purpose: to update on work we're doing with the sector to drive quality and achievements in apprenticeships, including the Accountability Framework, as we collectively aim to reach a 67% rate for apprenticeship standards by 2025.

We will cover:

- Policy context
- Our quality strategy
- Provider Accountability Framework
- Workforce Development
- Q&A



Question – (please post in the chat)

Question: what **one** thing have you recently done that has driven quality improvement in apprenticeships at your organisation?



Context

Why quality matters – Ellie’s story



“The apprenticeship has given me the practical skills, the knowledge behind the job and the ability to work in beautiful places, giving something back to the communities and the environment.”

I have had the opportunity to learn from people with so much experience in this field that they can pass on. The apprenticeship has led me to get my dream job in a National Park as an Area Ranger.”

Ellie – countryside ranger apprentice (North York Moors National Park)

Quality – progress to date

Our reformed apprenticeships get excellent outcomes.

- Apprenticeships are more rigorous and credible, led by employers.
- Employer and apprentice satisfaction remains high.
- Strong economic and individual benefits to achieving an apprenticeship:

- 92% of apprentices have sustained positive destinations (employment or further training) after they complete
- Apprentices more likely to study at higher levels afterwards, compared to students on other education courses.



The need to go further

However, there is more work to do if we are to fully realise the benefits of apprenticeships...

- **Achievement rates:** lower on standards compared to frameworks, mainly as a result of apprentices withdrawing before completing their programme.
- **Quality of provision:** Ofsted found a ¼ of new providers were making insufficient progress (2019/20).
- **Large employers** (54% achievement rate) doing better than **SMEs** (45%) but still room for improvement.

Achievement rate			
	2019/20	2020/21	2021/22
All apps	57.5%	57.7%	53.4%
Frameworks	68.1%	68.9%	64.9%
Standards	45.2%	51.8%	51.4%

The vast majority (83%) of non-completers continue in work immediately after leaving their apprenticeship, typically either at the same company (44%) or at a different employer (35%)

Reasons apprentices leave early

- Multiple reasons why apprentices do not achieve, not all within gift of provider to control.
- Some apprentices leave for positive personal reasons such as higher pay.



Our strategy for driving quality

Driving Quality at every stage

Our focus is on driving up quality at every stage of the apprenticeship

Principle aims

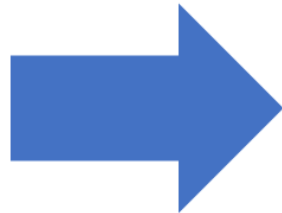
Set clear, high expectations of an apprenticeship for all parties

Inform and support apprentices before and during their programme

Providers and employers equipped to succeed

With challenge

And support

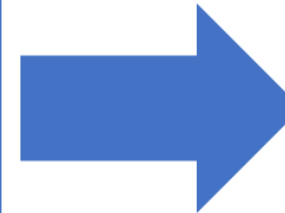


Impact

A proactive system that drives and supports high quality, takes swifter action where necessary and seeks to create a culture of excellence.

Apprentices from all backgrounds will make informed decisions, get a better experience and as a result be more likely to complete and progress.

Employers across the country get the skilled and motivated workforces they need



Measures

- 67% achievement rate on standards by 2025
- % of apprentices in good or outstanding providers
- Employer and apprentice satisfaction
- Longer term outcomes

Partnership is the key to success

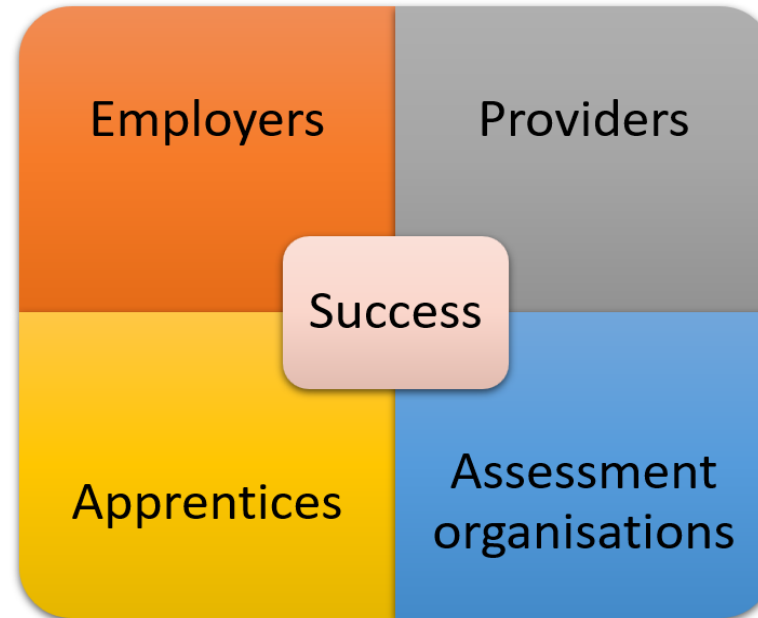
The best apprenticeships are a partnership of all involved

The best apprenticeships are a partnership between all involved

- **Targeted support** for employers
- Plans to **showcase employers** with good achievement rates

End-to-end support for apprentices:

- New Apprentice Support Centre
- Digital accounts
- Partnership between Disability Rights UK (DRUK) and the Association of Apprentices (AoA)



- Improved **provider accountability** with a basket of quality measures
- £7.5m provider **workforce improvement** programme
- Ofsted inspecting all providers by 2025

- **Integrating** qualification and end-point assessments
- **Simplifying** the regulation and reducing bureaucracy
- New **good practice guide** produced by the Federation of Awarding Bodies (FAB)

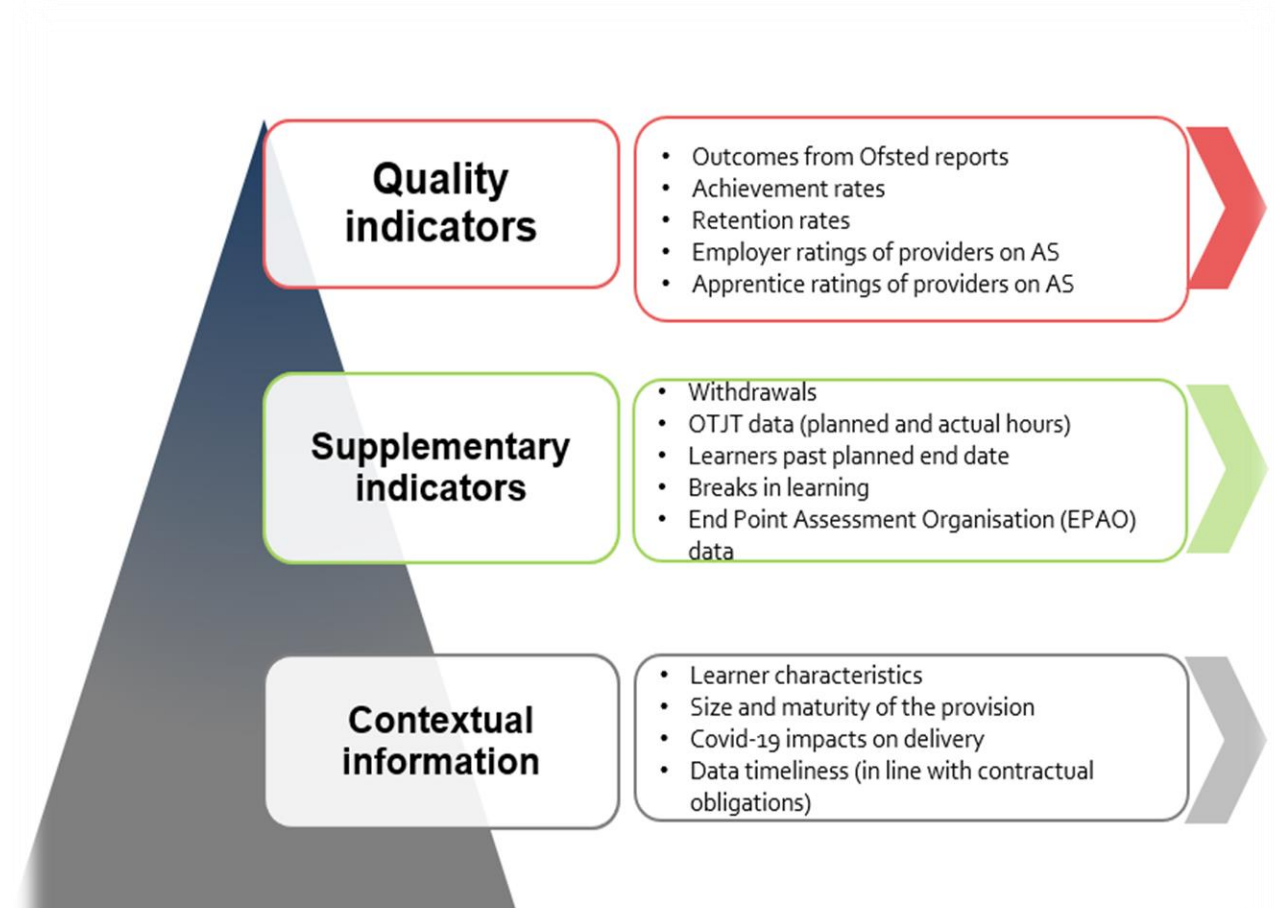
Simplifying our systems and reducing bureaucracy

Provider Accountability Framework

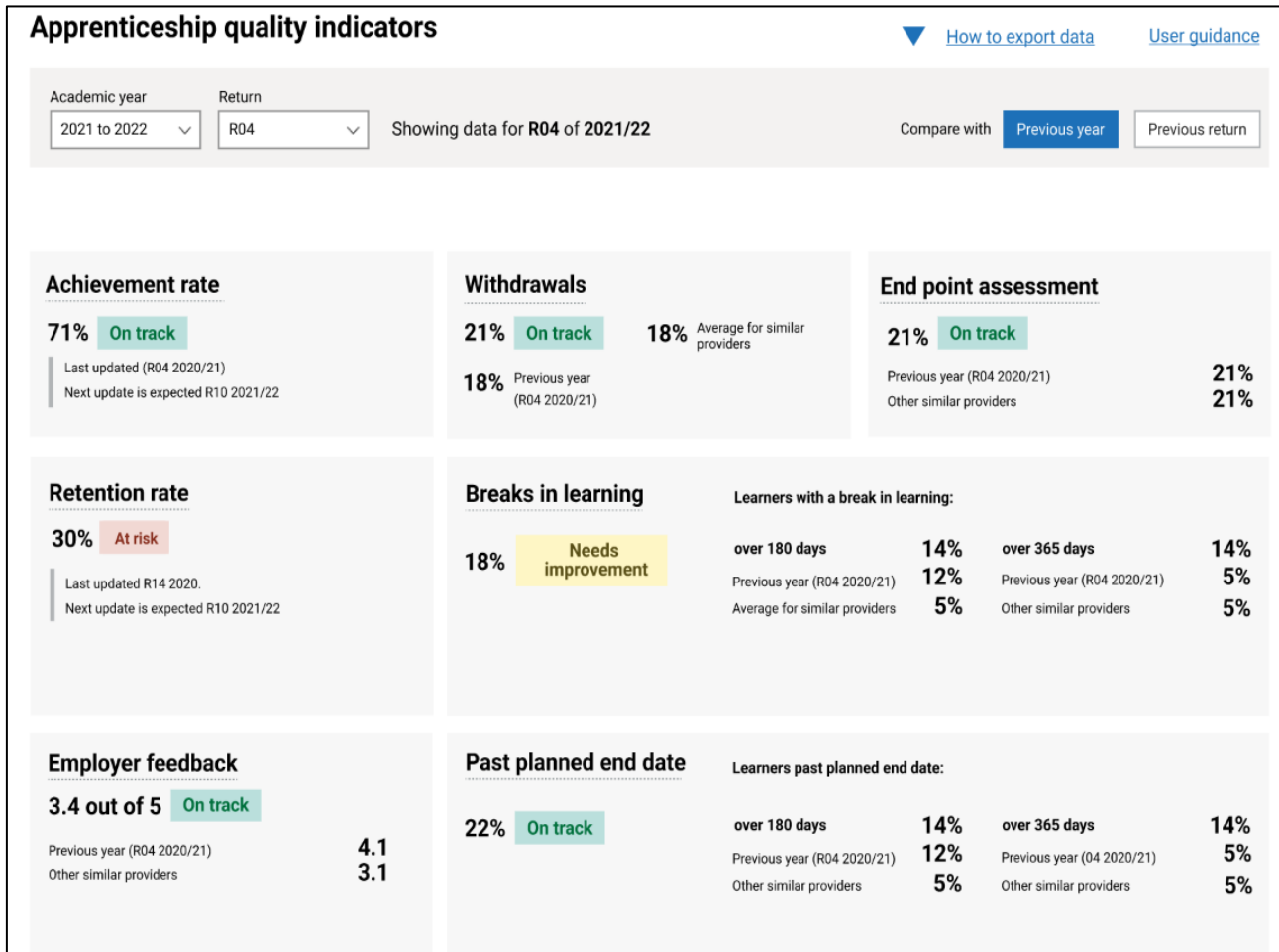
We want to **support** providers to deliver high-quality provision wherever possible, but will intervene where necessary to protect the interests of the apprentice

The Framework is:

- A more rounded approach, based on a wider range of quality indicators – unlike minimum standards.
- Trigger for a conversation – **not** automatic intervention.
- Supports self-improvement
- Timelier intervention (where necessary)
- Takes context into account.



Accountability Framework Dashboard



Available in test environment, functionality on learner level data coming shortly:

<https://viewyourdata.education.gov.uk/report/afed-private-beta>

Accountability Framework: early signs of impact

We're seeing early signs that the Framework is having traction and driving up quality at provider level.

Key themes and provider behaviours:

- Tool for self-improvement and improved apprentice monitoring.
- Reprofile of provision, providers focussing on what they do well, pausing starts in areas where they need to improve.
- Recruitment of staff with strategic focus on quality.
- Review of employer relationships



Example of a provider that has used the Framework to support self-improvement

Ofsted 'good' provider:

- National coverage
- Multiple standards
- 200+ apprentices



Triggered for a management conversation:

- Mainly due to QAR. Placed under formal monitoring and provider's own improvement plan discussed.
- Some barriers noted: labour market factors, recruitment & retention, delays to EPA impacting gateway.

Actions taken:

- Improved systems to monitor and better plan for EPA and mandatory qualifications – mitigating delays.
- Dedicated recruitment team to work with employers to create lasting careers opportunities for learners.
- Improved internal assurance against Framework measures to track and support sustained improvement.



Result:

- ✓ Significant improvement (+20 pts) against QAR
- ✓ Formal monitoring lifted (quarterly reviews of performance).
- ✓ Further improvements forecast.

Apprenticeship Workforce Development

Apprenticeships Workforce Development (AWD)

Supporting providers to deliver high quality teaching and training through a package of high-quality, professional development training and resources

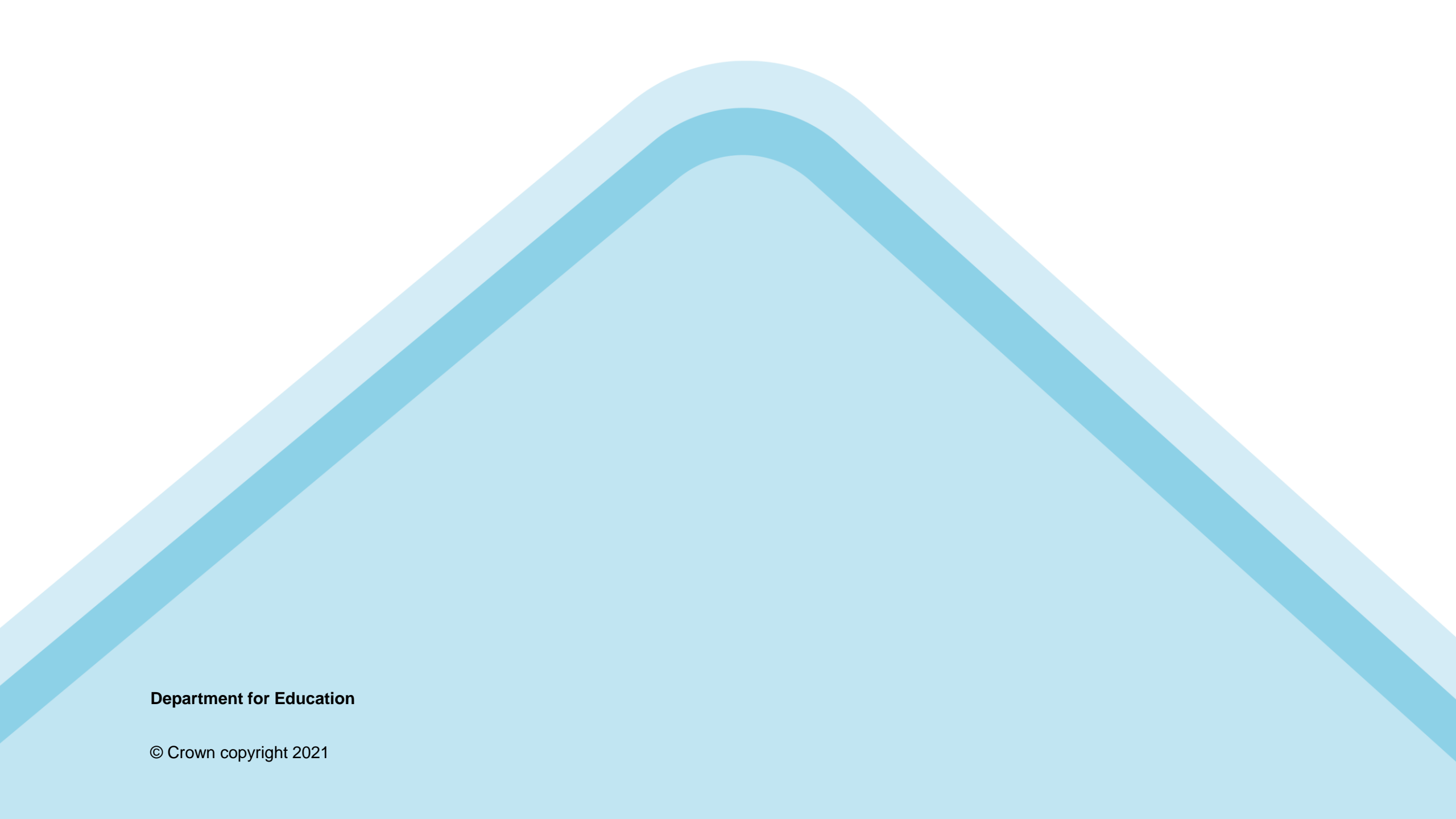
Launched in January 2021, the AWD programme:

- DfE funded, developed by the Education and Training Foundation in partnership with their delivery partners including AELP.
- Free training and resources, to support staff delivering apprenticeships at all levels and roles.
- Includes online CPD courses, available on demand, live online and face-to-face.



Register: [Apprenticeship Workforce Development - The ETF \(et-foundation.co.uk\)](https://www.et-foundation.co.uk) to access and use the AWD resources

Feedback and Questions



Department for Education

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