

## Response ID ANON-2CJT-CQ1U-D

Submitted to **Institute for Apprenticeships Statement: Quality Apprenticeships**  
Submitted on **2017-10-16 13:19:07**

### Introduction

#### 1 What is your name?

**Name:**

Ros Thorpe

#### 2 What is your email address?

**Email:**

rthorpe@ciob.org.uk

#### 3 If you are responding on behalf of an organisation please write its name here

**Organisation:**

The Chartered Institute of Building (CIOB)

#### 4 Which of these terms best describes your organisation?

Trade or industry body

### What is an apprenticeship?

#### 8 Do you agree with this definition of an apprenticeship?

Yes

#### 9 Do you agree that the needs of the employer and the apprentice are equally important?

Yes

### High Quality Apprenticeships

#### 10 Do you agree that an initial assessment of both the apprentice and the job role against the standard should be a requirement for all apprenticeships?

Yes

#### 11 Do you agree that the Commitment Statement should contain a description of the prior learning and the job role in relation to the standard, together with a description of the training programme?

Yes

### The Occupation and the Standard

#### 12 Do you agree that apprenticeships should be based on occupations which are transferable in this way rather than on the narrower requirements of one employer?

Yes

#### 13 Do you have any other suggestions as to how we could define an occupation for the purposes of apprenticeships?

**If so please enter your suggestions here:**

Use National Occupational Standards (NOS). As these are already agreed occupations for which qualifications have been designed and developed. The construction industry widely recognises the NVQs which are based on the NOS. Furthermore, the Construction Skills Certification Scheme (CSCS) (essentially the industry's health and safety accreditation scheme which offers assurance to companies to ensure workers are safe to access construction sites) is aligned to these qualifications.

### The Job

#### 14 Are there any further ways in which we could ensure that job roles used for apprenticeships meet the statutory terms and conditions and the requirements of the standard in terms of content?

**If so, please enter details here:**

We question how this system will be policed? For example, is the apprentice going to be empowered to report employers that do not adhere to the apprenticeship standards and the terms and conditions. We believe that there will be a large degree of differentiation between small companies and very large companies which will effect the range and depth of learning and skills that the apprentice will gain.

## **The Training Programme**

**15 Should the nomination of a workplace mentor or coach be required?**

Yes

**16 Do you think that we should ask employer groups to develop model content for off the job training for each standard?**

No

## **End-Point Assessment and Certification**

**17 What more do you think that the Institute could do to ensure that assessment methods chosen are valid and delivered independently?**

**Please enter suggestions here:**

Implement a quality assurance programme to ensure that the EPA providers are delivering to a consistent and rigorous standard.

**18 Can you make any suggestions which could improve external quality assurance of end-point-assessment?**

**If so, please enter suggestions here:**

Each assessment should be subject to external verification or an external examiner to ensure there is consistency in the marking and delivery of the assessment across employers and learning providers.

## **Quality Indicators**

**19 Will you use the Quality Statement in your own organisation?**

Yes

## **Quality Indicators (continued)**

**20 Do you think that apprenticeship take-up should broadly reflect the make up of the economy?**

Yes

**21 What would you see as priority skill needs in terms of occupations and levels?**

**Please enter suggestions here:**

We believe it is worth consulting with Professional Bodies in the built environment (CIOB, RIBA, RICS, RTPI, etc.) to identify priority skills needs. For example, the CIOB believes there is a significant shortage of construction managers. The numbers enrolling on fulltime construction degrees has fallen again and this is compounding an already difficult market.

Additionally, we need to ensure that there is consideration for future skills needs. Digital and off-site manufacturing are just two areas of growth in the construction industry and there is an increasing need for talent in these areas.

We would be happy to hold a further discussion in regards to this.

We need construction management apprenticeships.

## **Quality Indicators (continued)**

**22 Do you think that the indicators above are the right ones?**

No

**23 Would you suggest any others?**

**If so please enter suggestions here:**

We question whether 'days of off-the-job training delivered to apprentices' is a KPI for a high quality apprenticeship.

We believe it would be beneficial to have data on how many apprentices are subsequently employed full-time that took them on and the salaries they are paid upon completion and how these compare to the average market rate for that role. Additionally, 'wage gain after apprenticeships' is a crude measure as they may be starting on a salary that falls significantly lower than the minimum wage.

## Quality Indicators (continued)

**24 Do you agree that we should consider targets for these indicators after they have bedded down?**

No

## Improving awareness

**25 Are there any other ways in which we could get feedback on the areas covered by this Quality Statement?**

**If so, please enter suggestions here:**

Should consider including other stakeholders such as EPA and learning providers into the feedback process.

## Consulting apprentices

**26 Would you like to suggest any other ways in which we could consult and involve apprentices?**

**If so, please enter suggestions here:**

All panels should have a student representative on it. This is best practice in the education sector.

## Any further comments

**27 Do you have any further comments about the Quality Statement or any of the issues raised?**

**If so, please comment here:**

Although not directly linked to the Quality Statement. We have great concerns about the risk posed to apprenticeships by the excessively bureaucratic and cumbersome approval process through the IFA which lacks transparency and consistency. Additionally it was very demanding of employers meaning that it becomes unfeasible for smaller and medium sized businesses. There is a need to rationalise this process and introduce transparent and consistent approaches with service level agreements.