


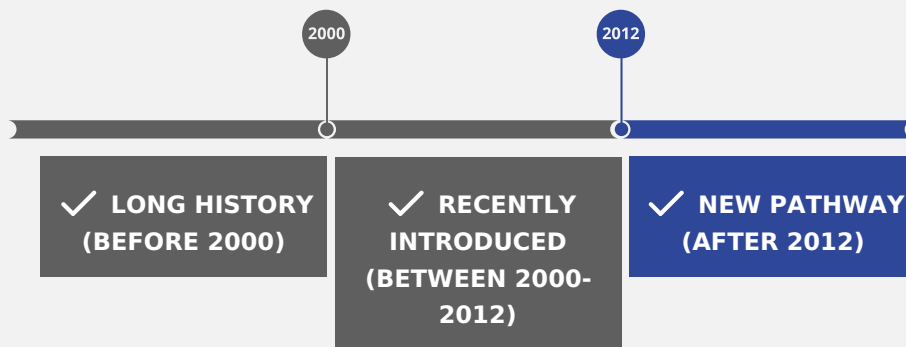
Foundation Apprenticeships

 United Kingdom / Scotland

Reference year 2019

① SCHEME HISTORY

Q1. When was the scheme introduced?



Foundation Apprenticeships were introduced as a pilot in 2014 and were fully rolled out in 2016 and have grown in numbers since this initial formal introduction in 2016.

Q2. How did the apprenticeship scheme originate?





✓ OTHER

Foundation Apprenticeships were introduced to help young people gain valuable, real-world work experience and access vocational training while still at school (Upper secondary level). Foundation Apprenticeships respond to Scotland's ambition to embed work-based learning as a more systematic and credible component of the last two years of secondary school ("senior phase").

In so doing this will help them develop the skills, experience and knowledge they'll need when they leave school.

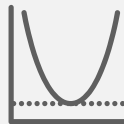
Foundation Apprenticeships have been designed and developed with industry and the Scottish Qualifications Authority (SQA) and are aligned to key sectors of the economy with current skills shortages and projected future jobs growth. The Foundation Apprenticeship is delivered through partnerships between schools, a local college, or learning provider and local employers.

② BENEFICIARIES

Q3. Does the legal basis define the minimum and maximum age limits for enrolment of the target group of this scheme?



✓ MINIMUM AND
MAXIMUM AGE
LIMITS DEFINED



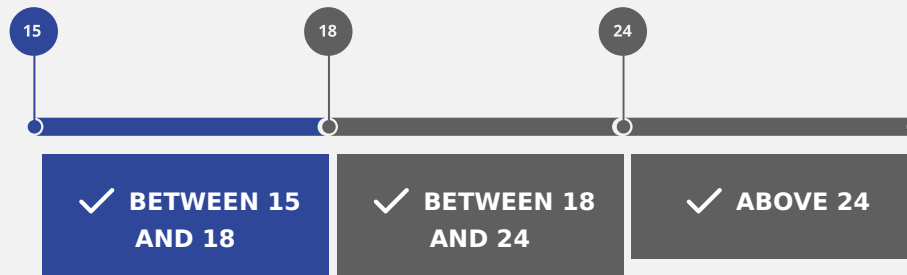
✓ MINIMUM AGE
LIMITS DEFINED
ONLY



✓ OTHER

There is no legal basis for Foundation Apprenticeship. They have been designed to be offered in a partnership between the secondary school and a further education college. Because they are taken in the final two years of school (post the compulsory leaving age), the minimum age is likely to be 15 or 16 when commencing and the maximum age upon completion will be 17 or 18, as it is a two year programme. They will be undertaking academic qualifications such as Highers as well as the Foundation Apprenticeship.

Q4. What is the average age of learners in practice?



Data on average age of learners on the different frameworks is not publicly available. However, given that Foundation Apprenticeships are undertaken by school pupils in the last 2 years of secondary school (see Q6), the age range will be from 15 through to 18.

Q5. How many learners are enrolled in this scheme?

Foundation Apprenticeships (FA) – Key Statistics

<https://www.skillsdevelopmentscotland.co.uk/media/44472/foundation-appr...>

2014-2016 pathfinder (pilot phase)[1]:

- 63 pupils started the initial FA pathfinder, delivered in nine schools within two Local Authorities.

2015-2017 pathfinder:

- 269 pupils started the second FA pathfinder, delivered in 78 schools within twenty Local Authorities.

Cohort 1 (2016-2018) and Cohort 2 (2017-2019):

- To date there have been 1,591 FA starts spanning two cohorts (excluding pathfinder cohorts). The ambition is to have 5,000 young people start an FA in academic year 2019/20.
- There were 1,245 FA starts for cohort 2 (2017 - 2019). This is more than 3.5 times the 346 starts delivered in Cohort 1 (2016-2018).

For financial year, 2018-19, there were an average of 3,500 learners on the Foundation Apprenticeship scheme.

[1] With the pathfinder Foundation Apprenticeship, there was only one programme (Engineering) which was used to test the apprenticeship in terms of its content, duration, etc. As a result of the pathfinder a number of changes were made ie all Foundation Apprenticeship had to sit at SCQF level 6/EQF level 4

Q6. What is the share of apprentices enrolled in this scheme in relation to all VET students for the corresponding educational level(s)?



✓ MORE THAN 60% OF VET LEARNERS



✓ BETWEEN 30%-60% OF VET LEARNERS



✓ BETWEEN 10% AND 30% OF VET LEARNERS



✓ LESS THAN 10% OF VET LEARNERS

As Foundation Apprenticeships can be undertaken by all school pupils in their last two years of upper secondary school, i.e. not only VET learners but also those who will be sitting a range of academic qualifications, this is not applicable.

For 2018, there were 1532 starts on the FA programme (See page 34 of <https://www.skillsdevelopmentscotland.co.uk/media/45251/fa-progress-rep...>) whilst there were 7381 pupils in S5 see <https://www2.gov.scot/Topics/Statistics/Browse/School-Education/RollsBy...> So just over 20% of pupils started on the FA for 2018/19.

3 QUALIFICATIONS

Q7. Are the qualifications included in the National Qualification Framework (NQF)?



✓ YES



✓ NO



✓ THERE IS NO NQF

Foundation Apprenticeships sit at SCQF level 6/EQF level 4. See <https://scqf.org.uk/interactive-framework/>

Q8. Is the scheme included in the ISCED 2011 mapping?



✓ YES

✓ NO

Q9. Are the qualifications offered only through apprenticeships?



✓ QUALIFICATIONS CAN ONLY BE OBTAINED THROUGH THIS APPRENTICESHIP SCHEME

✓ THE SAME QUALIFICATIONS CAN BE ACHIEVED ALSO THROUGH OTHER SCHEMES (I.E. SCHOOL-BASED VET)

Foundation Apprenticeships comprise either a National Progression Award or a National Certificate and a number of units from the relevant SVQ. These qualifications and units can be undertaken outwith the Foundation Apprenticeship.

Q10. Which is the type of qualification obtained through the apprenticeship scheme?



✓ FORMAL VET QUALIFICATION (WHICH DOES NOT INDICATE THE PATHWAY)

✓ FORMAL VET QUALIFICATION (WHICH INDICATES THE PATHWAY)

✓ FORMAL APPRENTICESHIP QUALIFICATION (JOURNEYMAN, ETC.)



✓ OTHERS

Qualification certificates achieved via Foundation Apprenticeships comprise of some units from the relevant Scottish Vocational Qualification (SVQ) or alternative Competence Based Qualification (which is the main qualification in the Modern Apprenticeship) and a National Certificate or National Progression Award in the same discipline. In addition to receiving their qualification certificates, Foundation apprentices also receive a commemorative certificate recording the completion of the Foundation Apprenticeship.

Q11. Does the scheme provide direct access to higher education?



✓ YES



✓ NO

For entry to Higher Education, Higher Education Institutions (HEI) have traditionally accepted Highers (a school qualification undertaken in S5 or S6). However, most HEIs in Scotland will count a Foundation Apprenticeship as one of the entry qualifications along with Highers.

4 GOVERNANCE

Q13. Is there any organization at the national level with roles in co-ordinating the scheme?



✓ YES

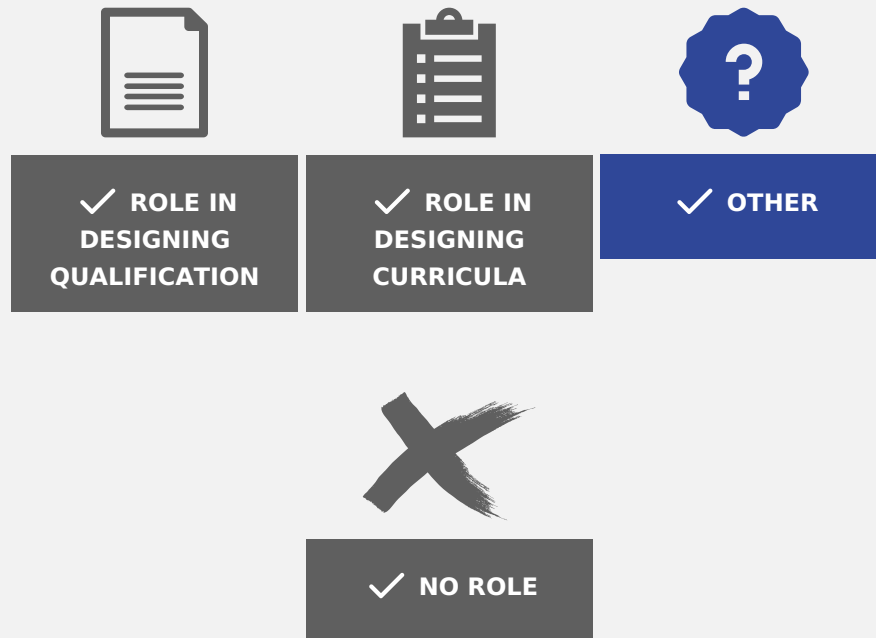


✓ NO

Skills Development Scotland (SDS) administers the Scotland Apprenticeship Schemes (Programmes) on behalf of the Scottish Government, and these Schemes (Programmes)

incorporate Foundation Apprenticeships (FAs), Modern Apprenticeships (MAs) and Graduate Apprenticeships (GAs).

Q14. What is the role of chambers, employers' and employees' representatives, sectoral councils (if existent), in shaping apprenticeship content, as per regulation?



Sector bodies work with employers, SDS and other stakeholders to develop FA frameworks. The sector bodies are typically Sector Skills Councils, although other types of organisations are involved. Foundation Apprenticeships are comprised of units from the SVQ or other Competence Based Qualification that align with a relevant Modern Apprenticeship programme and support progression into it. They also include a knowledge-based element in the form of a National Progression Award or National Certificate which is awarded by SQA.

Q15. What is the role of chambers, employers' and employees' representatives in implementing the apprenticeship scheme, as per regulation?





✓ OTHER

✓ NO ROLE

Delivery of Foundation Apprenticeships is via strategic partnerships involving learning providers (colleges and independent learning providers), schools, local authorities, employers and other partners as relevant.

Other partners could include e.g. awarding bodies, sector skills councils, trade unions.

5 TRAINING AT THE WORKPLACE

Q17. Is it compulsory to alternate training between two learning venues (school and company)?



✓ YES

✓ NO

Skills Development Scotland requires that the National Progression Award or the National Certificate is taught in the first year of the Foundation Apprenticeship. This is to provide the underpinning knowledge and understanding (theory) of the subject. In the second year, the Foundation apprentice will spend one day per week with an employer where they will be able to practice their skills and by the end of the second year demonstrate that they are competent in a number of areas relating to the occupation. Please note that they will not be fully competent across all aspects of the occupation. In a Foundation Apprenticeship, the young person only completes some of the units from the SVQ therefore they are not fully competent. The FA was designed in this way so that if they did undertake the Modern Apprenticeship they could complete it quicker as they would only have to complete those units that would be needed to complete the SVQ given that they had already achieved some via the FA.

Q18. Is the in-company training defined as minimum share of the apprenticeship scheme duration?



✓ YES,
EQUIVALENT OR
MORE THAN 50%
OF SCHEME
DURATION



✓ YES, BETWEEN
20% AND 50% OF
THE SCHEME
DURATION



✓ YES, LESS
THAN 20% OF THE
SCHEME DURATION



✓ NO, NO
MINIMUM SHARE IS
COMPULSORY

A Foundation Apprentice is expected to spend one day per week with an employer in the second year of their Foundation Apprenticeship.

Q19. Is there a distinction between the training time and working time for the period spent at workplace, as per regulation?



✓ YES, THE
LEGAL FRAMEWORK
MAKES THIS
DISTINCTION

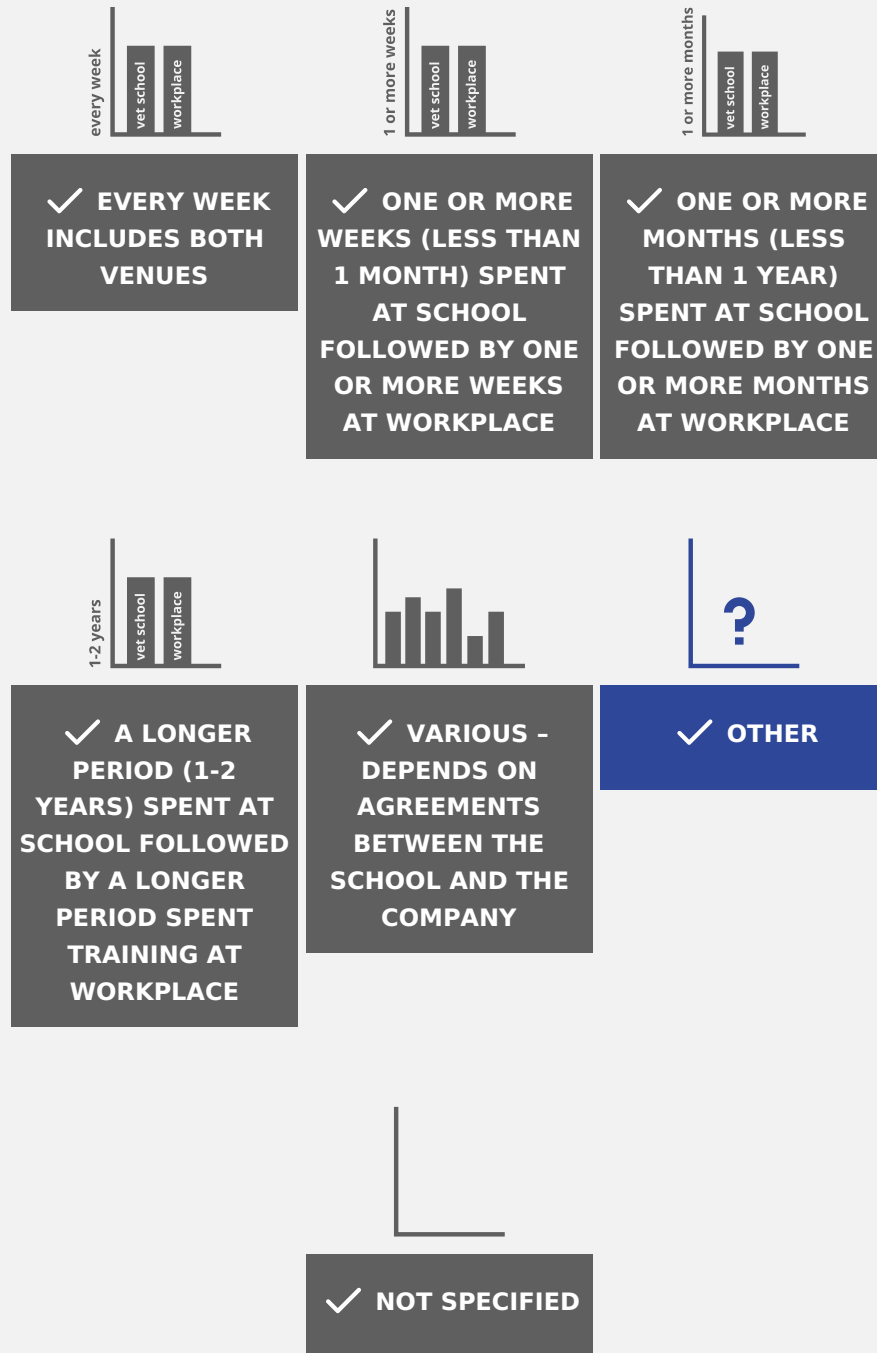


✓ NO, THE LEGAL
FRAMEWORK
MAKES NO
DISTINCTION

School pupils are not working therefore when they with the employer then this could be a mixture of training and/or performing the tasks that they would carry if they were in full time employment.

Skills Development Scotland expects that the first year of the Foundation Apprenticeship will be based in the class room for the National Progression Award or the National Certificate and that one day a week will be spent with an employer in the second year. See for example "The Work Placement" at <https://www.apprenticeships.scot/for-employers/browse-frameworks/founda...>

Q20. What is the form of alternation of training between workplace (company) and school?



Year one of the apprenticeship is spent in the college and one day per week in the second year is spent with the employer.

Q21. What is the basis for the training offered?



✓ THE SCHEME IS IMPLEMENTED VIA A SPECIFIC APPRENTICESHIP PROGRAMME



✓ THE SCHEME IS IMPLEMENTED ON THE BASIS OF THE SCHOOL-BASED VET PROGRAMME



✓ THE SCHEME IS IMPLEMENTED BASED ON THE VET STANDARDS (VALID GENERALLY FOR ALL VET SCHEMES)



✓ OTHER

Foundation Apprenticeships are linked to existing educational programmes i.e. a National Progression Award or a National Certificate, which are most likely to be taught at the Further Education College. All Foundation Apprentices will spend time in the work place (typically 1 day per week) where they are given the opportunity to put into practice the skills and knowledge gained from the National Progression Award or National Certificate. They will also undertake assessment for the SVQ units whilst with the employer so that they can demonstrate competent performance in the workplace.

Q22. Is the company hosting apprentices required by regulation to follow a training plan at the workplace?



✓ YES, THE TRAINING PLAN IS BASED ON THE NATIONAL/SECTORAL REQUIREMENTS FOR THE IN-COMPANY TRAINING



✓ YES, THE TRAINING PLAN IS AGREED AT THE LEVEL OF SCHOOL AND COMPANY



✓ NO, IS NOT REQUIRED FORMALLY

The Further Education College will work with the employer to develop a plan which covers how the employer will work with the apprentice as well as setting how and when the apprentice will be assessed.

Q23. What are the requirements on companies to provide placements, as per regulation?



With the Foundation Apprenticeships, this is a partnership between Secondary Schools, Further Education and Employers, with the employer providing a placement opportunity. Employers volunteer to participate in the programme and to provide a placement opportunity to enable the Foundation Apprentice to gain work experience and the opportunity to demonstrate their competence in some aspects of the occupation.

Q25. Are there any sanctions on companies that do not provide training to apprentices at the workplace?

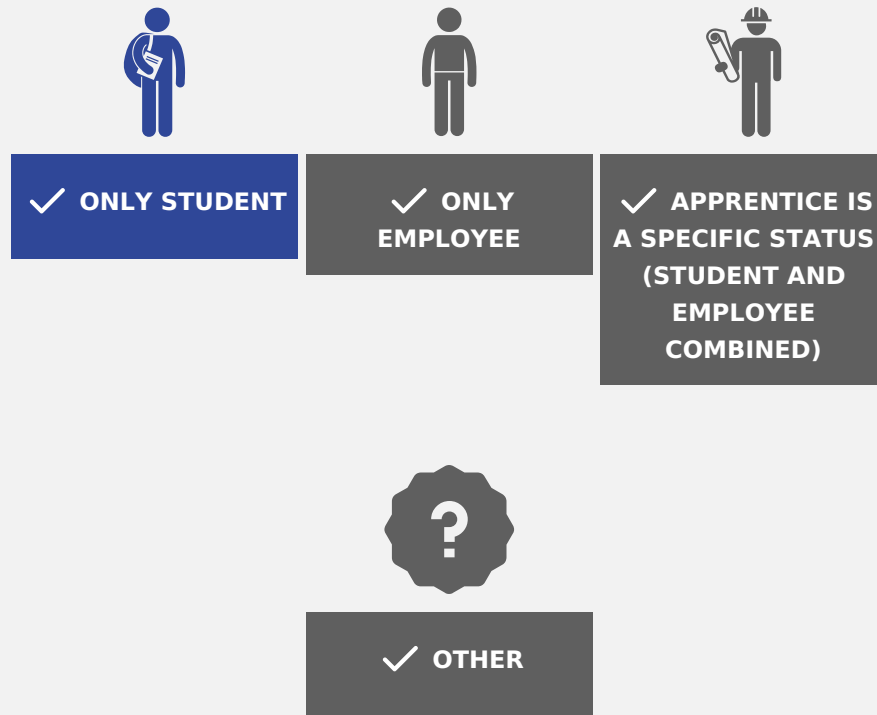


Employer involvement in the Foundation Apprenticeship programme is voluntary.

SDS undertakes quality assurance monitoring of Foundation Apprenticeships. This includes ensuring that the colleges, private training providers and employer organisations which deliver Apprenticeship training programmes meet national quality assurance standards for national training programmes. This is monitored on an ongoing basis.

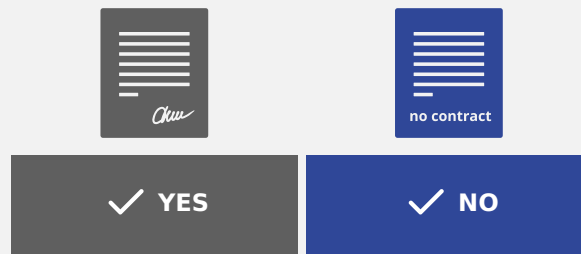
⑥ CONTRACT AND COMPENSATION

Q26. What is the status of the learner?



For Foundation Apprenticeships, the apprentice is still at Secondary School and is therefore a student.

Q27. Is there any written arrangement between the learner and company, required as per regulation?



There is no contractual arrangement for Foundation Apprenticeships given that the young person is still in full time school education and is not employed by the employer.

Q28. What is the nature of the written arrangement?



✓ APPRENTICESHIPS ARE AN ORDINARY EMPLOYMENT CONTRACT



✓ APPRENTICESHIPS ARE A SPECIFIC TYPE OF CONTRACT



✓ ANOTHER TYPE OF FORMAL AGREEMENT, NOT A CONTRACT

Not applicable to Foundation Apprenticeships

Q29. Where is the contract or the formal agreement registered?



✓ AT THE SCHOOL



✓ AT THE MINISTRY OF EMPLOYMENT



✓ AT THE CHAMBERS



✓ AT THE MINISTRY OF EDUCATION



✓ OTHER

Not applicable to Foundation Apprenticeships

Q30. Do apprentices receive a wage or allowance?



✓ YES, ALL APPRENTICES RECEIVE A WAGE (TAXABLE INCOME)



✓ YES, ALL APPRENTICES RECEIVE AN ALLOWANCE (NOT A FORM OF TAXABLE INCOME)



✓ APPRENTICES RECEIVE A REIMBURSEMENT OF EXPENSES



✓ NO FORM OF COMPENSATION IS FORESEEN BY LAW

As Foundation Apprentices are school pupils and not employed, they receive neither a wage nor an allowance

Q31. How is the apprentice wage (taxable income) set?



✓ BY LAW (APPLYING FOR ALL)



✓ BY CROSS-SECTORAL COLLECTIVE AGREEMENTS AT NATIONAL OR LOCAL LEVEL



✓ BY SECTORAL COLLECTIVE AGREEMENTS AT NATIONAL OR LOCAL LEVEL



✓ BY FIRM-LEVEL COLLECTIVE AGREEMENTS OR INDIVIDUAL AGREEMENTS BETWEEN APPRENTICE AND COMPANY

✓ OTHER

Not applicable

7 FINANCING AND INCENTIVES

Q32. Who covers the cost of the wage or allowance of the apprentice?



✓ EMPLOYERS

✓ STATE

✓ OTHER

Not applicable

Q33. What are the sources of financing of the direct costs for the in-company training part of the apprenticeship scheme?



✓ SINGLE EMPLOYERS HOSTING APPRENTICES

✓ TRAINING FUNDS

✓ STATE



✓ OTHER

The employer will cover the cost of the insurance for the young person whilst on placement with the employer. The FE college receives funding from Skills Development Scotland to deliver the off-the-job training. The cost of any on-the-job training will be met by the employer.

Q34. Are there any financial incentives for companies that offer apprenticeship places?



✓ YES, SUBSIDIES



✓ YES, TAX DEDUCTIONS



✓ YES, OTHER INCENTIVES



✓ NO FINANCIAL INCENTIVES

There are no financial incentives to companies that offer a work placement to Foundation Apprentices

Q35. Does the wage or allowance of the apprentice cover both the time spent at school and in the company?



✓ YES



✓ NO, IT COVERS ONLY THE TIME SPENT IN THE COMPANY

Not applicable

Q36. Are there any incentives for learners?



✓ YES, GRANTS PAID TO LEARNERS TO TOP UP THEIR REMUNERATION



✓ YES, GRANTS PAID TO LEARNERS RELATED TO OTHER COSTS (TRAVEL, FOOD ETC.)



✓ YES, RECOGNITION OF PRIOR LEARNING / FAST-TRACK OPPORTUNITIES



✓ YES, GUIDANCE OR LEARNER SUPPORT



✓ YES, OTHER TYPES OF INCENTIVES



✓ NO