


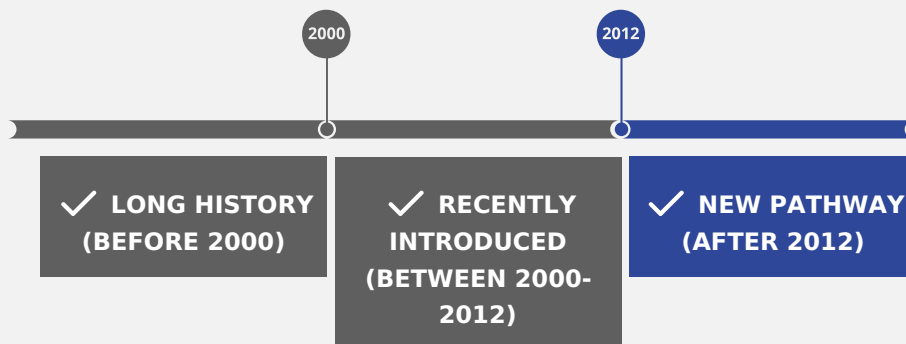
Graduate Apprenticeship

 United Kingdom / Scotland

Reference year 2019

① SCHEME HISTORY

Q1. When was the scheme introduced?



Graduate Apprenticeships were introduced from 2014 onwards

Q2. How did the apprenticeship scheme originate?





✓ OTHER

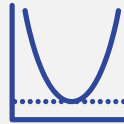
Graduate Apprenticeships were introduced to support employers who want to invest in their staff by providing employees with work-based learning up to SCQF level 11 (EQF level 7).

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



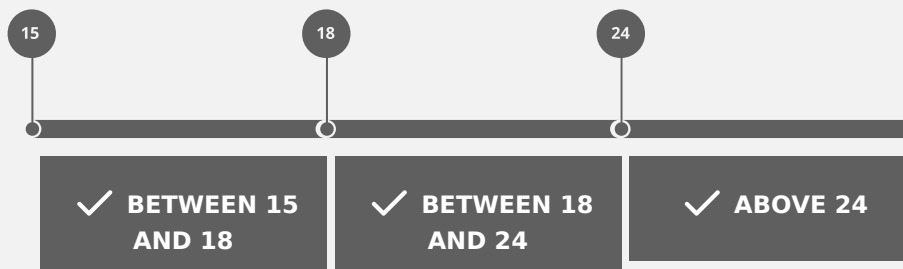
✓ MINIMUM AGE
LIMITS DEFINED
ONLY



✓ OTHER

Graduate Apprenticeships are aimed at those aged 16 and over providing that the apprentice is in employment.

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



There is no age data published with regards to apprentices enrolled in Graduate Apprenticeships.

Q5. How many learners are enrolled in this scheme?

Graduate Apprenticeship Data

Phase 1 (September 2017):

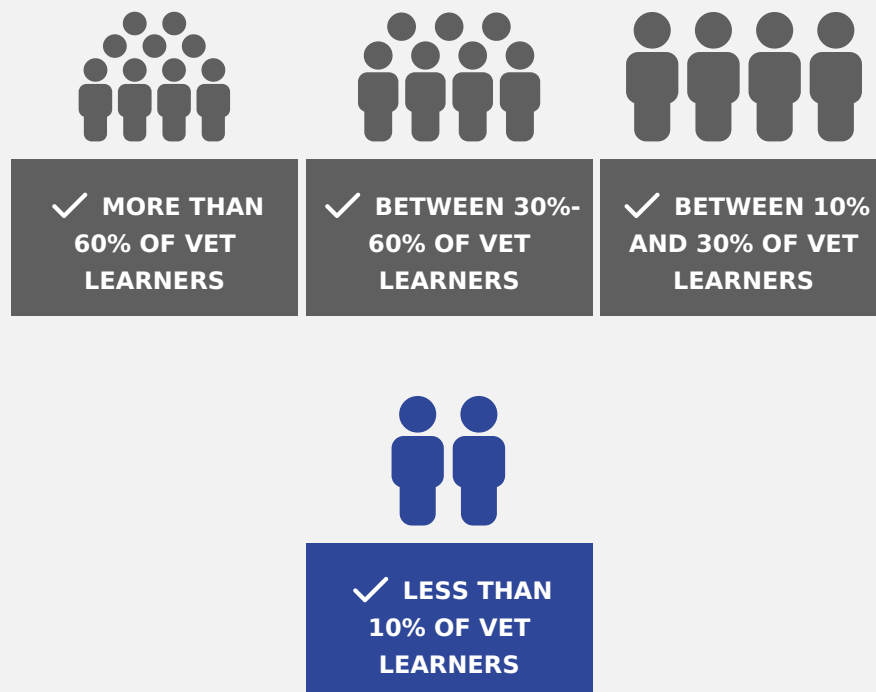
For September 2017, 379 Graduate Apprentices places were contracted across 9 learning providers and 4 programmes (frameworks) with 278 Graduate Apprenticeship starts. These 278 starts were reported in 2017/2018 Modern Apprenticeship statistical publication[1].

A detailed report on Graduate Apprenticeships was published in August 2019 and can be found at <https://www.skillsdevelopmentscotland.co.uk/media/45882/ga-report-2019...>

In the financial year 2018/19 there were an average of 2,500 learners.

[1] <https://www.skillsdevelopmentscotland.co.uk/media/44711/modern-apprenti...>

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



As Graduate Apprenticeships are a new programme, the number of learners undertaking this route in comparison to a traditional degree is extremely small.

3 QUALIFICATIONS

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



✓ YES

✓ NO

✓ THERE IS NO NQF

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?

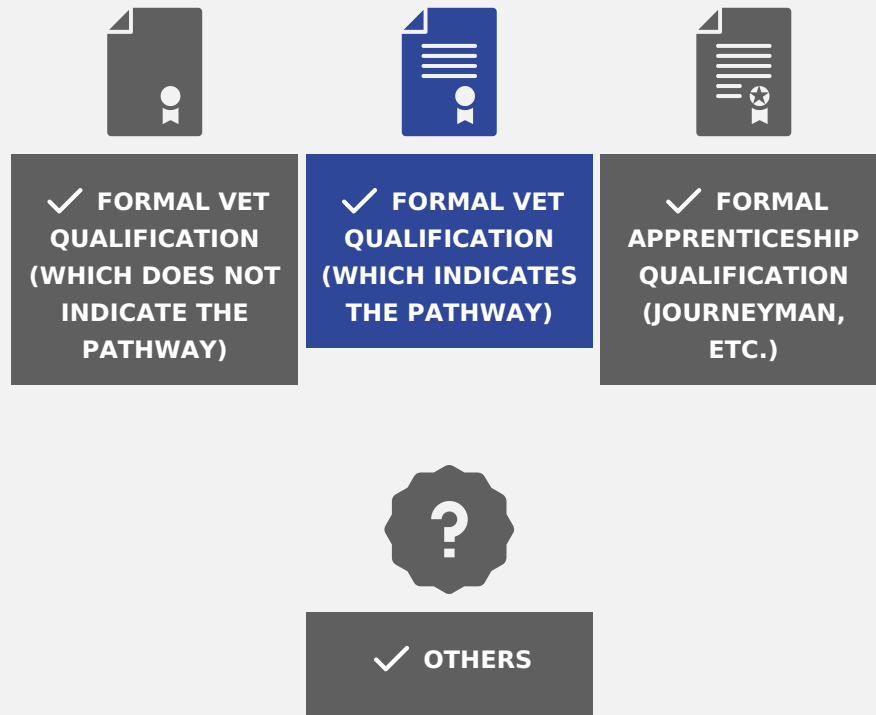


✓ QUALIFICATIONS CAN ONLY BE OBTAINED THROUGH THIS APPRENTICESHIP SCHEME

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

The degrees included in the Graduate Apprenticeship programmes are designed specifically for the programmes.

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



Graduate Apprenticeships - These include degrees at SCQF levels 9 to 11 (EQF levels 6 to 7).

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



Q12. What is the typical duration of the apprenticeship programme?

A Graduate Apprenticeship will take up to four years to complete.

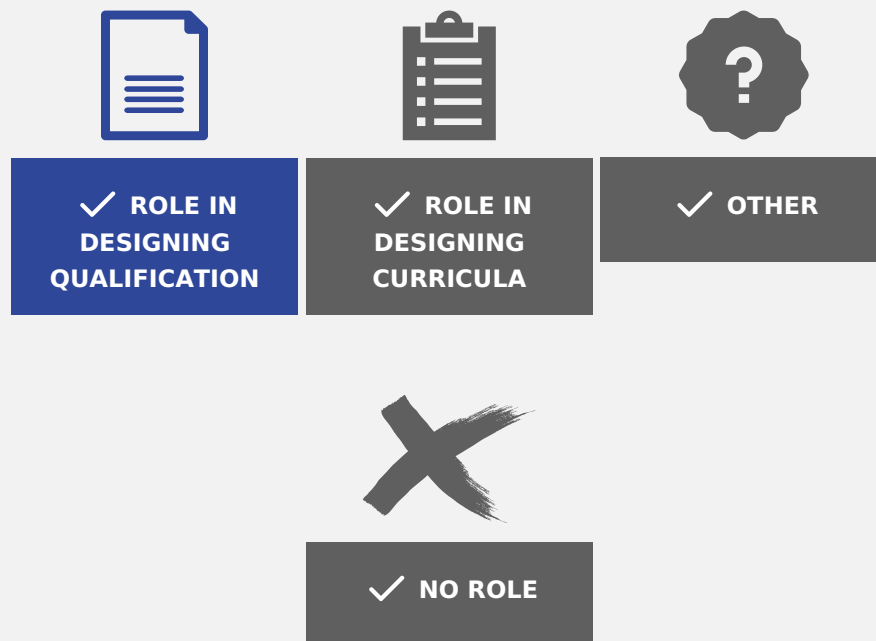
4 GOVERNANCE

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



Skills Development Scotland (SDS) administers the Scotland Apprenticeship Scheme (Programme) on behalf of Scottish Government, which incorporates 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?

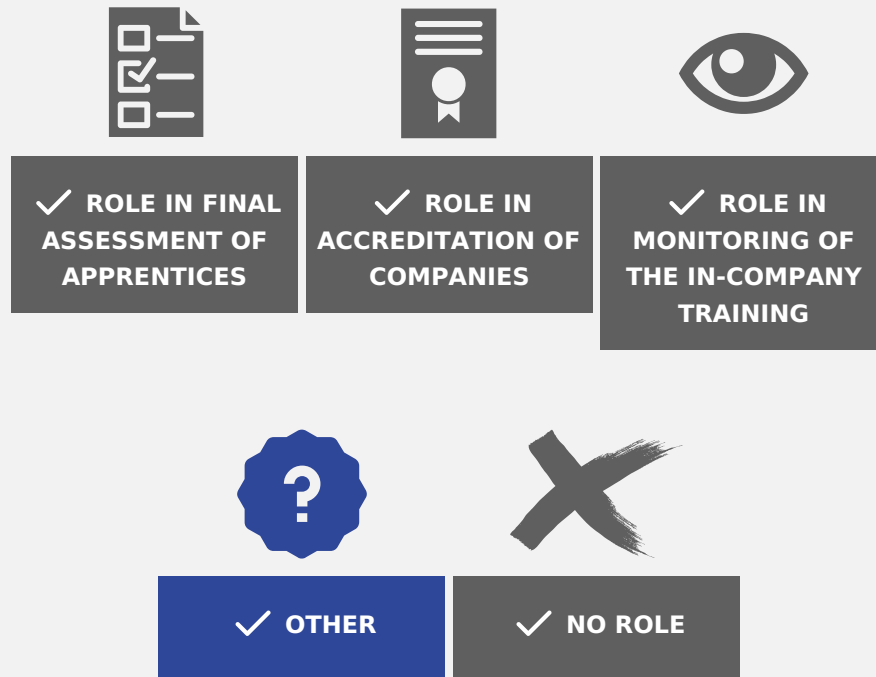


Graduate Apprenticeships are developed through ongoing consultation with employers*, universities, professional bodies and qualifications authorities in the form of technical expert groups (TEGs). The TEGs act as an advisory group on behalf of the sector and are based on the premise that industry provides the expertise to identify the skills and knowledge they need for a competent graduate workforce. The academic representatives develop the programme, quality standards and alignment to professional accreditation required for delivery of the award.

*If there is an employer association in place then it would be part of the consultations. Scottish Government is keen that actual employers are involved in the design of apprenticeship schemes and not just representative bodies.

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

regulation?



Graduate Apprenticeships are built on a partnership between single employers and learning providers. The work-based learning component of Graduate Apprenticeship is a significant and central part of the degree. The apprentice will undertake a programme leading to a degree on a part time basis. As full-time employees, apprentices are undertaking the degree on a part time basis as opposed to undertaking the degree on a full time basis and not working. Their work setting and support from their employer will be central to the contextualisation of their learning - Skills, knowledge and competence will be integrated.

Learning providers and employers establish partnerships specifically to deliver a work-based degree. Employers have an equal role in the delivery and assessment of the programme. Employers will also have a role in the selection and ongoing support such as mentoring and in the range of quality assurance systems and processes.

5 TRAINING AT THE WORKPLACE

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



There is no legal framework but the design rules state that it is expected that the apprentices will spend approximately 80% of the time in the workplace and 20% in the

university.

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

Although there is no legal framework, the design rules require the Graduate Apprentice to spend most of their time in the workplace but they are also required to attend university.

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

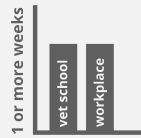


✓ NO, THE LEGAL
FRAMEWORK
MAKES NO
DISTINCTION

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



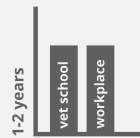
✓ **EVERY WEEK INCLUDES BOTH VENUES**



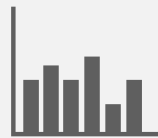
✓ **ONE OR MORE WEEKS (LESS THAN 1 MONTH) SPENT AT SCHOOL FOLLOWED BY ONE OR MORE WEEKS AT WORKPLACE**



✓ **ONE OR MORE MONTHS (LESS THAN 1 YEAR) SPENT AT SCHOOL FOLLOWED BY ONE OR MORE MONTHS AT WORKPLACE**



✓ **A LONGER PERIOD (1-2 YEARS) SPENT AT SCHOOL FOLLOWED BY A LONGER PERIOD SPENT TRAINING AT WORKPLACE**



✓ **VARIOUS - DEPENDS ON AGREEMENTS BETWEEN THE SCHOOL AND THE COMPANY**



✓ **OTHER**



✓ **NOT SPECIFIED**

Although there is no legal framework, the design rules require the Graduate Apprentice to spend most of their time in the workplace but they are also required to attend university.

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

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

Skills Development Scotland requires that there is an Individual Training Plan in place between the employer, the apprentice and the university.

If there is no alternation the university will take the lead in drawing up the training plan but works closely with the employer and apprentice. SDS monitors the implementation of the training plan (as it does with Foundation and Modern Apprenticeships).

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



✓ **HAVE TO
PROVIDE A
SUITABLE
LEARNING
ENVIRONMENT**



✓ **HAVE TO
PROVIDE A MENTOR
/ TUTOR / TRAINER**



✓ **OTHER**

As Graduate Apprentices are employees, the employer is required to ensure that it provides the apprentice with the facilities, training and work place opportunities necessary to achieve the selected outcomes specified in the apprentice's Individual Training Plan.

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



✓ **YES**



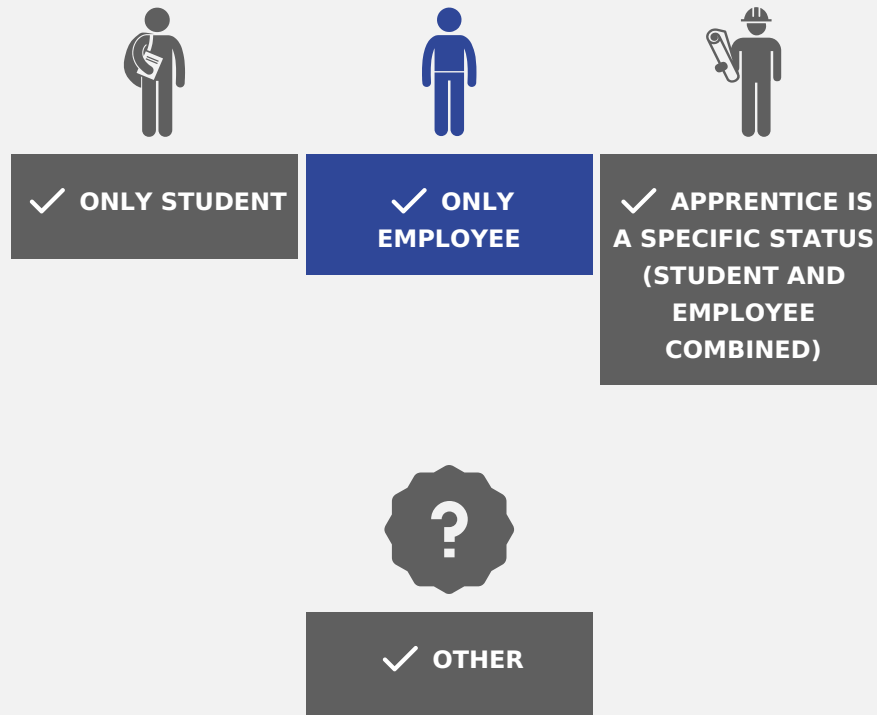
✓ **NO**

As above, given that the Graduate Apprentices are employees, the employer must have the facilities, training and work place opportunities in place.

SDS undertakes quality assurance monitoring of Graduate Apprenticeships. This includes ensuring that the universities who deliver Apprenticeship training programmes meet national quality assurance standards for national training programmes.

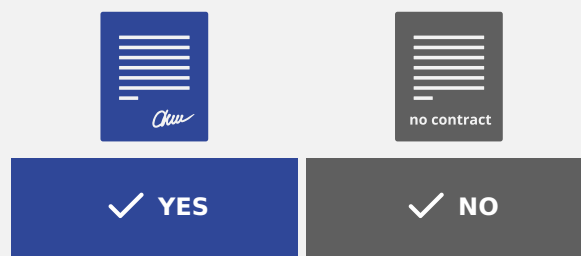
⑥ CONTRACT AND COMPENSATION

Q26. What is the status of the learner?



For Graduate Apprenticeships, the apprentice is an employee.

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



Graduate Apprenticeships - all apprentices are employees so there will be a contract of employment between the employer and the apprentice.

There is a requirement for an Individual Training Plan agreed and signed by the employer, the apprentice and university

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

All Graduate Apprentices are required to be employed.

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

The contract of employment will be held by the employer with the apprentice receiving a copy.

The Individual Training Plan is held by the training provider and monitored by SDS in the case of publicly funded 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

All Graduate Apprentices receive a wage.

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

The only legislation that would relate is the minimum wage legislation. The wage would therefore be set by the employer providing that it is line with minimum wage legislation. With Graduate Apprenticeships, this a matter between the employer and the apprentice

7 FINANCING AND INCENTIVES

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



✓ EMPLOYERS

✓ STATE

✓ OTHER

Employers pay the apprentices their wage.

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

For Graduate Apprenticeships, the learning cost is currently fully funded by the State for the duration of the course. This is paid directly to the college or university. The employer pays the apprentices a salary.

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



✓ YES, SUBSIDIES



✓ YES, TAX DEDUCTIONS



✓ YES, OTHER INCENTIVES



✓ NO FINANCIAL INCENTIVES

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

Because graduate apprentices are full time employees, the wages that they are paid will cover time spent in the workplace and also the time spent at university.

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