


Graduate Apprenticeship

 United Kingdom / Scotland

1 Target group

Q6. Does the legal basis define the minimum and maximum age limits for enrolment of the target group of this scheme?



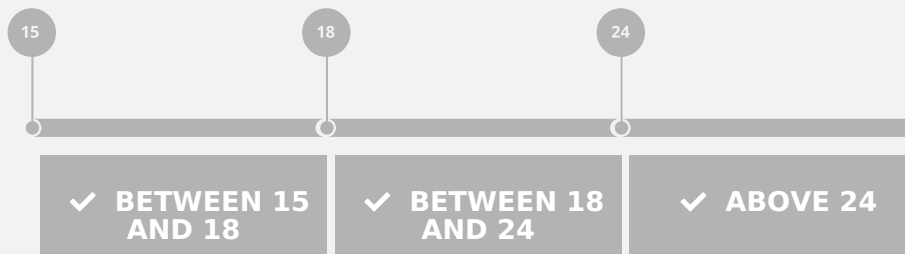
✓ MINIMUM AND MAXIMUM AGE LIMITS DEFINED

✓ MINIMUM AGE LIMITS DEFINED ONLY

✓ OTHER

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

Q7. What is the average age of learners in practice?



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

2 Overview of the scheme

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



✓ YES

✓ NO

Q9. Is there any organization at the national level with roles in co-ordinating the scheme?

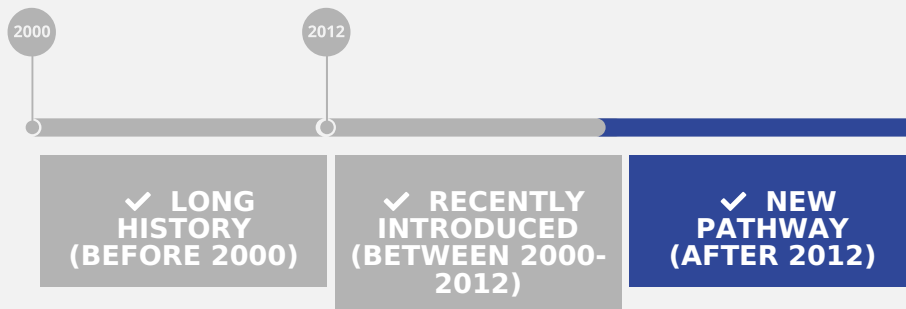


✓ YES

✓ NO

Skills Development Scotland (SDS) administers the Scotland Apprenticeship Scheme (Programme) on behalf of Scottish Government, which incorporates Foundation Apprenticeships (FAs), Modern Apprenticeships (MAs) and Graduate Apprenticeships (GAs).

Q10. When was the scheme introduced?



Graduate Apprenticeships were introduced from 2014 onwards

Q11. How did the apprenticeship scheme originate?



✓ TRADITIONAL CRAFTSMANSHIP (MASTER-APPRENTICE RELATION) TO PREPARE APPRENTICES FOR THE OCCUPATION



✓ SCHOOL-BASED VET TRACK BY INCLUDING MORE WORK-BASED LEARNING TO SUPPLY SKILLED WORKFORCE TO MATCH LABOUR MARKET NEEDS



✓ EX-NOVO



✓ 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).

Q12. What are the sources of financing of the direct costs for the in-company training part of the apprenticeship scheme?



✓ SINGLE EMPLOYERS HOSTING APPRENTICES



✓ SECTORAL 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.

Q13. Are there any financial incentives for companies that offer apprenticeship places?



✓ YES, SUBSIDIES



✓ YES, TAX DEDUCTIONS



✓ YES, OTHER INCENTIVES



✓ NO FINANCIAL INCENTIVES

Q14. 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...>

Q15. What is the share of apprentices enrolled in this scheme in relation to all VET students for the corresponding educational level(s) as reported in Q3?



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

Q16. 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.)



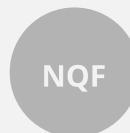
✓ OTHERS

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

Q17. Is the qualification included in the National Qualification Framework (NQF)?



✓ YES



✓ NO



✓ THERE IS NO
NQF

See <https://scqf.org.uk/interactive-framework/>

Q18. How does the qualification link to the scheme?



✓ IT IS A SPECIFIC TYPE OF QUALIFICATION WHICH CAN ONLY BE OBTAINED THROUGH THIS APPRENTICESHIP SCHEME



✓ THE SAME QUALIFICATION 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.

Q19. Does the scheme provide direct access to higher education?



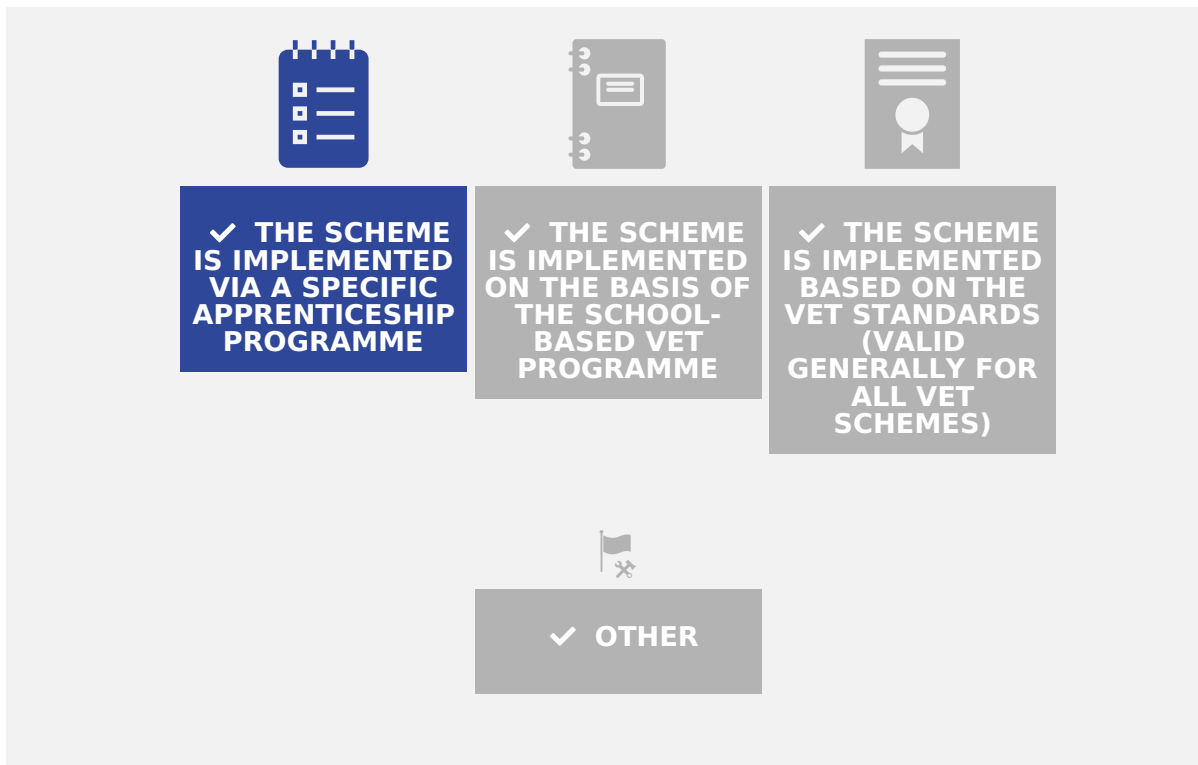
✓ YES



✓ NO

3 Programme

Q20. How is the scheme linked to a training programme?

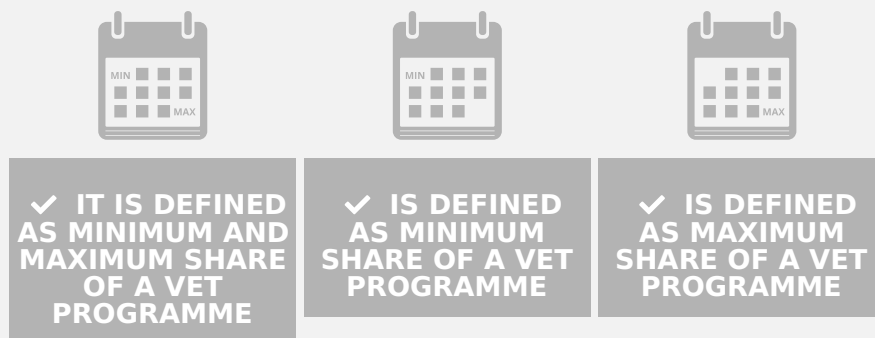


4 Duration

Q21. If the scheme is implemented via specific apprenticeship programme, what is its duration?

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

Q22. If the scheme is not implemented via specific apprenticeship programme, how is duration of apprenticeships defined in the regulation?





✓ IS NOT
DEFINED BY
REGULATION

✓ OTHER

Q23. 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

5 **Alternation of work-based (in-company) training and school-based training**

Q24. Is it compulsory to alternate training between two learning venues (school and company)?



✓ YES

✓ NO

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.

Q25. 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.

Q26. What is the form of alternation of training between workplace (company) and school?



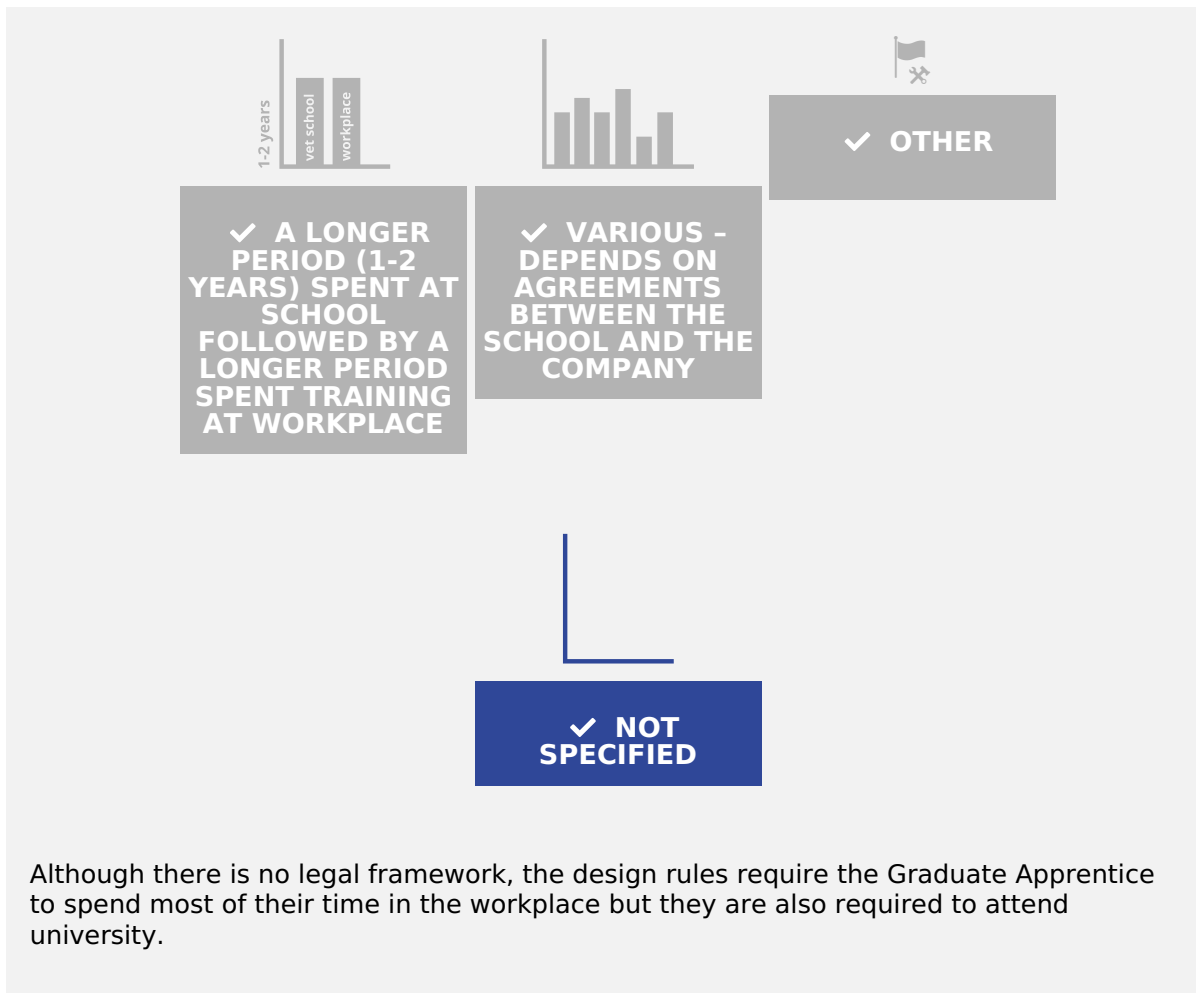
✓ EVERY WEEK
INCLUDES BOTH
VENUES



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

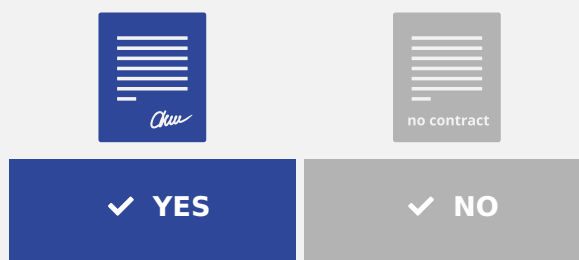


✓ ONE OR
MORE MONTHS
(LESS THAN 1
YEAR) SPENT AT
SCHOOL
FOLLOWED BY
ONE OR MORE
MONTHS AT
WORKPLACE



6 Formal relationship with the employer

Q27. Is any contractual 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 contractual arrangement?



✓ APPRENTICESHIPS ARE A SPECIFIC TYPE OF CONTRACT

✓ APPRENTICESHIPS ARE AN ORDINARY EMPLOYMENT CONTRACT

✓ A FORMAL AGREEMENT

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. What is the status of the learner?



✓ APPRENTICE IS A SPECIFIC STATUS



✓ STUDENT



✓ EMPLOYEE



✓ OTHER

For Graduate Apprenticeships, the apprentice is an employee.

7 Compensation

Q31. 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.

Q32. 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

Q33. Who covers the cost of the wage or allowance of the apprentice?



✓ **EMPLOYERS**



✓ **STATE**



✓ **OTHER**

Employers pay the apprentices their wage.

Q34. 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.

8 Responsibility of employers

Q35. Is the company hosting apprentices required by regulation to follow a training plan at the workplace?



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



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



✓ 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).

Q36. 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.

Q37. 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.

Q38. What is the role of chambers, employers' and employees' representatives, sectoral councils (if existent), in shaping apprenticeship content, as per regulation?



✓ ROLE IN DESIGNING QUALIFICATION



✓ ROLE IN DESIGNING CURRICULA



✓ OTHER



✓ NO ROLE

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.

Q39. What is the role of chambers, employers' and employees' representatives in implementing the apprenticeship scheme, as per regulation?



✓ ROLE IN FINAL ASSESSMENT OF APPRENTICES



✓ ROLE IN ACCREDITATION OF COMPANIES



✓ ROLE IN MONITORING OF THE IN-COMPANY TRAINING



✓ OTHER



✓ NO ROLE

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.