

Modern Apprenticeships [Scotland]


 United Kingdom

Reference Year 2016

1 TARGET GROUP

Q7. What is the target group of this scheme?

YOUNG PEOPLE IN INITIAL VOCATIONAL EDUCATION AND TRAINING (15-16 YEAR-OLDS)
 YOUNG ADULTS IN EDUCATION AND TRAINING (ABOVE 16 YEAR-OLDS)
 UNEMPLOYED

OTHER (PLEASE SPECIFY IN THE DESCRIPTION)

The age group covered by Modern apprenticeships is 16 plus. Modern apprentices must have reached the Scottish statutory minimum school leaving age. MAs were originally for young adults (aged 16-24), but the upper age limit has now been removed. Funding has been prioritised, however, for 16-17 year olds under a UK-wide government training guarantee, and the funding available to those 25 and over is currently still very limited. All Modern Apprentices are expected to have employed status.

Q8. What is the age of learners?

BETWEEN 15 AND 18
 BETWEEN 18 AND 24
 ABOVE 24

2 OVERVIEW OF THE SCHEME

Q9. Is the scheme included in the ISCED 2011 mapping?

YES
 NO

Modern Apprenticeships are not on the ISCED 2011 Mapping.

Q10. Is the scheme part of the VET system?



As with the Apprenticeships described above Modern Apprenticeships in Scotland are considered a main route in the VET system.

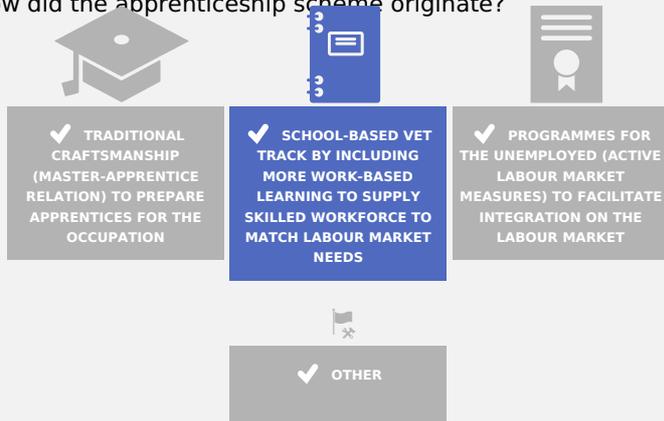
Q11. When was the scheme introduced?



Modern apprenticeships were developed in the 1990s and were mainly available in traditional industries such as construction or plumbing. Since then the number, types and levels of modern apprenticeships have increased. In 2012/13, there were 70 types of modern apprenticeships available across a range of occupations including accounting, plumbing, hospitality and engineering.[1]

[1] http://www.audit-scotland.gov.uk/docs/central/2014/nr_140313_modern_apprenticeships.pdf

Q12. How did the apprenticeship scheme originate?



Modern Apprenticeships (MAS) were originally developed to meet employers' demands for vocationally related qualifications with a job-specific content which could largely be delivered through workplace-based training.[1]

The aim of the MA programme is to increase the pool of people trained to intermediate level skills. MAs were originally for young adults (aged 16-24). The content of the apprenticeship frameworks that govern the content of the apprenticeships are developed by the relevant sector skills council.

[1] <http://www.gov.scot/Publications/2009/06/08142017/3>

Q13. What are the major sources of financing of the in-company training part of the apprenticeship scheme?



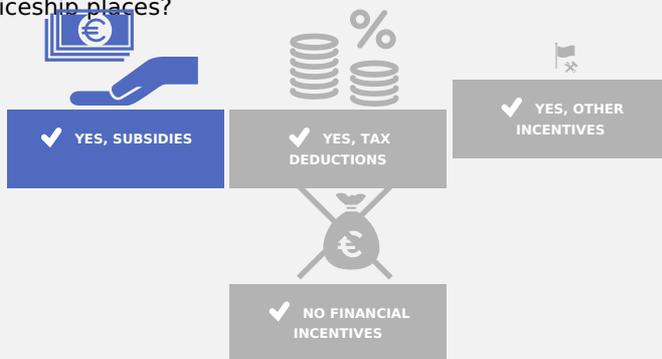
Funding policy in Scotland is based on making a market-tested contribution towards the costs of achieving an MA award with the balance of funding being provided by the employer.

Funding contributions made available by SDS vary between £1,500 to £9,000 depending on the level and type of MA award being undertaken and the age of the apprentice. [1]

Sectoral bodies help to design the frameworks but it is the government and employers who finance.

[1] <http://www.gov.scot/Publications/2009/06/08142017/3>

Q14. Are there any financial incentives for companies that offer apprenticeship places?



Employers can get up to £4,000 when your company commits to a new job or new Modern Apprentice (MA).

The funding is a contribution towards the additional costs of recruiting a young person during their first 52 weeks of sustainable employment.

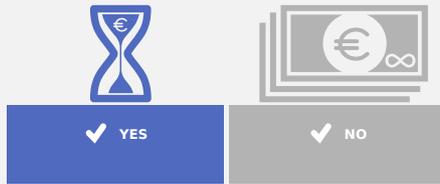
If employers pay them the living wage there will be an additional payment of £500[1].

For employers willing to take on a redundant Modern Apprentice a one-off financial incentive of £2,000 is available.

Employers from the oil and gas industry will receive a one-off financial incentive payment of £5,000.

[1] <https://www.ourskillsforce.co.uk/help-with-recruitment/our-one-stop-skills-shop/scotlands-employer-recruitment-incentive/>

Q15. Is the scheme temporary, meaning that it is financed for a limited period of time?



New legislation in the UK will be introduced in 2016 and the levy itself will be payable from April 2017 onwards.

The levy will apply to all UK employers in both the private and public sectors with annual salary bills of more than £3 million. Employers with an annual salary bill smaller than this will not pay the levy.

The levy will be charged at a rate of 0.5% of an employer's pay bill. Levy payments will be collected monthly by HM Revenue and Customs (HMRC) through Pay as You Earn (PAYE), payable alongside tax and National Insurance.

The UK Government estimates that 2% of employers will be eligible to pay the levy, raising up to £3 billion per annum by 2019-20. Of this, it estimates that £2.5billion will be spent in England, with the remaining £500 m allocated to devolved administrations in Scotland, Wales and Northern Ireland.

Skills Development Scotland (SDS) is engaging with Scottish Government; employers and partners ahead of the levy's introduction.

Q16. How many learners are enrolled in this scheme?

25,247

25,247 Modern Apprentices (MAs) started training in 2014/15, exceeding the Scottish Government's annual target^[1].

Modern Apprenticeships are not on the ISCED 2011 Mapping.

[1] <http://news.scotland.gov.uk/News/More-than-25-000-new-apprentices-19bf.aspx>

Q17. How many learners are enrolled in this scheme in relation to all VET students?





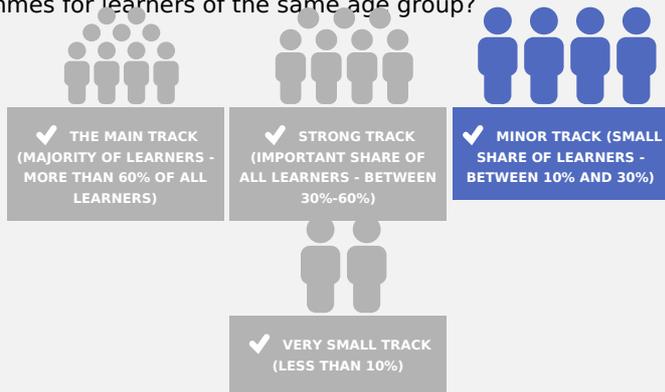
Information on the number of apprentices enrolled in VET is not available, however there is information on the total number in FE colleges.

The overall headcount in Scottish colleges stood at 226,919 in 2014/15 – a reduction of more than 10,000 compared to the previous year, according to statistics published by the Scottish Funding Council (SFC)[1].

[1]

http://www.sfc.ac.uk/web/FILES/Statistical_publications_SFCST022016_BaselineReportforAcademicYear201415/SFCST022016_Baseline_Report_2014-15.pdf

Q18. How many learners are enrolled in the scheme in relation to all programmes for learners of the same age group?



Modern Apprenticeships are not on the ISCED 2011 Mapping and so this data is not readily available.

3 QUALIFICATIONS

Q19. Does the apprenticeship scheme result in a qualification?



MAs are built around an appropriate Scottish Vocational Qualification (SVQ) level 3 qualification or above. The other elements to a MA are a mixture of sector relevant SVQs/NVQs and core skills (communication, information technology, problem solving, numeracy and working with others) and, in some cases, other sector-specific qualifications[1].

[1] <http://www.gov.scot/Publications/2004/03/19059/34273>

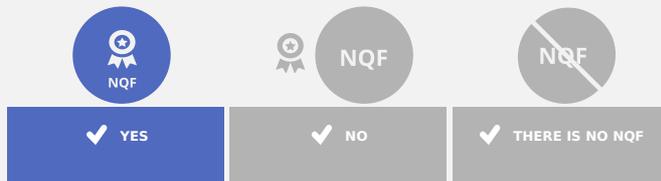
Q20. Which is the type of qualification obtained through the apprenticeship scheme?



There are four levels of modern apprenticeships (2, 3, 4 and 5) which represent the level of SVQ that an apprentice can achieve and the job that an individual does. Originally, modern apprenticeships were mainly available at SVQ level 3. SVQ level 2 apprenticeships were introduced in 2009/10 in response to employer demand and to replace the Skillseekers training programme. Level 4 and level 5 apprenticeships were later introduced to give employers the opportunity to increase the skills of their workforce to a more advanced level. A level 5 apprenticeship is more likely to be undertaken by someone in a more senior job role. [1]

[1] http://www.audit-scotland.gov.uk/docs/central/2014/nr_140313_modern_apprenticeships.pdf

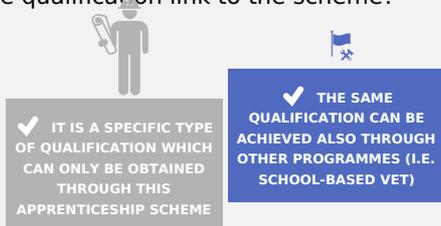
Q21. Is the qualification included in the National Qualification Framework (NQF)?



Levels 2-5 relate to EQF 1-3[1].

[1] [https://ec.europa.eu/ploteus/en/compare?field_location_selection_tid\[\]=472](https://ec.europa.eu/ploteus/en/compare?field_location_selection_tid[]=472)

Q22. How does the qualification link to the scheme?



As in the rest of the UK the qualifications gained can also be achieved through other routes outside of apprenticeship schemes.

Q23. Does the scheme provide direct access to higher education?



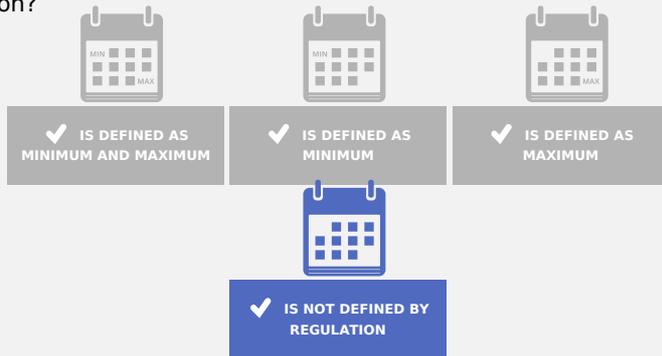
These qualifications are recognised by higher education.

4 DURATION

Q24. What is the duration of the VET pathway? (please refer to the typical duration)

The expected length of time needed to complete a MA varies widely between frameworks (for example, construction normally takes 4 years, but customer service can sometimes be completed in a matter of months), but even within frameworks they have a flexible duration.

Q25. How is the length of stay in apprenticeships defined in the regulation?



There are no set timescales for completing an apprenticeship and they typically take from around six months to three years to complete. [1]

[1] http://www.audit-scotland.gov.uk/docs/central/2014/nr_140313_modern_apprenticeships.pdf

Q26. Is there a distinction between the training and working period for the time spent at workplace, as per regulation?



Not stated

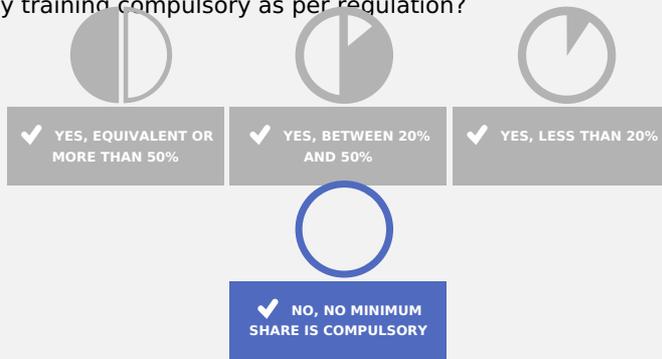
5 **ALTERNATION OF WORK-BASED (IN-COMPANY) TRAINING AND SCHOOL-BASED TRAINING**

Q27. Is in-company training a compulsory part of the scheme, as per regulation?



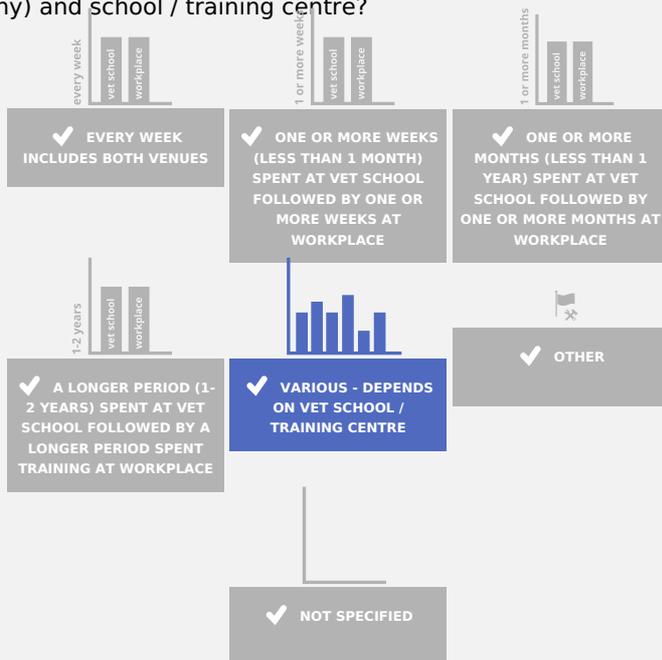
There is no obligation for in-company training but only to provide access to a training provider.

Q28. Is there a minimum share of time of the apprenticeship spent in in-company training compulsory as per regulation?



The content varies according to the apprenticeship job level and job role.

Q29. What is the form of alternation of training between workplace (company) and school / training centre?



The content varies according to the apprenticeship job level and job role.

6 FORMAL RELATIONSHIP WITH THE EMPLOYER

Q30. Is any contractual arrangement between the learner, company and/or education and training provider, required as per regulation?

The form for Q30 consists of two columns. The left column features a document icon with a signature, a blue button with a white checkmark and the text 'YES', and a blue box below it. The right column features a document icon with the text 'no contract', a grey button with a white checkmark and the text 'NO', and a grey box below it.

The ASCLA does not apply to Scotland and Northern Ireland; it is therefore more difficult to terminate an apprenticeship prematurely in Scotland and Northern Ireland, and early termination of a contract of apprenticeship may result in enhanced compensation.

Q31. Which parties enter a contractual relationship?

The form for Q31 has five options, each with an icon above it: 'LEARNER AND EMPLOYER' (two people), 'LEARNER, EMPLOYER AND THE EDUCATION AND TRAINING INSTITUTION' (person, graduation cap, person), 'EDUCATION AND TRAINING INSTITUTION AND THE EMPLOYER (NOT THE LEARNER)' (person, graduation cap, person), 'OTHER' (flag), and 'NO CONTRACT IS REQUIRED' (document with seal). The 'NO CONTRACT IS REQUIRED' option is highlighted in blue.

The ASCLA does not apply to Scotland.

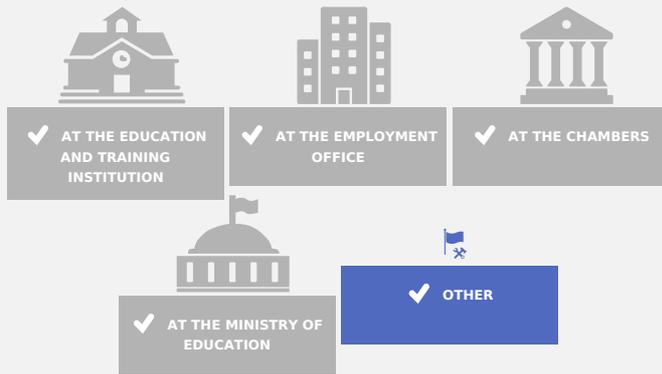
Q32. What is the nature of the contract?

The form for Q32 has three options, each with an icon above it: 'APPRENTICESHIPS ARE A SPECIFIC CONTRACT COVERED BY THE LABOUR CODE' (handshake), 'APPRENTICESHIPS ARE A FORM OF EMPLOYMENT CONTRACT' (document with seal), and 'FORMAL AGREEMENT, NOT COVERED BY THE LABOUR CODE' (document with signature). The middle option is highlighted in blue.

All Modern Apprentices are expected to have employed status. Modern Apprentices should be entitled to the same rights as other employees. As such, MAs are entitled to rights such as statutory Maternity Leave, as well as an allowance of 20 days holiday per year plus bank holidays. Apprentices over 19, who have been in their apprenticeship for over a year are also entitled minimum wage for their age group.^[1]

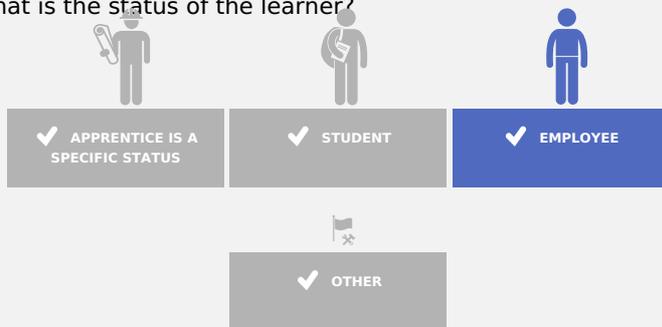
[1] <http://apprenticeshipsinscotland.com/faqs/>

Q33. Where is the contract registered?



n/a

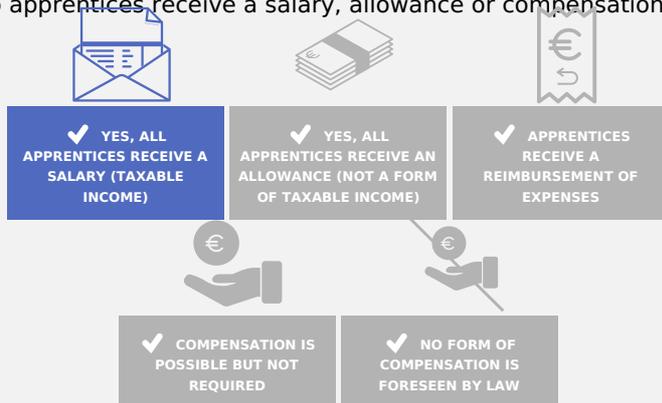
Q34. What is the status of the learner?



All Modern Apprentices are expected to have employed status.

7 REMUNERATION

Q35. Do apprentices receive a salary, allowance or compensation?



Employers can set your wages so long as they pay at or above the National Minimum Wage (NMW). There are different levels for the NMW, which depend on an employees age. The current level of National Minimum Wage is £3.30 per hour for apprentices aged under 19, or if an apprentice is 19 or over and in the first year of their apprenticeship. <https://www.gov.uk/national-minimum-wage-rates>

Paid per hour working with employer.

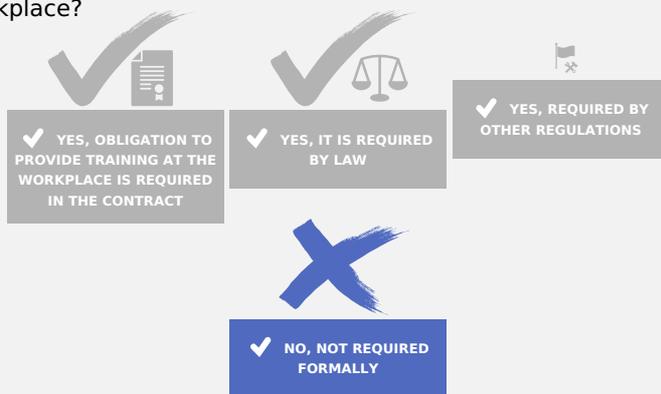
Q36. Who pays the salary / allowance of the apprentice?



See Q36 above. ATA do not exist in Scotland.

8 RESPONSIBILITY OF EMPLOYERS

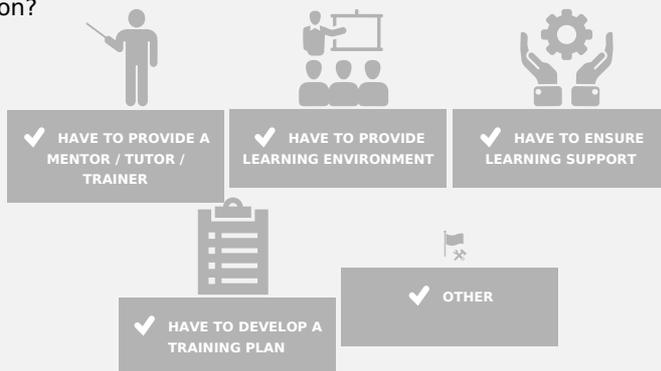
Q37. Is the company hosting apprentices required to provide training at the workplace?



See in Q37 above.

The obligation of the employer is to give access to the training provided by the training provider.

Q38. What are the requirements on training companies, as per regulation?



Training providers are under contract to the Enterprise Networks to agree provision of appropriate training throughout the apprenticeship, to assess competences, to develop individual learning plans with the employee and employer, and to administer the MA through contact with the Local Enterprise Company and by keeping the central MA management database updated.

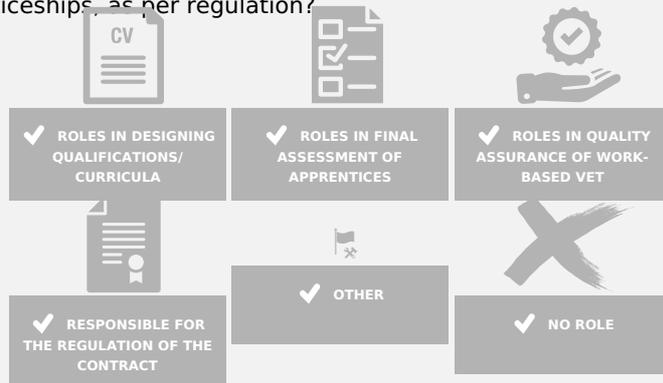
Q39. Are there any sanctions on companies that do not provide training

to apprentices at the workplace?



There are no sanctions but early termination of a contract of apprenticeship may result in enhanced compensation.

Q40. What is the role of chambers, employers' and employees' representatives (social partners), sectoral councils (if existent), in apprenticeships, as per regulation?



Frameworks are designed by the sector skills body relevant to the industry sector, and are approved (and re-approved at least every 2-3 years) by the Modern Apprenticeship Implementation Group (MAIG). The MAIG is made up of representatives of Scottish Executive, Scottish Enterprise Network, Highlands and Islands Enterprise, Local Enterprise Companies, Careers Scotland, Scottish Qualifications Authority Accreditation Unit, Sector Skills Alliance Scotland, Scottish Further Education Training Unit and the Scottish Training Federation.^[1]

As well as the apprentices, sector skills bodies and MAIG, other main stakeholders in the development and delivery of MAs are:

- *Scottish Enterprise and Highlands and Islands Enterprise* provide funding for training to Local Enterprise Companies;
- *Local Enterprise Companies* are responsible for administering the programme and distributing funding to training providers;
- *Employers* are expected to ensure that the training fits with the apprentice's job, to ensure that on-the-job training is provided and to support the apprentice;
- *Careers Scotland* has responsibility for raising awareness amongst individuals and school guidance teachers of MAs as an employment and training option;
- *Scottish Qualifications Authority (SQA)* is responsible for certification and for quality assurance in relation to awards;
- *Scottish Quality Management System (SQMS)* is responsible for quality assurance of training providers.

[1] <http://www.gov.scot/Publications/2004/03/19059/34273>