

**Title:**                    **The Big Wave of Apprenticeship: Hit or Miss?**

**Presenter:**            Simon Leung  
                              South Bank University

### **Learning Outcomes**

By the end of this session, delegates will be able to:

- Management of expectations from apprentices and employers
- Understand the importance of reviews
- Focusing on the compliance component and professional component
- Improved understanding of the Apprenticeship Standards by the Institute for Apprenticeships
- Integration of KSBs into the curriculum into the degree programme

### **Outline**

A financial incentive driven by Chancellor Rishi Sunak launched in July 2020 BBC (2020), in his Spending Review. Employers already receive a £1,000 payment for each apprentice will now receive an additional £2,000 before March 2021.

The incentive is designed to support employers to continue attaining new skills that they need to help recover from the economic impact of COVID-19, whilst creating new jobs. Fuller, A (2010) suggested that there has been a slow uptake since the first introduction of Apprenticeship in 1994 due to the lack of employer demand and commitment, there has been a surge in demand in recent years, this needs to be addressed by HEIs.

At LSBU, we pioneer in our apprenticeship degree programme with a high success rate. We have implemented a robust plan and strategy in place in conducting apprenticeship tripartite review, which is crucial in tracking their progress throughout their degree programme. This will also ensure that apprentices provide sufficient evidence for their KSBs to successfully go through the gateway and to start their EPA (End Point Assessment) process. We are working with just over 100 engineering companies and we have 200 apprentices studying Civil Engineering alone at LSBU. This is based on a strong foundation that we have built a few years ago.

We work closely with the professional institution, the Institution of Civil Engineers (ICE) to ensure that our programme is mapped in the highest standard and quality, ICE (2009). As part of our delivery plan for the apprenticeship degree, our Industrial Advisory Board reviews our degree programme on a regular basis. It is important to understand that Apprenticeship degree differs from a 'traditional' degree. The paper will give details on how the apprenticeship programme work, it will be an opportunity to share knowledge and experience about the critical processes.

### **Activities and Approximate Timings**

The session will include a 20 mins presentation about the work that has been done, from an overview to the critical processes. The presentation will be structured in a way that is easily understandable to a non-technical audience. It would be good to share the experience with other Higher Education Institutions to engage with a discussion. We will

also be exploring the pedagogy and impact that apprenticeship had in our industry and profession in Civil Engineering.

The fact that the duration of the Apprenticeship course is five years plus time for EPA to attain Incorporated Engineer (IEng) status. It will be a very interesting discussion to compare this with a normal route of 'traditional' three years degree plus at least three years of professional training to attain Chartered Engineer (CEng) status. The learning in terms of Knowledge, Skills and Behaviours can be completely different. 3

### **Preparation before the session**

Institute for Apprenticeships and Technical Education, Civil Engineering (degree)

[https://www.instituteforapprenticeships.org/apprenticeship-standards/civil-engineer-\(degree\)-v1-0](https://www.instituteforapprenticeships.org/apprenticeship-standards/civil-engineer-(degree)-v1-0)

Institution of Civil Engineers, Degree Apprenticeship

<https://www.ice.org.uk/careers-and-training/apprenticeships/apprentices>

### **References and sources**

*Key texts mentioned in the outline.*

*Please use the Harvard referencing system.*

ICE (2019), *Civil Engineering Degree Apprenticeship, Mapping of Knowledge, Skills & Behaviours against ICE Attributes*, Institution of Civil Engineers

Institute for Apprenticeships (2017) *Assessment Plan for Civil Engineer Non-Integrated Degree Apprenticeship Level 6*, Institute for Apprenticeships and Technical Education

BBC (2020) 'Sunak to give firms £1,000 cash bonus to hire trainees', *BBC*, 6th July 2020