Apprenticeships in England – Trailblazers

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Before the reforms

- Before 2012, there were many different apprenticeship frameworks in the UK that were developed in many different ways
- Not all industry sectors were covered
- Funding was usually provided by local authorities and difficult to come by
- The output was National Vocational Qualifications (NVQs)
- NDT was poorly served
The government review

• The government commissioned a review to answer the question:

“What should an apprenticeship be in the future, and how can apprenticeships meet the needs of the changing economy?”

• The review was concluded in November 2012
Why apprenticeships matter

• Many jobs are best taught whilst on the job
• No single means of learning ever suits everyone
• Many of the best run companies include apprentices
• The success of our society is measured by its capacity to shepherd our young people from childhood to meaningful employment
Recommendations

- Redefine
- Focus
- Structure
- Requirements
- Diversity
- Quality
- Funding
- Information
- Promotion
Summary of key reforms

• Increase the quality of apprenticeships
• Put employers in the driving seat
• Simplify the system
• Give employers purchasing power
Key principles

- An apprenticeship is a job in a skilled occupation
- An apprenticeship requires substantial and sustained training
- An apprenticeship leads to full competency in an occupation
- An apprenticeship develops transferable skills
Trailblazer apprenticeships were introduced

- “The Future of Apprenticeships in England: Implementation Plan” was published in October 2013
- This process has been underway since October 2013 when the first eight “Trailblazer Apprenticeships” were launched
- BINDT launched its apprenticeship development programme in September 2014
Mandatory key documents

• The ‘standard’ is a two-page document that has to specify what is included in the apprenticeship.
  o The standard contains headline statements. No room for specific detail
• The ‘assessment plan’ is a document that demonstrates how the Apprentice will be assessed at the end of the Apprenticeship.
• Everything in the standard needs to be holistically tested in the end-point assessment
What is included in apprenticeship standards?

- Occupation
- Occupation profile
- Knowledge and understanding
- Skills and practical applications
- Behaviours
- Entry requirements
- Duration
- Qualifications and certification
- Links to professional registration
- Apprenticeship level
- Review of standard
Key dates of the NDT apprenticeships developments

- BINDT apprenticeship developments commenced in November 2014
- NDT Engineering Technician apprenticeship fully approved by government on 1 December 2015
- NDT Operator apprenticeship fully approved by government on 22 August 2016
- NDT Engineer Standard approved by UK government, assessment plan under review
Key role and responsibilities

- BINDT leading, supporting and marketing
- Rolls-Royce plc – the main employer
- A development group consisting of senior NDT representatives from large employers and SMEs
- Relationship Manager (government representative)
- BINDT has been approved as an Independent Assessment Organisation for NDT apprenticeships
The NDT Engineering Technician

- Key requirements:
  - Three NDT Level 2 methods including a complex method
  - Knowledge of related engineering skills
  - Behaviours
  - Health & safety
- Apprenticeship duration – three years
- Conformity to Standards – BS EN ISO 9712 and BS EN 4179
The NDT Operator

- Key requirements:
  - One NDT Level 2 method
  - Specialist skills in the chosen method
  - Knowledge of related engineering skills
  - Behaviours
  - Health & safety
- Apprenticeship duration – 18 months
- Conformity to Standards – BS EN ISO 9712 and BS EN 4179
The NDT Engineer

- Key requirements:
  - One NDT Level 3 method
  - Foundation Degree (FdSc)
  - Ordinary Degree (BSc or BEng)
  - Honours Degree (BSc Hons or BEng Hons)
  - Behaviours
  - Health & safety
- Apprenticeship duration – four years
- Conformity to Standards – BS EN ISO 9712 and BS EN 4179
Advisory documents

- The government’s two mandatory documents cover content and assessment but they leave a large gap in the middle where employers, particularly SMEs need most support.
- BINDT has produced and are producing 23 additional guidance documents including an ‘on-programme competency development’ document for each apprenticeship.
Future developments

• MSc Advanced Industrial Practice (STEM) – by negotiation
  o enhance strong links with industry/professional/trade bodies (Employer negotiates the curriculum with Northampton University)
  o flexible, innovative framework
  o ‘negotiated curriculum’ – relevant, bespoke
  o blended learning supported
  o enhances learners effectiveness in their current role whilst simultaneously working towards a qualification
  o as it is closely related to Engineering Registration, it is likely that BINDT will manage the first year of the MSc

• Development of an Engineering Doctorate (PhD) within an apprenticeship is a possibility.
Conclusions

- With the support of the UK government, BINDT has introduced a modern, consistent, funded set of programmes that are employer-driven.
- There are signs of success with good numbers of employers taking the initiative by taking on apprentices.
- We are gearing up to assess many apprentices in the future and look forward to assisting their career progression through to Engineering Registration.
Acknowledgements

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Thank you for listening

Any questions

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