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The benefits of professional registration
& developments in technical education



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APPRENTICESHIP REFORMS

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CONTENT

A summary of the **apprenticeship reforms** and how they fit into the technical workforce:

1. How an apprenticeship can meet a **skills-gap** need
2. Overview of how apprenticeships are **designed** to meet this need
3. Factors to consider for **delivery, quality assurance** and **professional recognition**

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LANDSCAPE OF APPRENTICESHIPS ACROSS THE UK

- **Scotland** - Skills Development Scotland (National Skills Body)
- **Wales** - managed by the Welsh government
- **Northern Ireland** - managed by Northern Ireland government
- **England** - reforms implemented in 2017



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APPRENTICESHIP STANDARDS

- **Rigorous; High Quality** and **Challenging**
- Opportunity to identify **occupational need for technicians** within specialist role to meet **business needs**
- Being a **recognised occupation**; be **at least 12 months in duration** of which at least **20% is Off-the-Job training**
- If initial criteria is met trailblazer groups move onto developing 3 key documents

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DEVELOPING APPRENTICESHIP STANDARDS

- 1. **Occupational Proposal**

Defines duties, duration and transferrable skills

- 2. **Occupational Standard**

Details the **Knowledge, Skills and Behaviours** KSB's. Plus specifies mandatory qualifications, occupational level, statutory/regulatory requirements and professional recognition

- 3. **Assessment Plan**

Details the methods of **End Point Assessment** which once passed demonstrates **full occupational competence**

- Submitted to Route Panel for recommendation to IFATE board

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END POINT ASSESSMENT

- Move to a **synoptic, end-point assessment**
- Carried out by an **independent** End Point Assessment Organisation to assess an apprentices' **Knowledge, Skills** and **Behaviours** ensuring full occupational competence
- End Point Assessment organisations must use the **assessment plan** to design their assessments
- **External quality assurance** of End Point Assessment is carried out by organisation such as Ofqual and OfS

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EXAMPLE TECHNICIAN APPRENTICESHIP STANDARDS

- HE Assistant Technician (Ed Tech) - Level 3 (in development)
- Simulation-based Technician (Ed Tech) - Level 3 (in development)
- Senior Metrology Technician - Level 5
- Technician Scientist - Level 5
- Metrology Technician - Level 3
- Laboratory Technician - Level 3
- Science Manufacturing Technician - Level 3
- Science Industry Maintenance Technician - Level 3

- **Full range of technician occupations covered by Higher and Degree apprenticeships** at levels 4 to 7 (including or equivalent to foundation degrees, professional qualifications, bachelors and masters degrees)

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CONSIDERATIONS OF DELIVERY

- Partnership with **apprentice**, **workplace** and **training provider**
- Clear **initial assessment** that identifies the apprentices development needs leading to the strong design of an **individual learning plan**
- Recognising the needs of **KSB's** and **End Point Assessment**
- Engaging and inspiring **off-the-job learning**
- Strong **workplace mentoring**

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SUMMARY

- Raising **profile of apprenticeships** for entry & progression
- **Showcase & celebrate** success - case studies of apprentices and employers
- **Promoting benefits:** Employers building **skilled work-force**, offering a **full & broad learning programme** for the apprentice including **professional experience**
- Promoting the **alignment of professional competences** and **registration** to apprenticeships

