Historic Environment Practice Trailblazer Apprenticeships

FAQs

Q. What is an Apprenticeship?

A. An Apprenticeship is a job designed to deliver particular skills which your organisation needs. You employ the apprentice in your workplace doing a job that they want to learn and you want someone to do. You pay them a salary throughout their apprenticeship, which lasts a year or more. While they're with you, you train them on the job. This allows them to work towards a qualification in their chosen job role.

Q. Why do we need them?

A. Apprenticeships are designed to allow career entrants to learn on the job while providing employers with the skills they need. The Historic Environment Trailblazer is just one of a range of initiatives being developed by the sector to ensure that it has access to the skilled workforce it needs in the future. Apprenticeships offer a cost-effective way to grow your workforce, and an opportunity to develop your existing staff as they work with your apprentice.

Q. What are Trailblazers?

A. Trailblazers are groups of employers in common sectors writing (or rewriting) the Apprenticeships standards for one or more job roles in their sector. The standards they create will gradually replace the existing frameworks that current Apprenticeships are based on.

Q. What does each Trailblazer group do?

A. Each Trailblazer group is going, or will have gone, through a planning, development and finally a consultation phase, where they consult with the wider industry. Once consultation is complete they need to submit the standard to the Skills Funding Agency in order to gain approval.

Once approved, the new Apprenticeships standard is literally ‘ready for business’ using the training provider or providers given the go ahead to deliver that Apprenticeship. Approval also means that businesses can also access the funding their business is eligible to, to support their Apprenticeship.

Q. What is the Apprenticeship Standard?

A. An Apprenticeship Standard is a short, high level document which shows what an apprentice will be doing and the skills required of them. Standards are developed by employer groups to ensure they are tailored to provide the skills employers’ need

In order for a job role to be considered an Apprenticeship it has to achieve set learning outcomes and these need to be measurable, hence each job role has set standards and consistent ways for them to be assessed.

Currently every apprentice that joins a business completes a qualification relevant for their job role based on national Apprenticeship frameworks.

* The training must be at least one year
* Off-the-job training must be at least 20%, and,
* It must have transferable skills between businesses, i.e. not skills specific to one business.

Q. Who is developing the Standard?

A. The Apprenticeship Standards for Historic Environment Practice are being developed by a consortium of employers, led by Historic England. The employers represent a range of occupational areas including archaeological investigation, historic environment advice (including local government and consultancy), conservation and management. The consortium also includes representatives from CIfA and Icon and from University Archaeology UK.

Q. How is an Apprenticeship assessed?

A. The assessment strategy details the method of assessing whether the individual has achieved the required standard as set out in the Apprenticeship Standard. Training is provided through a combination of on and off job learning leading to an appropriate qualification. This could be an NVQ (for example, the Level 3 Certificate in Archaeological Practice) or a degree or even a Masters.

Q. You’re consulting on an overarching Standard – how does that work with the more detailed standards you are producing?

A. The overarching Standards describe the generic skills and behaviours required of a historic environment practitioner at Levels 3, 5 and 7. These are core skills which will be common to all Apprenticeships. Underneath the overarching Standards are three pathways covering Investigation, Advice and Management within which will sit the more detailed Standards appropriate to specific job roles. These more detailed documents are still in development and will be released for consultation over the coming months. A diagramme showing how the Standards relate is appended.

Q. What do the Levels mean?

A. The Regulated Qualifications Framework (RQF) is a system for cataloguing all qualifications regulated by Ofqual whether they are traditional academic awards or vocational qualifications. It replaces the Qualifications and Credit Framework (QCF). The levels indicate the difficulty and complexity of the knowledge and skills associated with any qualification. There are eight levels supported by three ‘entry’ levels. While most qualifications will be assigned a single level some, such as GCSEs, can span more than one. A table showing the RQF level equivalents is appended.

Q. How does the funding work?

A. The funding available to help you deliver an Apprenticeship depends on a number of factors including the age of the Apprentice, the level of the Apprenticeship and whether or not you are an SME. You pay the Apprentice’s salary and for every £1 you invest in the Apprentice’s training, the government will contribute £2. For more information, see [www.gov.uk/government/publications/trailblazer-apprenticeship-funding-requirements-for-employers](http://www.gov.uk/government/publications/trailblazer-apprenticeship-funding-requirements-for-employers)

Q. How can I get involved?

A. If you’re interested in running an Apprenticeship programme in your business based on one of the newly developed standards, you should contact the relevant Trailblazer group to express interest in being one of the first businesses to trial a new Apprenticeship standard.

Q. How can I find out more?

A. For more information on Trailblazers see [Future of Apprenticeships in England: Guidance for trailblazers](https://www.gov.uk/government/publications/future-of-apprenticeships-in-england-guidance-for-trailblazers).

Also check out the [Employer Guide to Apprenticeships Standards](https://www.gov.uk/government/collections/apprenticeship-standards), for the guide from Gov.uk.

[www.gov.uk/government/uploads/system/uploads/attachment\_data/file/459166/Apprenticeship\_standards\_employers\_\_guide.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/459166/Apprenticeship_standards_employers__guide.pdf)

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More standards will be published as they are developed and approved.