



# Apprenticeships – Opportunity or Threat? ACED - Friday 22 May 2015

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**Balfour Beatty**

# Agenda

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- What is an apprenticeship?
- Academic vs. Vocational?
- Higher and Degree Apprenticeships
- Trailblazers
- Opportunities and Threats
- Conclusions



# What is an apprenticeship?

- A combination of academic study and work experience, leading to a competent and skilled employee
- This makes becoming a professionally qualified engineer an apprenticeship!
- Apprenticeships tend to have academic study and work experience existing simultaneously and symbiotically
- Associated with “Vocational”

# Academic vs. Vocational

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- UK's biggest learning hang-up!
- Real issue is:
  - Full-time study, vs.
  - Part-time study
- Apprenticeships are related to part-time study
- Apprentices:
  - Must be employed
  - Spend 20% of their time off the job
  - Sit a final exam
  - Be able to become professionally qualified

# Higher and Degree Apprenticeships

- Higher = Level 4 (HNC) and EngTech
- Degree = Level 6 (BEng/BSc(Hons)) and IEng
- Higher:
  - Three years
  - GCSE entry point with Level 3 first year for diverse access
  - HNC with ICE Attributes as on-the-job guidance
  - EngTech as final assessment
- Degree
  - Further 3-4 years
  - BEng/BSc(Hons) with ICE Attributes as on-the-job guidance
  - IEng Professional Review as final assessment

# Trailblazers

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- Led by employers and professional bodies
  - Building Services Engineering (CIBSE)
  - Civil Engineering (ICE)
  - Construction Management (CIOB)
  - Design Management (CIAT)
  - Quantity Surveying (RICS)
- 15-20 companies involved to date
- 13 universities and colleges with recent interest shown by more
- Delivery starts – September 2013

# Opportunities and Threats

- It depends on what sort of university you are!

## Opportunities – universities

More diverse entries  
 Higher numbers  
 New funding routes  
 Closer employer links  
 Innovation

## Opportunities – young people

Gateway not choke point  
 Early employment  
 Financial benefits  
 Professional membership built in  
 Accelerated development

## Threats – universities

Young people may choose apprenticeship  
 League tables  
 New working practices  
 Employer choice

## Threats – young people

Student lifestyle  
 School/parental pressure  
 Perceived status  
 Access to information  
 Economic lifecycle

# Conclusions

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- Apprenticeships and universities can co-exist
- Apprenticeships and universities can be the same for young people and employers
- Complex choice for young people
- Levels of threat or opportunity are related to delivery methods
- Full-time vs. part-time = university vs. polytechnic?!
- Widening access is a factor
- Professional institutions will support both



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