

Progression from Apprenticeships Information for Employers

This is an interactive PDF document with live web-links. It is best viewed on screen but may also be printed for reference purposes. Download a copy from the Aimhigher Humber website listed overleaf.

Options Available

Higher level learning comes in many shapes and sizes. Most work based learners study on part time courses.

See the examples below of typical courses that Advanced Apprentices can progress onto. www.apprentice-forward.org.uk/CourseSearch/

NVQ Level 4

Next step after Level 3 NVQ which often forms part of the Advanced Apprenticeship. Often completed by Advanced Apprentices after further work experience as they can be centred on management competencies.

Foundation Degree

Often well suited to Advanced Apprentices wishing to progress as they are typically delivered part-time. They are often developed with employers and are designed for employers and work-based learners. You can “top up” to a Bachelors degree with further part-time study.

www.findfoundationdegree.co.uk

Professional Qualification

More common in certain sectors such as insurance, legal, admin and can lead to the membership of a professional institute.

Higher National Certificate/Diploma

A traditional part-time progression route often chosen by Advanced Apprentices. They allow progression to a Bachelors degree with part-time study.

Higher Level Learning

The Business Case!

By supporting your Advanced Apprentice to progress to higher learning, you can reap many business benefits. We hope that this leaflet will help you to understand how important it is to support your learner to progress to higher level learning. Briefly:

- ❖ It can lead to greater motivation, confidence and commitment to the business.
- ❖ It will bring up to date knowledge and relevant higher level skills to your workplace.
- ❖ It can therefore increase the productivity and performance of your business.
- ❖ It can provide you with “home grown” dynamic staff able to respond quickly and flexibly to both internal change and change in the marketplace.
- ❖ It can help to develop greater maturity in your staff through their independent study and self management.

Employers - Did You Know?

That an Advanced Apprenticeship is a great way to prepare employees for higher level learning! Did you know that?

- ❖ Once they have completed an Advanced Apprenticeship, it is possible to study for an NVQ 4, a professional qualification, a foundation degree, a HNC/HND or a degree!
- ❖ They can study part-time or full-time, but most apprentices prefer to study part-time on a course that is vocational or work related.
- ❖ Advanced Apprentices need to find the right kind of higher level course that suits their practical learning style - this normally means a work based or vocationally oriented course.
- ❖ According to the Government: “Apprenticeships will play a pivotal role in the nation’s plans for growing the economy” (1).



Celebrating Apprentices!

Some recent research has identified some really positive characteristics of Advanced Apprentices who progress onto higher education; they:

- ❖ Are highly motivated and mature in their outlook generally.
- ❖ Are career oriented.
- ❖ Are very committed & loyal to their employers.
- ❖ Are very practical in their approach and prefer to learn in an active and practical way.
- ❖ Highly value the investment their employer makes in their education and training (2).

Dispelling Some Myths!

- ❖ It’s often said that when employers invest in higher level qualifications staff will leave shortly afterwards. Generally speaking, the opposite is true.
- ❖ If you invest in your staff, they are more likely to stay, have a stronger sense of loyalty and respect for you as a “learning organisation”.

This leaflet has been produced as part of an Aimhigher Humber funded project aimed at increasing the number of Advanced Apprentices progressing to Higher Level Learning. Advanced Apprentices and work based learners are under-represented in higher education and in higher level learning. We hope to improve this by raising awareness, aspiration & achievement by providing targeted information & support activities for learners who are interested & capable of progressing.

Some Useful Websites

Employers Guide to WBL Training Providers

<http://www.lsc.gov.uk/regions/YorkshireHumber/egtp/>

Learning through Work

<http://www.learningthroughwork.org/?CMP=KNC-junltw08>

www.aimhigher.ac.uk

www.yhelln.ac.uk

www.cflhumber.com

Higher Level Learning Providers in Our Region

The education providers below offer both part and full-time courses.

WBL Training Providers
01482 641000

East Riding College
08451 200037

Grimsby Institute of Further & Higher Education
01472 315002

Hull College
01482 329943

North Lindsey College
01724 281111

University of Hull
01482 466100

University of Lincoln
01522 882000

The Open University
0845 300 60 90

References

(1) - "World Class Apprenticeships: Unlocking Talent, Building Skills for All", DIUS, 2008.

(2) "Apprenticeship Progression to Higher Education", UVAC for *fdf*, July 2008.

Employer Support and Resources

What Will It Cost?

- ❖ Many employers consider the investment in higher level learning to be worthwhile. Some employers are prepared to pay for some or all of the cost of the course. Contact course providers for current fees.
- ❖ It is possible for part-time students to get financial help in the form of a Fee Grant and a Course Grant, depending on their income.
- ❖ For information on the new and improved student finance package available for **Part-Time** students going into higher education from September 2009/10.

[http://www.direct.gov.uk/en/EducationAndLearning/UniversityAndHigherEducation/StudentFinance/Applyinfortheirstime/DG_171529](http://www.direct.gov.uk/en/EducationAndLearning/UniversityAndHigherEducation/StudentFinance/Applyinfortheirsttime/DG_171529)

- ❖ For some general sources of information on student finance, check out the Government's student finance website - find it at

<http://www.direct.gov.uk/en/EducationAndLearning/UniversityAndHigherEducation/StudentFinance/index.htm>

- ❖ You can get further information on what is available from Elaine Warrener, the regional Aimhigher Student Finance Consultant elaine.warrener@wyke.ac.uk

- ❖ You could also download our List of Useful Student Finance Websites at the following website:

<http://www.aimhigherhumber.org/resources-dets.php?id=65&cat=30>

Project Contacts!

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Project Activities & Support!

Our project is offering a range of free activities to support Advanced Apprentices to progress onto higher level learning. Sessions are currently being run and it is likely that more sessions will be offered in the future. Visit the website below for information on what's on offer.

Aimhigher Humber Website:

<http://www.aimhigherhumber.org/resources-dets.php?id=65&cat=30>

Download the electronic version of this document and other resources relating to the Progression from Apprentices Project at the website above.

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Project Partners

[Aimhigher Humber](#) is working in partnership with the [Consortium for Learning \(CfL\)](#) & the [Yorkshire & Humber East Lifelong Learning Network](#).

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