

CMI APPRENTICESHIP PROGRAMME for SCOTLAND

APSE

28th October 2016
Simon Openshaw

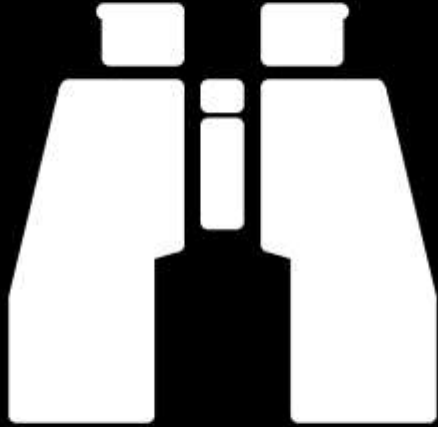




CREATING NEW PATHWAYS.

OVERVIEW

- CMI
- Apprenticeship Levy
- Apprenticeship reform
- Changing landscape for Scotland?
- L&M programmes



CMI AT A GLANCE:



Our Vision:

**better led and managed
organisations**

Our Mission:

**increase the number and
standard of professional
managers**

Our background

**66 years, 135k Members, 30k
learners and 500 training
partners**

**over 5,000 Chartered
Managers and growing**

WE ARE RESEARCH LED....



informing our qualifications, our voice and the support we can offer you



MANAGEMENT 2020

Parliamentary Commission on the Future of Management and Leadership (July 2014)

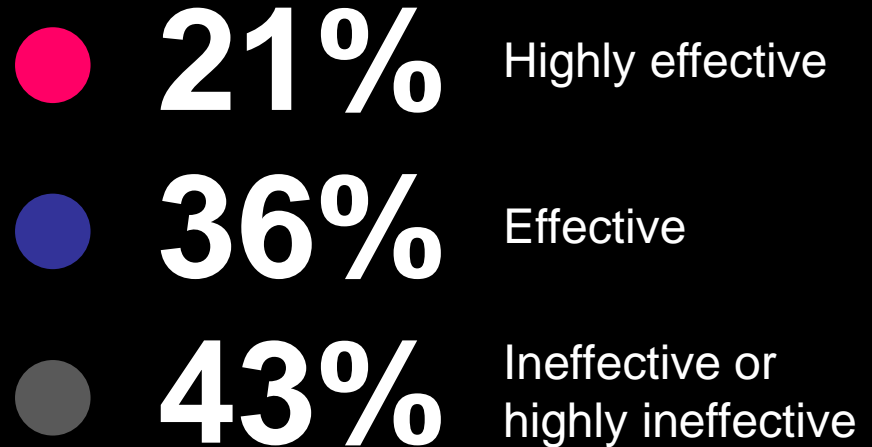


THE CHALLENGES

- ❑ Poor management and low productivity in the UK
- ❑ New ways of working by Generation Y
- ❑ Lack of management development
- ❑ Technology
- ❑ Globalisation

THE SCALE OF THE PROBLEM.

“ Nearly half of UK line managers are ineffective. ”



...How effective are your line managers?



ELIMINATING ACCIDENTAL MANAGERS



90% of managers say a qualification improved their performance



81% pass knowledge on



79% improve team performance

The **Chartered Manager Degree Apprenticeship** creates new routes into management

Key recommendation to Ministers:

“Apprenticeship trailblazers to be expanded to include management, putting far more young people on the track to professional management careers.”



MANAGEMENT 2020

PARLIAMENTARY COMMISSION ON
THE FUTURE OF MANAGEMENT &
LEADERSHIP

July 2014

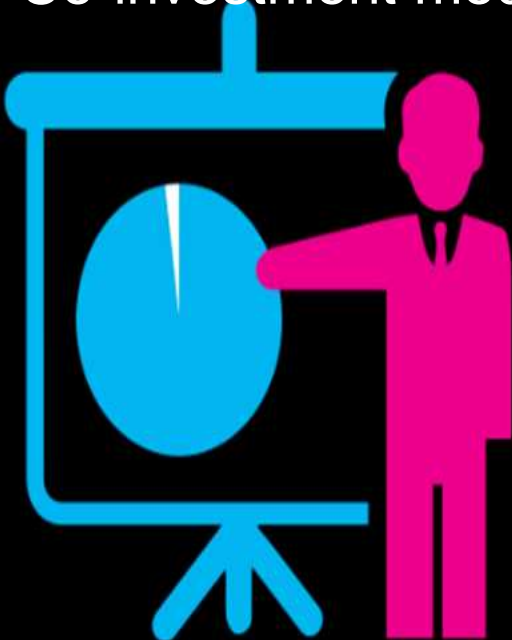
FUNDING CHANGES

- ❑ The apprenticeship Levy - from 6 April 2017
 - Charged where payroll is £3m or above
 - 0.5% of employers' total PAYE
 - £15,000 allowance
 - 10% top-up available

EXAMPLE 4000 staff = £500k Levy

- ❑ New funding system from May 2017 – simplification + additional support available for some learners
- ❑ Digital Account – for Levy payers 2017, rest from 2018
- ❑ Register of Apprenticeship Training Providers

Co-investment model



98%
of employers in
England will have

90%
of training costs met¹

EMPLOYER ENGAGEMENT

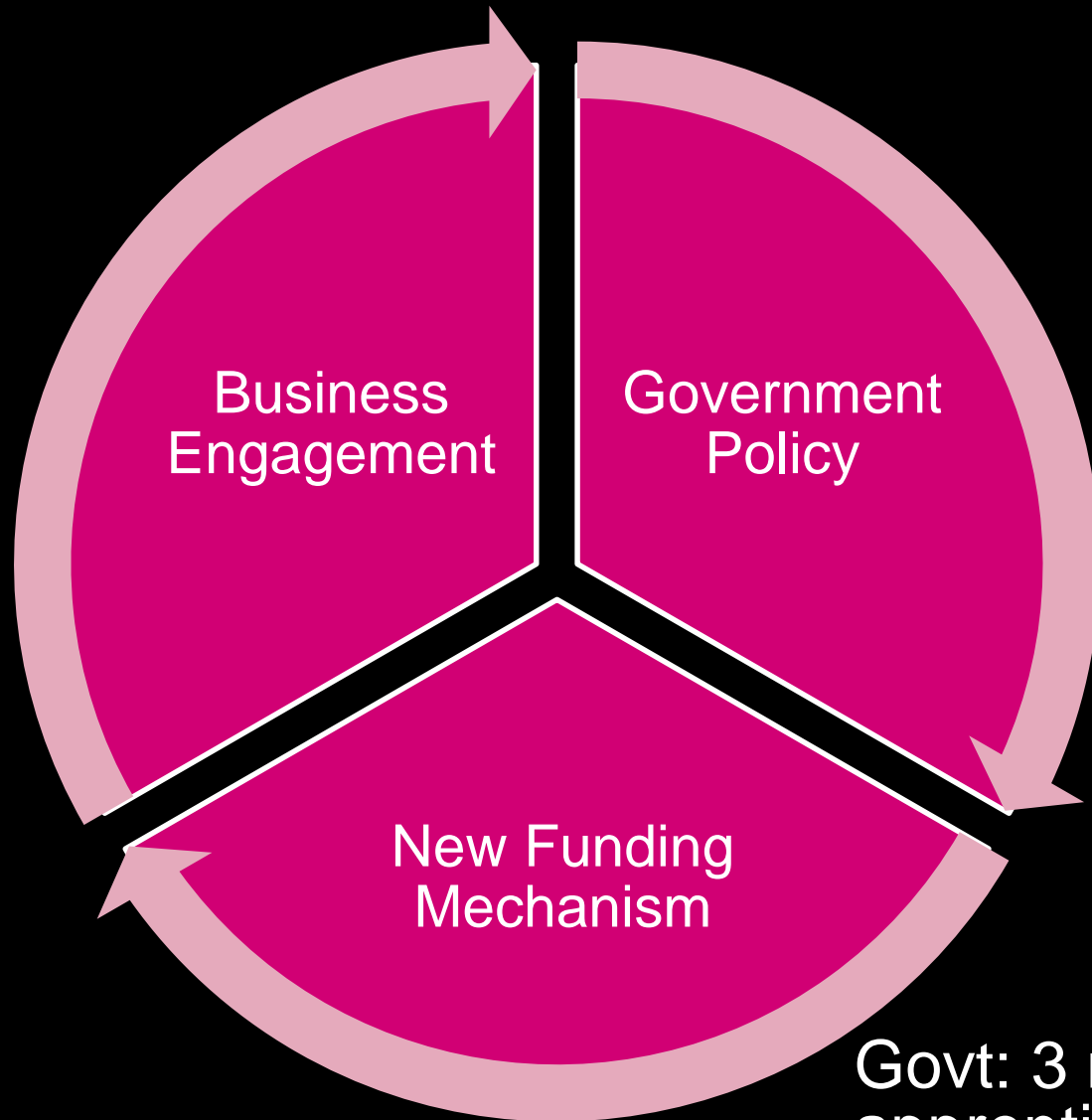
Trailblazers

- ❑ Employers in the driving seat:
 - Designing standards
 - Control of funding

- ❑ Simplify – new short, easy to understand standards

- ❑ Demonstrate competence through rigorous and synoptic assessment

APPRENTICESHIP REFORM



Govt: 3 million
apprenticeships target

A HUGE OPPORTUNITY

- Eligibility**
upskilling or new talent (any age)
- Previous qualifications**
restrictions removed
- New Standards (Frameworks)**
designed by employers for employers
- Co Investment**
90% funded for overspend and SME's

THE LANDSCAPE IN SCOTLAND

Modern Apprenticeships offer the opportunity to enhance Scotland's work-based learning system and reduce youth unemployment.

25,818

Modern Apprenticeship
starts in 2015/16
(ahead of the target of 25,500)



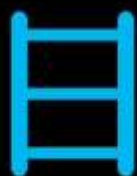
79%

were aged 16-24 (21% 25+)



35%

were at level 2



65%

level 3 and above

783



were in the management
framework grouping
(3% of total starts)

THE IMPACT

92% of Modern Apprenticeships stay in work once they're qualified (six months after completing a Modern Apprenticeship).

A Plan for Scotland. The Government's programme for Scotland 2016/17

“Following the current consultation with employers and other interested parties we will respond to the introduction of the UK Government's Apprenticeship Levy in April 2017. Our aim is to develop a distinctly Scottish approach on the Levy, supporting apprenticeships and wider development and driving closer engagement with industry in our efforts to enhance productivity and economic growth”

CMI and Scotland

CMI are currently contracted to work alongside Skills Development Scotland.

We have been tasked with the development of the Frameworks for a Graduate Level Apprenticeship in Business and Management

CMI are providing on-going, expert support and technical input to the Business Management GLA. Timescale is for delivery through Scottish Universities by April 2017

Cross-border funding

- The current apprenticeship funding rules place conditions on which individuals can be funded to undertake an apprenticeship through the English system. We propose to simplify the current rules and apply a single test for whether apprenticeship training can be funded through the English system: **whether the apprentice's main place of employment is England.**
- We propose that the definition of workplace is the physical place of work, designated by the employer, where the apprentice is expected to spend the majority of their time during their apprenticeship. We welcome feedback from employers on whether this is an appropriate test to apply to eligibility for funding.
- We are continuing to engage with the Devolved Administrations on the scope for reciprocal funding arrangements for employees who live in England but who may work elsewhere in the UK.





DEVELOPING FUTURE TALENT...

Chartered Manager Degree Apprenticeship

- Best of all worlds
 - Business degree
 - Chartered status
 - Work-based learning

- For upskilling and new talent

- Fully funded through the Levy

- Restrictions removed on existing qualifications

CHARTERED MANAGER DEGREE APPRENTICESHIP

| | CMDA | End Point Assessment |
|---|---|---|
| Typical roles | Senior Manager, Head of Department, Operations Manager | Review of Portfolio of Evidence Review of Work Based Project Presentation and Interview |
| Appropriate for | Someone moving into a senior management role | |
| Knowledge, skills and behaviours | Taking responsibility for people, projects, operations and/or services. Behaves ethically and demonstrates commitment to continual learning | |
| Qualifications | Degree in Business Management Chartered Manager Status | |
| Duration | 2 – 4 years | |
| Programme | 20% off the job training (classroom, digital or 1-1 delivery) | |
| Funding Band | £27,000 | |

PATHWAYS TO MANAGEMENT AS A TRUE PROFESSION



APPRENTICESHIP PROGRESSION PATHWAYS

Trailblazer Agenda:

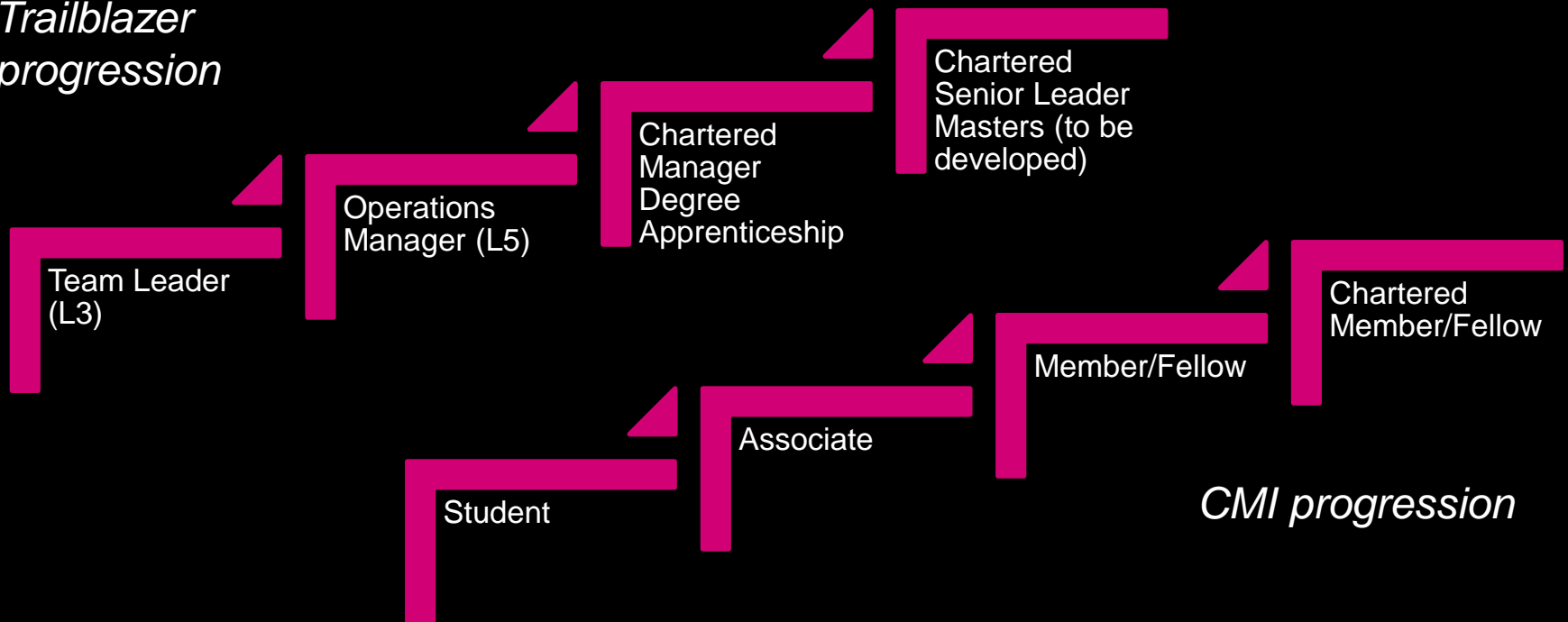
Focus on professionalisation

Encourages progression through levels including to degree and masters level

CMI Mission:

Increase the number and standard of professional managers

Trailblazer progression



CMI progression

LEADERSHIP & MANAGEMENT TRAILBLAZER APPRENTICESHIPS

- Level 3 and 5 standards
- Opportunity to embed funded qualifications

| | Team Leader (Level 3) | Operations Manager (Level 5) |
|---|--|---|
| Typical roles | Supervisors and team leaders | Department Managers, Operations Managers, and Project Managers |
| Appropriate for | Those taking their first team leader or line management role | Those moving to middle/senior management roles |
| Knowledge, skills and behaviours | Managing customer service, teams, conflict, agreeing budgets, planning | Leading teams, managing performance, communication, resources, operational planning |
| Qualifications | CMI L3 Diploma | CMI L5 diploma |
| Duration | 18 - 24 months | 24 – 36 months |
| Programme | 20% off the job training (classroom, digital or 1-1 delivery) | |
| Funding Band | £5,000 | £9,000 |

BUSINESS SCHOOLS/PROVIDERS



and more...

EMPLOYERS

serco



The **co-operative**



Acivico



Balfour Beatty



and counting...

CMI CAN GUIDE YOU THROUGH THE NEW LANDSCAPE BY



Identifying your organisation's needs especially in light of the new Apprenticeship Levy



Guiding you on how your existing programmes can be aligned to the new Trailblazers



Mapping your existing programmes to CMI Diplomas



Recommending the best way to deliver the apprenticeships. There are 3 options:

- Finding a provider
- Partnering with your existing provider
- Yourself as a CMI Centre



Making sure you are 'delivery ready'



Helping you understand the funding available to you



Making the most of CMI support services to maximise apprentice engagement, experience and ultimately, organisational impact



Start your managers on their journey to Chartered status

HERE TO HELP

Case studies and videos



Guidance, research and infographics



Directory of Providers



Standards and Assessment Plans



apprenticeships.managers.org.uk

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QUESTIONS?

www.managers.org.uk/management-apprenticeships