

Trailblazer Group of employers for development of new apprenticeship standards, United Kingdom

Introduction:

The lack of employer led apprenticeship standards results in lower demand from organizations to provide internship opportunities, thereby barring many students from availing this learning opportunity.

The Government of UK intends to provide employers greater control over apprenticeships and has which is sought to involve them in their design through the 'Trailblazer' programme. Under this programme, launched by The Institute for Apprenticeships and Technical Education, United Kingdom, a group of

group of employers , termed 'trailblazer groups', develop new apprenticeship standards. These groups have the power to set the standards that apprentices must achieve within their industry the skills,- knowledge and attitudes they need to demonstrate to be a successful apprentice together with how these should be assessed.

Intervention:

The guidelines of the initiative specify that the trailblazer must be a group of employers recognized by the Institute for Apprenticeships and Technical Education and reflective of those who employ people in the occupation, including small employers. Trailblazer groups are autonomous and self- forming. The groups may submit occupation proposal to Institute for Apprenticeships and Technical Education for developing an apprenticeship standard, in which they need to provide information relating to the skill requirements along with details of any other organizations involved.

As a part of the process, Training providers are also involved for promotion of the new apprenticeship standards and the employers work with training providers for developing the curriculum and content. The Trailblazer group needs at least three training providers to provide delivery quotes, which they inform Institute for Apprenticeships and Technical Education about, so that a funding band recommendation may be provided for the apprenticeship standard.

Following approval of the apprenticeship standard, the group will need to continue to engage with the Institute for Apprenticeships and Technical Education and/or the sector skill council, to undertake the activities below.

- Contribute to a statutory route review
- Provide evidence for a funding revision for the apprenticeship standard Engage with training providers to ensure effective delivery
- Answer questions from the sector or institute about the apprenticeship standard Consult with other sector's employers on important issues

Learnings:

A similar model of employer engagement maybe be considered to be evolved in India for driving apprenticeships and employer led market-oriented training. This will help to define apprenticeship standards customized to the sector.

Source: Trailblazer Group, Institute for Apprenticeships and Technical Education