

PANEL DISCUSSION

BIRMINGHAM

SEPT 2024



END POINT ASSESSMENT: IFATE UPDATE

JANE PIERCE

Deputy Director, Commissioning
IfATE



HEADLINE SPONSOR

IfATE Update

September 2024

Jane Pierce

Introducing IfATE – the voice of employers for skills

- **We work with thousands of large and small employers** to design, update, and approve apprenticeships and technical qualifications. We also recommend funding levels for apprenticeships.
- **Their expert guidance and insights shape skills training.** That's the best way of making sure we fill skills gaps and keep pace with businesses' fast evolving needs. Trainees can be also be far more confident they are learning skills needed in the marketplace to help them maximise their potential.
- Since our launch in 2017, **IfATE has unified the system** to a point where our employer-designed occupational standards, which set out what must be learned for jobs right across the economy, form the bedrock of the English skills system.
- **All apprenticeships, T Levels, and Higher Technical Qualifications now follow these standards**, which also guide approvals for level 2 and 3 technical qualifications.

How have apprenticeships improved?

Before

- Apprenticeships did not used to be reflective of the full spread of businesses training needs – from entry to senior level
- They focused on training for a small number of low skill jobs, with few opportunities for progression.

After

- Following reforms that put employers in charge of shaping apprenticeships, around 20% of people who start on them are now at level 2, 33% level 3, and 47% level 4 up to degree level.
- That's a much better reflection of the economy's true skills needs and provides better opportunities to progress.



Success stories

- **Around 700 different apprenticeships** available to train people of all ages from entry up to degree level. There are around 750,000 people currently on apprenticeships.
- **Tackling labour market shortages** – for instance with apprenticeships for hard to fill roles such as nursing and laboratory science.
- **Increasing the diversity of workforces** – for example BT and other employers are using the Digital and Technology Solutions Professional apprenticeship to drive change in the gender balance of the digital sector.
- **Making workforces more representative** – apprenticeships for teachers, law and accountancy allow people to gain their degree and professional qualification whilst earning, [opening up](#) the professions to a more diverse mix of people.
- **Increasing productivity** – The estimated yearly gain for employers is between £2,500 and £18,000 per apprentice during their training period. Four out of five say employing apprentices has led to a productivity boost.
- **Retaining people** – apprenticeships improve retention, as apprentices are more likely to stay with employers for longer than traditional graduates - 92% of apprentice employers believe this leads to a more motivated and satisfied workforce.
- **Connecting people with opportunity** - 97% of T level students who applied were offered at least one university place.

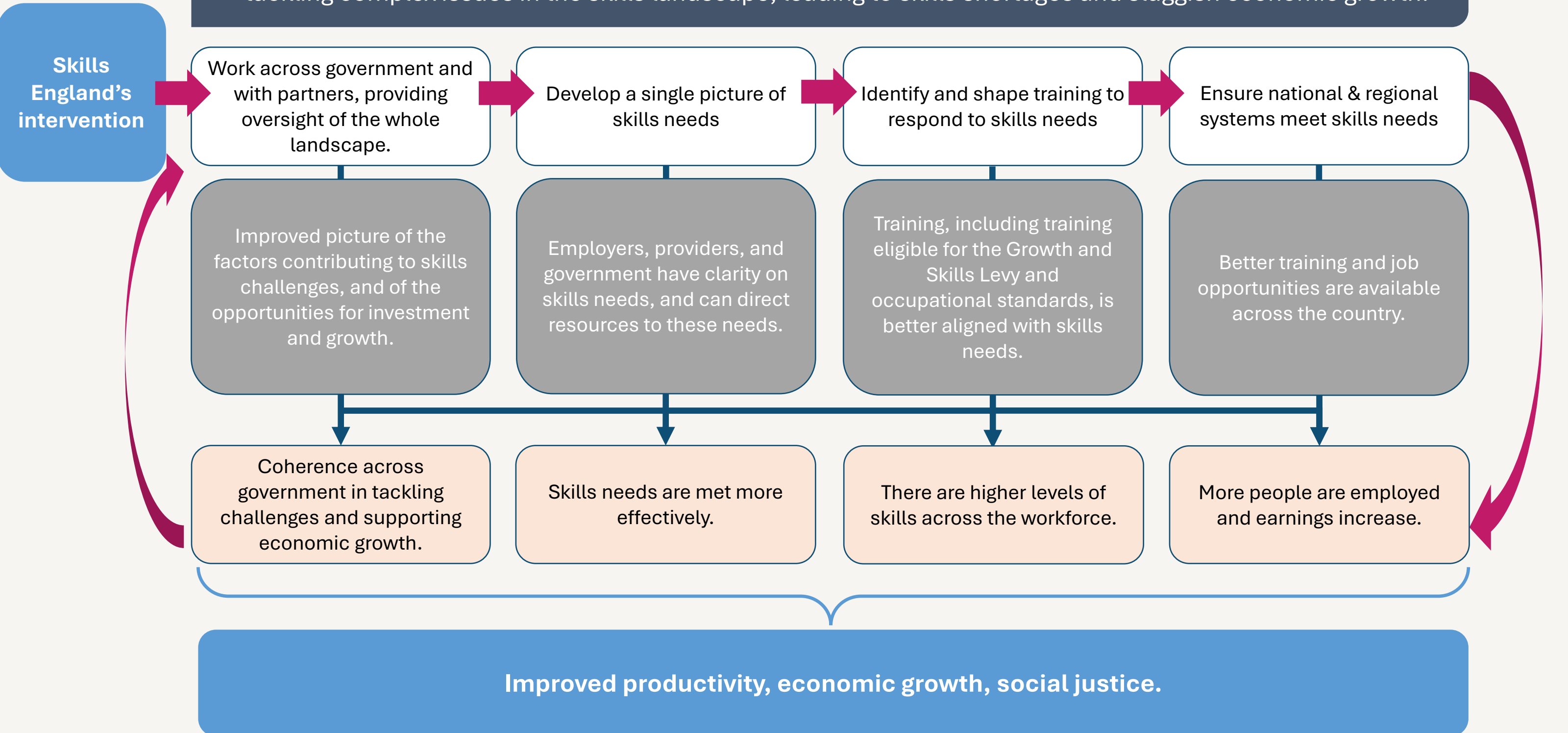
Improving EPA

- EPA plans must support a valid assessment of occupational competence.
- Around 700 live EPA plans, focus on revisions and improvements including integrated assessment.
- Action to reduce burdens and focus on affordability, including:
 - Getting the right balance (and number of) assessment methods
 - Digital first
 - Affordability Tool Kit



Skills England

A sometimes confusing and fragmented system, lacking a clear skills plan, needing greater coherence in tackling complex issues in the skills landscape, leading to skills shortages and sluggish economic growth.





**Thank you for listening.
Any questions:?**

Get in touch: E-mail: Jane.pierce@education.gov.uk