

From: Roger Gough, Cabinet Member for Children, Young People and Education

Matt Dunkley CBE, Corporate Director of Children Young People and Education

To: Children's Young People and Education Cabinet Committee – 10 July 2018

Subject: Social Work Degree Apprenticeship

FOR INFORMATION

- 1.1 The Social Work Degree Apprenticeship standard has been developed by a trailblazer group of social work employers and Higher Education Institutes (HEIs) hosted by Skills for Care. The standard was submitted to the Institute of Apprenticeships for approval last year and, following some amendments, the standard was approved.
- 1.2 There are 2 further stages to be completed before the standard is ready for use; the End Point Assessment (EPA) needs to be approved and a funding band allocated.
- 1.3 A draft of the EPA was submitted at the beginning of the year, but it needs some revision and, although the trailblazer group requested the highest funding band of £27,000, the Institute allocated a lower band of £21,000. This is now subject to appeal and will delay the introduction of the Social Work apprenticeship as these issues need to be resolved before the standard can achieve final approval by the Institute and Government sign off.
- 1.4 The original timeframe for the introduction of the apprenticeship was Spring 2019 but this is now likely to slip due to the delay in final approval. Once the standard is approved and signed off, the HEIs will need time to develop the programme in collaboration with employers.
- 1.5 The apprentice will achieve a degree in social work whilst gaining 'on-the-job' experience to develop the knowledge, skills and behaviour required to be a competent social worker. A minimum of 20% of the apprentices' paid working hours must be spent on off-the-job training.
- 1.6 It will provide an opportunity for a wider group of people to enter the social work profession as there is no formal entry criteria or educational qualifications required, but apprentices without Level 2 English and maths will need to achieve this level prior to taking their end point assessment. The training will typically take 36 months.
- 1.7 Levy paying organisations will be able to use their apprenticeship levy to fund the social worker apprenticeship training and end-point assessment cost, but it will not cover the apprentice's salary which will have to be met by the

organisation. The apprentice will be assessed at the end of their training, and the end point tests will form the final point of their degree.

1.8 The Social Work and social care directorates in KCC will need to plan for the implementation of the apprenticeship as there are several key questions that will need to be considered:

- The number of apprenticeships that can be supported as the cost of a social work apprenticeship is expected to be at the highest apprenticeship funding band of £27,000.
- Apprentices will be employed in posts designated 'Social Work Apprenticeships' and it is for individual employers to decide how the posts will be created and graded. The following options could be considered.
 - Convert non-registered social care posts to apprenticeships but this might mean the potential loss of the non-registered role.
 - Create new social work apprenticeship posts. If this was the preferred option, these posts could be ring-fenced for KCC social care staff or externally advertised
 - Designate some vacant social work posts as social work apprenticeships, but it will take 36 months to complete the apprenticeship and the End Point Assessment.
- How social work apprentices will be selected.

1.9 The trail blazer group have produced FAQs for employers.

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