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Deputy Director, Institute for Apprenticeships and Technical Education

Pharmacist Apprenticeship Standard stakeholder meeting

2nd May 2019

quality

Employer-led

Partnership with apprentice

Transferable

Skilled occupation

Institute approved standard

On-the-job training

20% off-the-job training

Literacy and numeracy

Occupational competence

End-point assessment

External Quality Assurance

Certification

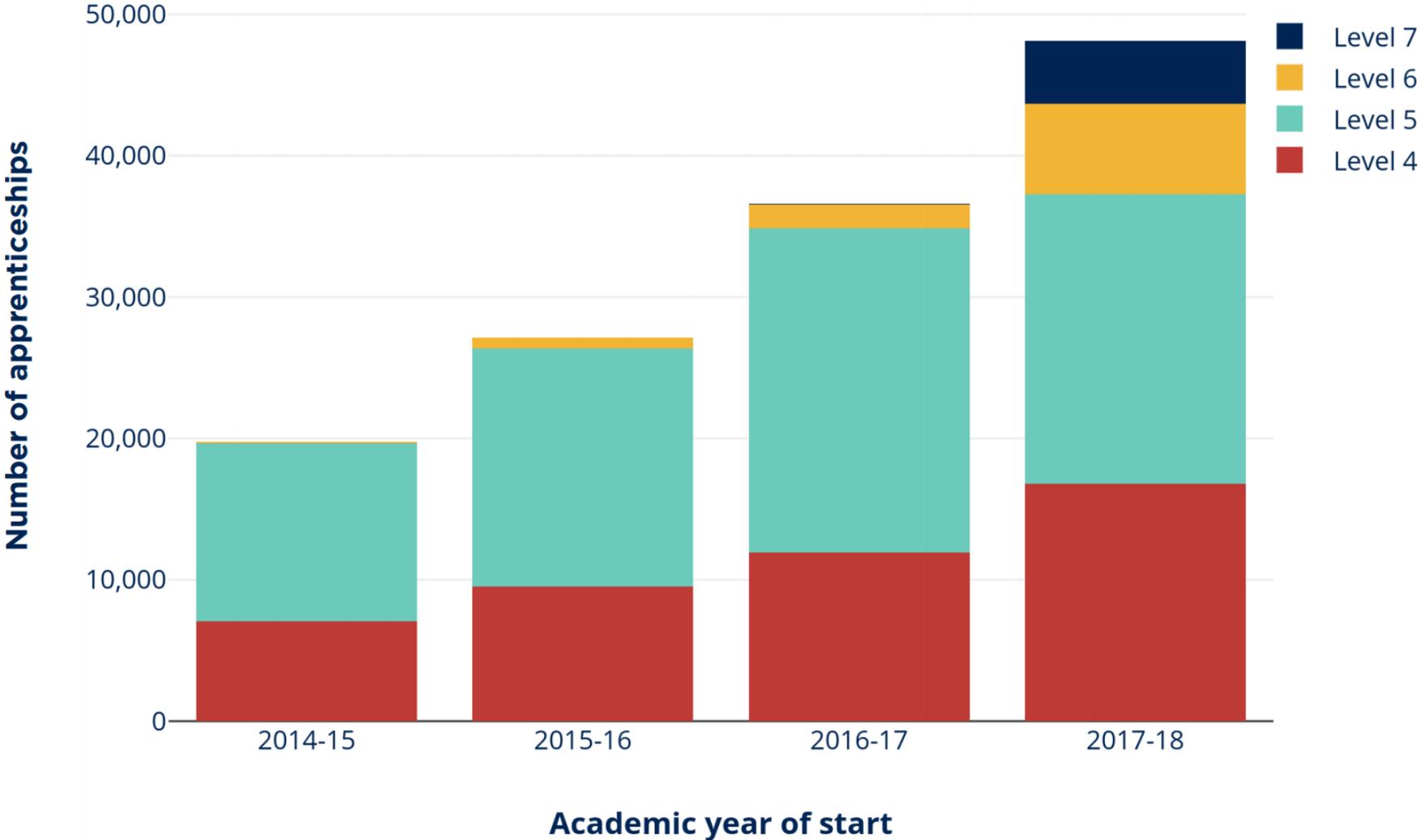
= an **apprenticeship standard**

“employer-led”

... but aiming to meet the demands of....:



Number of apprenticeship starts at higher levels (L4+) 2014 to 2018



“Routes must... extend up to the higher skill levels” (2016 Skills Plan)

Source: Department for Education apprenticeship and levy statistics, January 2019.

What many people think an apprenticeship looks like



What apprentices actually look like...

Solicitor (L7)

Registered Nurse (degree)

Midwife (L6)

Teacher (L6, postgraduate entry)

First Officer Pilot (L6)

Nuclear scientist/engineer (L6 degree)

Architect (L7 degree)

Advanced Clinical Practitioner (L7 degree)

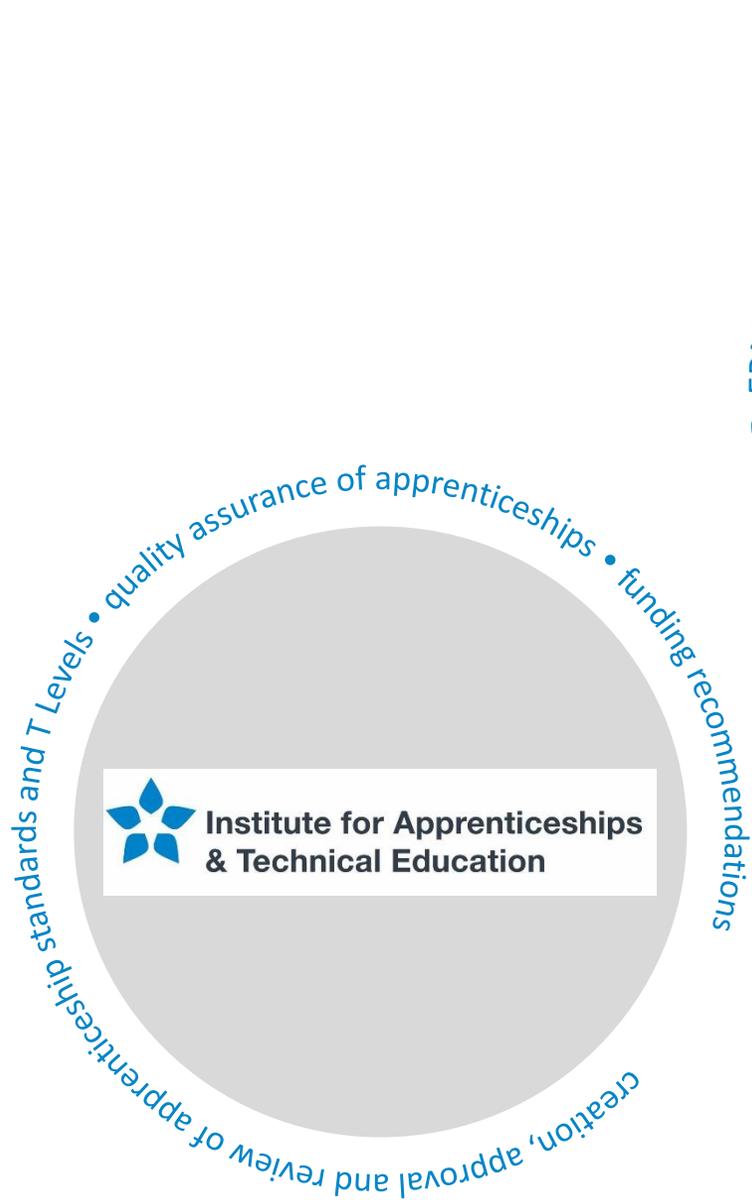
Aerospace Engineer (L6 degree)

Data Scientist (L6 degree)

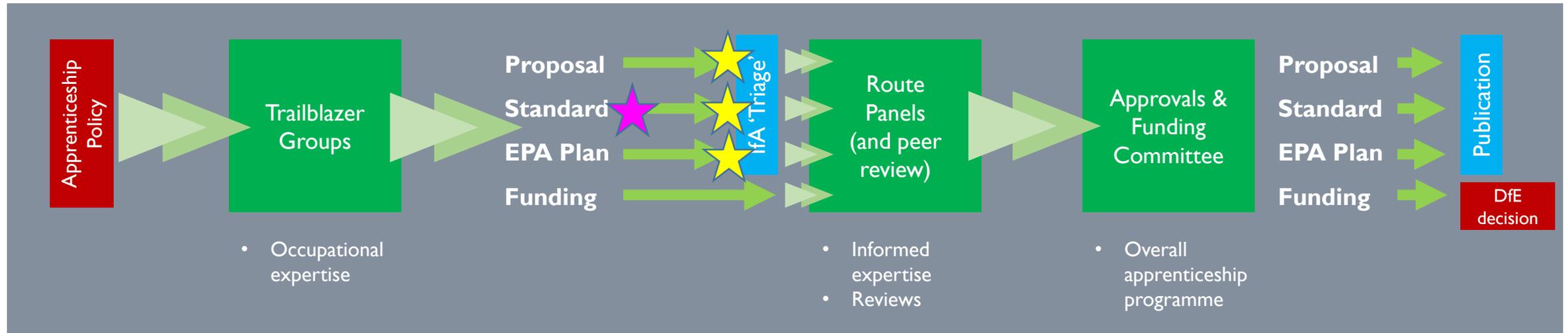
Police constable (L6 degree)



etc...



Standards development the process





**The best possible timeline
(if all goes perfectly!)**



Trailblazer is

- a recognised and representative group of employers

Occupation is

- Transferable
- Sufficiently broad, deep and skilled
- Provides full competence for new entrants
- Recognised and stands alone

Occupational standard is

- Short, concise and clear
- Based on a clear occupational profile with KSBs derived from duties
- Defines full competence in the occupation
- Aligns with regulatory requirements or professional recognition
- Used as the basis for T Levels (at L3)

EPA Plan

- Delivers valid and accurate judgments of occupational competence
- Produces consistent and reliable judgments
- Ensures independence of assessment
- Should be graded with at least one grade above pass
- Is feasible, manageable and affordable
- Enables EPAOs to make reasonable adjustments

Approvals criteria



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Agreement of the proposal =

1. The **trailblazer group** is the right group of people to develop the apprenticeship standard
2. The **occupation** is suitable for becoming an apprenticeship standard

Decision taken by
Route Panel; and then
Approvals and Funding Committee

Available outcomes:

Agree

Agree with
conditions

Reject
(Institute may
withdraw its
support)

Where we are now

A qualification (including a degree) can be 'mandated' within an apprenticeship standard if:

It is a regulatory requirement; or

It is a professional body requirement; or

It is required by employers in the labour market on such a widespread basis that an apprentice would be significantly disadvantaged without it; or

It is an off-the-job technical qualification (in certain circumstances)

Things we have to think about when developing apprenticeship standards in regulated occupations:

- Engaging the regulator as early as possible in the development process
- Confirming that the standard enables access to the register on successful completion of the apprenticeship
- Confirming the basis on which qualifications may need to be mandated
- Confirming precisely which qualifications need to be mandated (if any)
- Exploring how the End Point Assessment and the assessment regime of the regulator can be aligned (to avoid a 'dangling EPA')
- Negotiating positively and creatively with regulators to overcome barriers (e.g. where apprenticeship policy doesn't fit easily with regulations/ established practice)

The trailblazer group includes representation from:

- ***Large organisations***
- ***Community Pharmacy organisations***
- ***NHS Trusts***
- ***The General Pharmaceutical Council***
- ***Association of Independent Multiple Pharmacies***

The list of employers will be published when the standard is published, where we share who has been involved in the process.

The group have had initial/exploratory discussions with stakeholders including the National Pharmacy Association, Royal Pharmaceutical Society and the School of Pharmacy, and a range of employers about the concept of an apprenticeship and the proposal was shared with them with the opportunity for feedback prior to submission.

Important to say at this stage the TB group were seeking initial support for the concept and that more detailed information would be shared with key organisations through the next stage of development.

Next Steps:

- ***The Institute will inform the TB of the outcome in May – assuming approval***
- ***Support the TB through the development collaboratively***
- ***The TB will start to develop the detailed knowledge, skills and behaviours for registered Pharmacist – using the GPhc Education and Training Requirements, and add duration of 5 years, mandate the Masters etc***
- ***Conduct a consultation on the draft apprenticeship standard – health standards generally have run for 6 weeks – the TB will decide***
- ***Conduct a mapping exercise for GPhc for them to provide a letter of support for the formal submission***
- ***Submit the draft standard to the Institute***
- ***Institute will run their 2 week survey during the 6 week approval cycle***
- ***TB develop their End Point Assessment Plan and submit***

Trailblazer
Group Next
Steps

Questions...?

