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Historic England and Apprenticeships

15th March 2017

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HE Requirements

1. **Levy.** c £160k pa from April 17
2. **Public sector target** for apprenticeships
3. **CWP** requirements for heritage apprenticeships:
 - a. Recruit our own heritage apprenticeships
 - b. Strategies for best application of standards in sector
 - c. Mechanism for counting grant applicants' apprentices.



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HE as Employer

- 1. Deal with the Levy**
- 2. Recruit both heritage and non-heritage apprenticeships**



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The Levy

1. **Out-going** £160k + 10% Govt = £176k
2. **Draw-down** Crude training + end-point assessment costs, say avge £5.5k pa
3. **Transfer** 10% to others (£17.6k)
4. **Loss** as taxation ~30%-75% of Levy
5. **Develop charged services to offset Levy**
 - Training subcontractor (<£100k per annum = no OFSTED)
 - End-point assessment (OFSTED inevitable)
 - Exploratory only at this stage



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Recruitment (i)

1. **DfE 2.3% target** on headcount c 950.
2. **Equal to ~22 apprenticeship starts** per annum.
Averaged over 4 years.
3. **Requirement to report** on reasons for non-compliance: no specific sanctions yet associated with targets
4. **HE concerns**
 - Expert organisation: quality not quantity
 - Aggregate numbers: eg YR1=22, YR2=33
 - Feasibility: cost, space, management, mentoring



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Recruitment (ii)

4. **Balance** resource requirements (eg £50k pa for NEW posts) with opportunities (eg skills priorities, succession planning, diversity)
5. **Balance** of both 'heritage' (to meet CWP) and 'non-heritage' apprenticeships.
6. **Mainly BAU** (recruit to vacancies) with some new posts to meet opportunities
7. **Options** for up-skilling, re-skilling, shared apprenticeships



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Recruitment (iii)

8. Organisational infrastructure needed

- Heritage Apprenticeship Programme Manager
- Map opportunities and needs across the organisation
- Develop forward programme for apprenticeship
- Develop necessary (and significant) infrastructure
- Plan for mentoring and on-the-job training for associated staff



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HE Influencing Sector

- 1. Trailblazer, Standards**
- 2. Grants and Apprenticeships**



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Trailblazer (i)

1. HE provides coordination of Trailblazer consortium for **heritage apprenticeship standards** and assessment plans: where we are a key employer
2. HE also aims to influence outcomes of other **non-heritage standards** of value to our sector where we are not a key employer:
 - Construction skills via CITB
 - Archives
 - Geospatial survey



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Trailblazer (ii)

3. **Heritage Standards** in discussion/development:
 - Historic Environment Practitioner (agreed, mainly)
 - Historic Environment Records Officer
 - Archaeological Technician
 - Archaeological Specialist Researcher
 - Curatorial Archaeologist/Historic Environment Adviser
4. **Initial focus** on investigation. Advice and Management of Heritage Assets to follow.
5. **Relevant** to sector needs: eg National Infrastructure Plan, Housing, Palace of Westminster



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Grants

1. **HE develop system** with DCMS for gathering grant-applicant apprenticeship data.
2. **Requirements and objectives** need careful thought and scoping



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Where next?

- 1. Share experience?** Borrow from approaches to research capacity-building with HEIs – consortium of heritage apprenticeship employers/Trailblazer members
 - Collaborate rather than compete in Standards development
 - Develop shared apprenticeships
 - Work together on training and assessment frameworks
 - Ensure coherence with relevant professional standards