



Apprenticeship Update

Slough BC
October 2020

Richard Goodwin, MBA, BA (Hons), DipM (CIM), F.IEP, M.APMP etc!

Managing Director, The JGA Group

Independent Training Provider

Est 1991 in Hillingdon

Apprenticeships and other vocational training such as care, fitness,
and spectator safety across age groups

<https://www.jga-group.com/our-services/>

Previous career: British Steel, TSO (The Stationery Office)
commercial roles

The National Initiative

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The Difference

Programme	Off the Job Training	On the Job Training
GCSE/A Level/Degree	100%	0%
T level	80%	20%
Apprenticeship	20%	80%
Traineeship (pre-apprenticeship, pre-FE, pre-work)	flexible	flexible

Apprenticeships can be used to fill vacancies or for change initiatives

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New Apprenticeships

- Old = mish mash of pre-existing qualifications called a framework
- Post 2017
 - job-specific definition of occupational competency ie the knowledge, skills and **behaviours** the industry believes are necessary to be good at a specific job
 - defined by groups of employers
 - wider range
 - then 400+ frameworks, now 586 standards plus 94 in development
 - levels 2-7 (GCSE-Masters Degree)
 - lingo: "intermediate" = L2, "advanced" = L3, "higher" = L4+, "degree" = includes a degree, "career" = university-led term for non-degree apprenticeships
 - often deep involvement of professional bodies
 - Funded by payroll tax known as Apprenticeship Levy

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PROPERTY MAINTENANCE OPERATIVE

Overview of the role

Ensuring that buildings are in a safe working condition

Typical job roles

Maintenance assistant, Property engineer, Facilities assistant, Maintenance engineer, Maintenance manager, Maintenance technician, Caretaker, Janitor, Multi-skilled technician, Premises manager

Suggested Sectors

Housing, Healthcare, Social Care, Hospitality, Education, Commercial Properties, Leisure, Retail, Public & Private Sector Buildings
Duration

Status: Approved for delivery 

Level: **2**

Reference: ST0171

Version: 1.0


Approved for delivery: 26 March 2015

Route: Construction

Minimum duration to gateway: 12 months
(this does not include EPA period)

Maximum funding: £9000

Trailblazer contact(s):

 gspatcher@thebuildingfuturesgroup.com

Employers involved in creating the standard:

Barchester Healthcare, Mitie, Carillion PLC, Interserve PLC, Hilton Worldwide

EQA Provider: [Institute for Apprenticeships and Technical Education](#)

<https://www.instituteforapprenticeships.org/apprenticeship-standards/property-maintenance-operative-v1-0>

Role Profile

The primary role of a Property Maintenance Operative is to optimise property condition and quality and to ensure the building is kept in a safe working condition. Property Maintenance Operatives need to maintain a high level of quality, providing maximum satisfaction to customers, clients, guests and team. They will understand the mechanism of buildings including electrical, plumbing, plant, safety systems and equipment. They will provide first and immediate response to fault finding, whilst maximising quality and ensuring cost effectiveness. They will ensure prevention of major damage that could result in extensive costs and minimise reactive intervention.

Entry Requirements

Individual employers will set their selection criteria but the standard includes Maths and English understanding and functional application at Level 1, enabling apprentices to aspire to the next level. Employers will set the entry specification suitable for the correct level of the individual.

Core Technical Competencies/Skills and Knowledge/ Understanding

A Property Maintenance Operative will use their knowledge and understanding of basic carpentry, electrical, plumbing and decorating to;

- Understand and demonstrate the importance of Health and Safety in the workplace
- Comply with organisational safety, policies and procedures and identify hazards and reduce them

<https://www.instituteforapprenticeships.org/apprenticeship-standards/property-maintenance-operative-v1-0>

Consider safety compliance with a diverse sector of client groups etc

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Core Behavioural Attributes

- Have a flexible attitude
- Commitment to quality and excellence
- Ability to perform under pressure
- Persists in the face of adversity
- Thorough approach to work
- Ownership of work and follow through to a satisfactory conclusion.
- Client/Customer focus and interaction
- Able to live the organisations values etc

Interpersonal Skills

- Take ownership of situations
- Work independently and as part of a team
- Communicates effectively either verbally or in writing
- Problem solving approach
- A drive for efficiency and value for money
- Communicate effectively at all levels
- Adaptability
- Ability to understand limitations within the role
- A drive for quality and excellence

<https://www.instituteforapprenticeships.org/apprenticeship-standards/property-maintenance-operative-v1-0>

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Professional Recognition

The apprentice will be recognised by the **British Institute of Facilities Management** (BIFM) providing Associate Membership for the apprentice whilst studying. BIFM have confirmed resources and learning materials will be available for the apprentice to support them throughout their learning journey.

Progression

Completing this apprenticeship programme with its transferable skills will enable progression into roles such as a Technical Specialist e.g. Electrical or Plumbing and Supervisory and Management roles e.g. Facilities Management, across a wide range of sectors.

Review of Standard

This standard will be reviewed every 2 years due to legislation and technology changes.

<https://www.instituteforapprenticeships.org/apprenticeship-standards/property-maintenance-operative-v1-0>

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Upside



- Closer to what employers actually want
- Breaking new ground eg Bid & Proposal Coordinator apprenticeship = afaik first formal bid qualification in the world ever!
- Opportunity for under accidental jobs to be intentional career pathways no-one at school wanted to be a Digital Community Manager, they may now!
- Apprenticeship Levy removes funding constraint for large firms – more money
- Flexibility to use apprenticeships to upskill existing staff
 - where they have limited previous training
- Limited but increasing transfer of levy from large orgs to SMEs so that apprenticeships are free for everyone
- Higher level education – for the first time in 30 years, free to the learner

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Concerns



- New format inappropriate for some roles eg domiciliary care
 - Almost impossible to get 20% off the job training
 - So carers having to take Advanced Learner Loans to fund training
- Move away from the 16-18s and lower educated who traditionally benefit the most from apprenticeships
- Degree apprenticeships are expensive - take funds from L2-4
- Not all Levy spending is 100% new training eg firms using apprenticeships as graduate training schemes
- In a market driven mechanism there are lots of new providers, some existing provision is struggling to adjust
- Independent assessment is relatively expensive

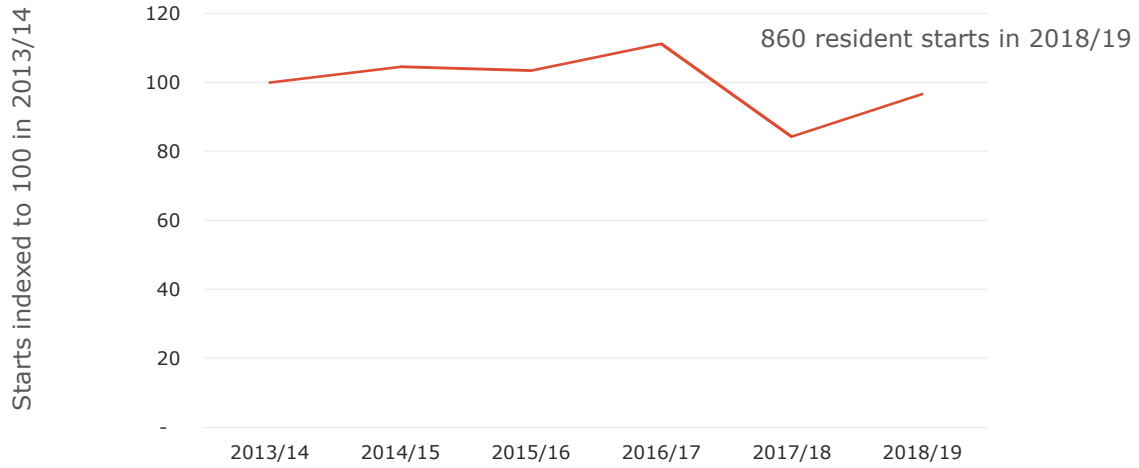
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In Slough

Parliamentary Constituency

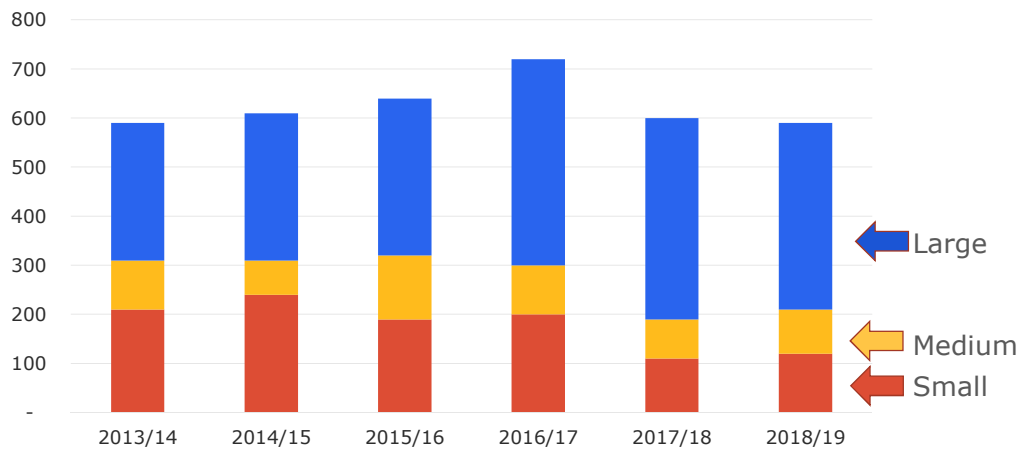
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Apprenticeship starts by Slough residents (Parliamentary Constituency)



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Residents' starts by employer size

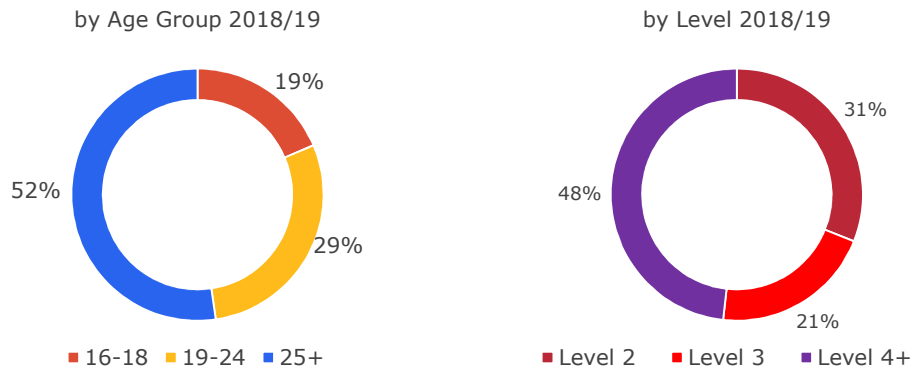


Official numbers based on home postcode

Overall numbers similar to 2013/14; Growing % with large firms: 47% to 64%

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Slough resident starts by age and level



Around half of Slough residents on apprenticeships are older and higher level

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<https://www.jga-group.com/our-apprenticeships/>

- Sales, marketing, communications
 - L4 Digital Community Manager, Sales Executive, Fundraiser
 - L3-6 Marketing Assistant, Executive, Manager
 - L3 Content Creator, Assistant Photographer, Digital Marketer
- Government professions
 - L4 PR/Communications (national Government Communications Service contract)
 - L4 Policy Officer, Counter Fraud Investigator
- Specialist
 - L2 Property Maintenance, Transformational Leadership L5/L3, L3 Business Admin

Find out more from <https://www.jga-group.com/our-apprenticeships/>

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