

WHY ARE STANDARDS REPLACING FRAMEWORKS?

From the start of the 2020/21 academic year, standards will completely replace frameworks – and employers are already recognising the benefits. In fact, 62% of new apprentices were on standards in the first three quarters of the 2018/19 academic year. Here's why we're making the switch.



Employers are at the centre

Employers know the skills they need better than anyone else, which is why we're putting them at the heart of apprenticeships. Standards are designed by groups of employers, known as trailblazers, to set out the skills, knowledge and behaviours needed for an occupation. This means the standards are responsive to the wants and needs of your organisation – now and in the future.

Shifting the focus to occupational competence

Frameworks are primarily qualification focused – so the main aim is for the apprentice to achieve a series of qualifications. Standards, on the other hand, are focused on achieving full occupational competence. The learning happens throughout the apprenticeship, and the apprentice is assessed at the end to prove that they can carry out all aspects of the occupation.



Raising the quality of apprenticeships

Before standards were introduced, we found that a fifth of apprentices reported not receiving training as part of their framework, while a third didn't know they were apprentices at all. When it comes to our new standards, quality is key. Trailblazer groups must demonstrate that a new standard will enable apprentices to undertake the relevant role in an organisation of any size. It must be a minimum of 12 months long, with at least 20% off-the-job training and a thorough end-point assessment, preparing apprentices to make valuable contributions to your organisation.

Keeping it simple

Each standard is laid out in a short, concise document, describing the skills, knowledge and behaviours an apprentice needs to become competent in a certain occupation. Training providers have developed a range of methods to support the needs of employers and apprentices, so standards can be delivered flexibly to suit your business.





Choosing the right standard

A full list of standards is available on the [Institute for Apprenticeships and Technical Education](https://www.institute-for-apprenticeships-and-technical-education.gov.uk) website. If you can't find a standard to meet your business needs, you can read our trailblazers guide, which takes you through the steps for developing a new standard. For advice on whether apprenticeships could suit your organisation's needs, contact the Institute for Apprenticeships and Technical Education at enquiries.ifa@education.gov.uk.

READY TO GET STARTED? HERE ARE THE NEXT STEPS...

- 1 EXPLORE YOUR OPTIONS**
Visit our Fire it up website ([apprenticeships.gov.uk](https://www.apprenticeships.gov.uk)) for plenty of hints and tips.
- 2 SHAPE YOUR APPRENTICESHIP**
Use our [Find apprenticeship training](#) tool to find the right standard and training provider.
- 3 SPREAD THE WORD**
Upskill a current employee, or create a vacancy using our [Recruit an apprentice](#) tool to advertise the apprenticeship.
- 4 CHOOSE YOUR APPRENTICE**
Manage the applications using our online tool or via your own website.