

Seven steps to implement a Degree Apprenticeship

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but don't be fooled into thinking any of this is simple!

STEP
1



Decide if degree apprentices meet your organisation's resource needs

- Where are the skills gaps?
- Is a degree apprenticeship the right solution?
- How will it fit with existing early or existing talent programmes?

STEP
2



Choose an apprenticeship Standard that meets your needs – or look to develop a new one

- What Standards exist or are in development?
- Is there a need for a new Standard?
- Can you invest the resources in a Trailblazer?

STEP
3



Forecast levy payments and expenditure to fully understand the financial implications

- How does the funding work?
- What additional investment will you need to account for?
- How will you communicate the value to the business of a degree apprenticeship?

STEP
4



Find a training provider or providers that offer the best fit for your needs

- How can you find a training provider?
- Do you require multiple partners?
- What support and services should you expect from a provider?

STEP
5



Develop an apprentice recruitment plan

- How do you find the right candidates?
- How do you sell the benefits of degree apprenticeships?
- What assessment and selection methods should you use?

STEP
6



Upskill your managers to manage apprentices

- Are your managers equipped to line manage young apprentices?
- Do they understand the requirements of an apprenticeship programme?
- Do you have an appropriate mentoring structure?

STEP
7



Onboard your apprentices and plan for success

- How will you change your usual induction programme?
- What stakeholders will you need to manage?
- How will you know the programme has been successful for all?

For more information on the steps above, and some useful resources, click here [<http://agr.org.uk/Degree-apprenticeships/seven-step-guide-to-degree-apprenticeships>]