



Apprenticeships for the Over 25s

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niace
promoting adult learning

- **funding for adult apprenticeships will be increased by a further £250m a year by 2014-15.**
- **This includes the commitment to 20,000 new Advanced Apprenticeships for those aged 19 to 30 in 2010/11 and 35,000 extra from 2011/12.**
- **In 2008/9: 84,700 apprenticeship starts for the 19 to 24-year-old age group. 55,900 starts for the 25+.**

- **Apprenticeships provide specific technical competences, a broad range of vocational skills and enhanced employability skills. We can ensure we weave into them, if done properly, basic skills and communication skills.**

- **‘Real success for us must lie in the difference that the new knowledge and skills that learners acquire will make to their lives and to Britain as a whole. And not just at work but at home, too. It will lie in the contribution, both economic and social, that learning emboldens them to make in their local communities and in the part they play, individually and collectively, in creating a bigger, more open and more humane society. It will lie, perhaps most significantly of all, in the tradition of taking pride in knowledge and skills that they will in turn pass on to the next generation.’**

John Hayes MP

Issues

- **unintended consequences of the cap on the numbers of apprenticeships for people aged 25+**
- **danger that if apprenticeships become the primary work based learning route at the expense of all other types of skills provision there will be no access to work based training provision for people who don't succeed in their applications for apprenticeships**

- **it is likely to be people who are already disadvantaged find they lose out in the competition to gain apprenticeship places**
- **pre-apprenticeships for adults- this would have a positive impact in extending apprenticeship opportunities to people who would otherwise find it impossible to meet the entry requirements for, or sustain, an apprenticeship**
- **establishment of mechanisms to ensure that apprentices are heard, and that there is a chance for dialogue**

Celebration and recognition

- the celebration of apprenticeship completion
- Adult Learners' Week Award
- The HRH Award for Craft Apprenticeship
- Development of common standards for achievement at higher levels such as Mastercraftsman.