

Apprenticeship Standards Benchmarking

Supporting you in developing existing staff or recruiting new talent using apprenticeship levy funding



Apprenticeship Standards Benchmarking is a member benefit open to all Science Industry Partnership (SIP) members

Apprenticeship standards have been designed to develop employees at a variety of levels, and include entry-level programmes for new recruits as well as higher and degree-level apprenticeships for more experienced staff

We can guide you in utilising your levy by working together to understand your organisational and employee structure (departments and job roles) and map applicable apprenticeship standards to this

The benchmarking exercise will allow your company to:

Keep up-to-date with the latest apprenticeship standards

Since the levy was introduced in 2017, over 400 standards have been approved for delivery, and many more are being developed and approved. As well as the life science and industrial science apprenticeships, more recently developed standards include human resources, learning and development, sales and marketing and advertising and media.

This service ensures that our members are kept up to date about all the available standards and how they can be utilised to full effect.

Plan ahead

The apprenticeship levy provides a unique opportunity to transform your learning and development strategy.

In order to do that you will need a comprehensive plan to ensure you're investing your funds to meet current and future skills needs with the right apprenticeship standard for each role.

The starting point is to identify your recruitment and training priorities for each occupation/role. Once you have done this we will map them against the most relevant standards available which will in turn support you in selecting the right training for your organisation which delivers what you need.

The Output

At the end of the process we will provide you with a clear mapping document that will allow your company to understand how it might utilise apprenticeship standards as part of recruitment, training and development. We can also signpost members to appropriate training provision available to you.



Benefits

- Helping you to meet both current and future skills needs
- Ensuring you utilise your apprenticeship levy to both recruit new staff and develop existing staff
- Supporting you to build a highly skilled and knowledgeable workforce
- Demonstrating how the standards might help to save on recruitment costs through upskilling existing staff to undertake new roles
- Helping you to understand how the standards can deliver specific skills related your company job roles
- A clear document that maps your job roles to available Standards with signposting to provision

About Apprenticeship Standards

Employer-designed apprenticeship standards outline the skills, knowledge and behaviours (KSBs) that are required to carry out a certain job role. All apprentices must now take an independent assessment at the end of their training to demonstrate the KSBs set out in the apprenticeship standard.

Most apprenticeship standards don't include mandatory qualifications, so employers and training providers can deliver teaching and learning in any way that suits them – this may or may not include qualifications. All standards are listed here:

<https://www.instituteforapprenticeships.org/apprenticeship-standards/>

Membership days used

The total intervention will require the allocation of a minimum of 1 SIP Membership day.

Case Study

GSK: Using Apprenticeship Standards to address key skills development

GSK is a founder member of the Life Science and Industrial Science Trailblazer, facilitated by the Science Industry Partnership.

Stephen Stewart, GSK Apprenticeship Programme Lead, Talent, Learning & Organisational Development Centre of Excellence, said: "Using the standards means we can create apprenticeships which address the key skills we need in GSK and to create an apprentice pathway through to honours degree level and beyond."

GSK's apprenticeship programme is a company-wide initiative, and started back in 2011. We have grown from 10 apprentices in a Manufacturing Site to over 300 across the business, including 84 who have joined us in the UK and Ireland.

Our fantastic apprenticeship programme addresses the need to tackle the changing dynamics of our business. Like many companies across the sector, an ageing workforce means that in the short-to-mid-term, the company will see experienced and skilled people leaving GSK.

Alongside our other Early Talent Programmes, apprentices are critical to replenishing the talent pipeline.

We have also focussed our efforts around science education and highlighting STEM careers in the community, and this is positively impacting our own apprentice scheme and indeed the development of young STEM talent in the UK more widely.

One example is that GSK is working with schools to raise awareness of exciting career opportunities in STEM, including through its membership of the Science Industry Partnership (SIP) Ambassador Programme, which has so far inspired over 42,000 young people."



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Contact us:

For a discussion about SIP membership please contact the SIP Membership help desk.

01925 515220 sipmembers@cogentskills.com

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