

CHARTERED MANAGER DEGREE
APPRENTICESHIP



FAQ'S

22nd July 2015

CHARTERED MANAGER DEGREE APPRENTICESHIP

Frequently Asked Questions

What is the Chartered Manager Degree Apprenticeship?

This degree apprenticeship is an exciting new work-based route towards developing professionally competent Chartered Managers.

A Chartered Manager is someone who can take responsibility for people, projects, operations and/or services to deliver long term organisational success, with the professional recognition of their ability to deliver impact, behave ethically and demonstrate their commitment to continual learning and development.

It has been developed by employers, led by Serco, working with both the Chartered Management Institute and the Chartered Association of Business Schools.

What are the features & benefits?

- This new model involves an integrated bachelors degree and Chartered Manager award for apprentices, testing the knowledge, skills and behaviours of the Level 6 Higher Apprenticeship standard, co-created by employers, universities and the CMI;
- The programme will be suitable for all ages. It will enable existing employees working in a management role, without any existing degree-level qualification, to gain a degree and professional recognition. It will also be suitable for school leavers and provide a new way for them to gain a bachelors degree and the Chartered Manager award;
- The apprentice, like any other apprentice, will be working while they learn and so will earn a wage throughout and will not be required to contribute to the cost of the degree - government and their employer will cover the tuition fees; and
- Employers will be able to upskill existing managers, and also attract new talent and acquire the skills they require;
- This programme has been designed by employers of all sizes, led by Serco - and has enabled employers to co-design a management and leadership degree-level programmes to meet the requirements of different sizes of organisations for across all sectors.

How long will it take?

It is envisaged that the Chartered Manager Degree Apprenticeship will take up to four years, but may take less depending on the prior experience of the individual.

When will this apprenticeship be available?

In England, the first Chartered Manager Degree Apprenticeships will be available from September 2015. Employers will need to recruit their apprentices or identify appropriate existing managers for this apprenticeship. They can then select an appropriate training provider (see below) and agree an appropriate delivery model and costs.

Trailblazer apprenticeships are not available in Scotland, Wales and Northern Ireland.

Which training providers will be able to deliver these apprenticeships?

As these apprenticeships are recognised degrees, organisations with degree awarding powers can deliver them – or organisations acting on their behalf.

Training providers will need to be on the Skills Funding Agency list of registered training providers for apprenticeships, and the CMI will also be maintaining an up-to-date list of employer-approved training providers for this apprenticeship at www.managers.org.uk/degreeapprenticeships.

How much will they cost and will Government contribute to the cost?

Apprentices will not have to pay for training costs and student fees. Apprentices must be paid a wage during the duration of their apprenticeship by their employers.

Employers will be required to pay their apprentices a wage, make a contribution towards the cost of the apprentice's training and cover the cost of any professional body membership fees.

Under the Trailblazer funding model which is being trialled during 2014/15 and 2015/16, the Government will contribute two thirds of the total cost of training, up to a cap, with employers contributing the other third. Government funding will cover fees for the Chartered Manager status assessment, but cannot be used to pay for professional body membership fees.

In addition there are three available incentive payments (for taking on 18 year olds, for small businesses and for successful completion) which employers may be eligible to apply for.

The government has announced that from April 2015 all under 21 year olds under the upper earnings threshold will be exempt from Employer National Insurance Contributions. From April 2016 this will be extended to all under 25 year olds.

The cost of the training will depend on the price of any training, assessment and qualifications for each apprenticeship. There is no specific information about the cost of training for this apprenticeship at this time. This information will become available in the future and will be

published with the standards and assessment plans for each apprenticeship at

<https://www.gov.uk/government/collections/apprenticeship-standards>

Further information on funding is available at

www.gov.uk/government/publications/trailblazerapprenticeship-funding-requirements-for-employers

<https://www.gov.uk/government/collections/apprenticeship-changes#funding-reform>

Which employers have been involved in developing the Standard?

Serco is leading the employer group to develop the Level 6 Chartered Manager Degree Apprenticeship. The group has been working closely with the Chartered Management Institute and the Chartered Association of Business Schools, and a number of Business Schools who will be involved in the delivery of the apprenticeship.

Employers, universities, business schools and other organisations involved in the Trailblazer include: Serco, Acivico, Agillisys, Anglo Educational Services, Association of Business Schools, Aston Business School, Balfour Beatty, Barchester, BBC, Birmingham City Council, Boots Opticians, BPP Business School, Bristol Business School, Chartered Management Institute, Civil Service, Codegent, Co-op, HMRC, Kinnerton Confectionery, Loughborough University School of Business and Economics, Manchester Metropolitan University Business School, Nottingham Business School, NISA Retail, One Stop, Opus Building Services, Pearson, Salford Business School, Santander, Small Business Charter, Southampton Solent Business School, Strathclyde Business School, umi Digital, University College London, University of Bedfordshire Business School, University of Hertfordshire Business School, University of the West of Scotland School of Business & Enterprise, and Virgin Media.

What is CMI doing?

The Government supports the achievement of professional recognition on completion of an apprenticeship. Employers are encouraged to align apprenticeships with professional body requirements and to incorporate the achievement of professional membership and professional standards within the apprenticeship.

The CMI has been working with employers to develop the Chartered Manager Degree Apprenticeship, to ensure it is fully aligned to the standards of professional recognition provided by the Chartered Manager award.

Apprentices will be registered with the CMI at the start of their programme and will be subject to the same assessments and demonstrate the same competence and professional standards as any other individual seeking Chartered Manager status.

It is not the responsibility of CMI to recruit apprentices or to deliver the apprenticeship programme, this will be for the employers and training providers.

How will apprentices be recruited?

Employers will be responsible for recruitment. They can choose to advertise vacancies on the Apprenticeship Vacancies site run by the National Apprenticeships Service. However, employers may choose to advertise their apprenticeship vacancies independently, or offer them to existing members of their workforce to provide career development opportunities.

It is likely that some employers and universities will work together on recruitment for Degree Apprenticeships as both will need to be satisfied an applicant meets their respective requirements. There will be a need to use different methods and language for their recruitment activity, which may not include the traditional approaches.

How does a Trailblazer apprenticeship lead to CMI membership?

The Trailblazer has been designed to incorporate Chartered Manager status as an integral component of the assessment of the apprenticeship. As such, apprenticeships are registered as Affiliate members of the CMI at the beginning of their programme.

Apprentices will be required to undertake exactly the same assessments as any other Chartered Manager candidate and demonstrate the same levels of competence. Apprentices will have to successfully meet the standard to complete the apprenticeship.

After the end of the apprenticeship, it will be the choice of the individual and their employer as to whether they wish to maintain their membership of the CMI as a Chartered Member. If they choose not to become members, they would retain their Chartered Manager Degree Apprenticeship qualification, but would not be able to continue to use the CMI's designatory letters (CMgr), unless they are members and committed to staying up-to-date through their CPD activities and adherence to the CMI's code of Professional Practice.

For successful candidates who wish to continue to progress their career, they can later apply to become Chartered Fellows of the CMI, when they have had 10 years of management experience, at least three of those being at a senior and strategic level within their organisation.

Background information on Apprenticeships

What is an apprenticeship?

An apprenticeship is a job which is accompanied by substantial training and the development of transferable skills. It is a way for people of all ages to earn while they learn. Apprentices must be aged 16 or over and be in paid employment for the duration of their apprenticeship. Apprenticeships combine working with training and studying for an academic or vocational qualification.

What is a degree apprenticeship?

The Government is supporting a rapidly expanding Higher Apprenticeships programme, where Degree Apprenticeships are the newest model being developed by employer-led trailblazers for some level 6 and 7 Higher Apprenticeships. Degree apprenticeships involve employers, universities and professional bodies in partnership co-designing an apprenticeship to meet full occupational competency and a degree that provides the full programme of training and assessment for the apprenticeship.

Apprentices are employed throughout, and spend part of their time at university and part with their employer; employers and universities will have flexibility to decide how best to structure this, e.g. via day release or block release.

Apprentices will complete a rigorous end assessment which tests both the wider occupational competence and academic learning required for success in that profession in this case incorporating a bachelor's degree.

What will happen to existing apprenticeships?

In England all apprenticeships offered from 2017/18 will have to meet the new Trailblazer standards. Existing apprenticeships will no longer be offered after this date. However apprentices already studying on existing apprenticeships they will be allowed to complete them.

In Scotland, Wales and Northern Ireland the existing apprenticeships will continue to be offered.

What other Trailblazer apprenticeships are available?

All Trailblazer apprenticeships which have been approved for delivery can be found at www.apprenticeships.org.uk/standards

All Trailblazer apprenticeships under development can be found at www.apprenticeships.org.uk/standardsindevelopment

Where can employers find further information on Trailblazer apprenticeships?

All information relating to Trailblazer apprenticeships can be found at <https://www.gov.uk/government/collections/apprenticeship-changes>

For further information

Any other queries in relation to the Chartered Manager Degree Apprenticeship can be addressed by emailing: apprenticeships@managers.org.uk