

Response ID ANON-2CJT-CQ97-Q

Submitted to **Institute for Apprenticeships Statement: Quality Apprenticeships**
Submitted on **2017-10-18 20:37:44**

Introduction

1 What is your name?

Name:

Elaine Whitby

2 What is your email address?

Email:

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3 If you are responding on behalf of an organisation please write its name here

Organisation:

Royal College of Nursing

4 Which of these terms best describes your organisation?

Trade or industry body

What is an apprenticeship?

8 Do you agree with this definition of an apprenticeship?

No

9 Do you agree that the needs of the employer and the apprentice are equally important?

Yes

High Quality Apprenticeships

10 Do you agree that an initial assessment of both the apprentice and the job role against the standard should be a requirement for all apprenticeships?

Yes

11 Do you agree that the Commitment Statement should contain a description of the prior learning and the job role in relation to the standard, together with a description of the training programme?

Yes

The Occupation and the Standard

12 Do you agree that apprenticeships should be based on occupations which are transferable in this way rather than on the narrower requirements of one employer?

Yes

13 Do you have any other suggestions as to how we could define an occupation for the purposes of apprenticeships?

If so please enter your suggestions here:

The Job

14 Are there any further ways in which we could ensure that job roles used for apprenticeships meet the statutory terms and conditions and the requirements of the standard in terms of content?

If so, please enter details here:

The Training Programme

If so, please comment here:

Broadly we consider the proposed definition of an apprenticeship to be useful and applicable. However, given the expansion of apprenticeships to Masters degree and beyond, we question whether sole use of the word 'training' in the definition is adequate? We recognise that learning and knowledge are referred to later in the quality statement and this is valued. We propose that it may be useful to add the term education to the definition. We acknowledge that the terms education and training are used interchangeably by some. However others differentiate between the two. Training has long been associated with the world of work and is very relevant for apprenticeships; however it may be perceived as relating to relatively routine or low level activities. Education is more commonly associated with higher level learning. Given the expansion of apprenticeships to include Masters and doctorate level study, we believe that adding the term education to the definition encompasses these higher level apprenticeships. We also think that this may assist public understanding of apprenticeships at an advanced skill, knowledge and academic level.

A significant concern in the current climate relates to the achievability for the NHS and wider health and care system to provide the motivating and supportive