



THE CAREERS &
ENTERPRISE
COMPANY

LearnBox

What's Next?

A Technical Education Pathways Resource

December 2022

Introduction

The Association of Employment and Learning Providers (AELP) is the leading trade association for vocational learning and employment providers in Britain. The majority of its 700+ members are independent private, not-for-profit and voluntary sector training and employment services organisations. Membership is open to any provider committed to quality provision and it includes over 50 FE colleges involved in work based learning. AELP has a wide variety of publications which members can access via their website.

To find out more about the authorising organisations involved in the creation of this resource, you can access the websites by clicking the logo of each company displayed below.



Foreword

Amidst the current economic uncertainty for the country, it is more important than ever that young people and adults alike can trust that the information they receive on the options to progress in learning and their careers is accurate, impartial, and complete. Careers information, advice and guidance remains a linchpin in ensuring that the choices made by young people allow them to make their way to the futures of their choice, and the sector has a duty to ensure that we provide every support in enabling this to happen.

That's why we were so pleased to have been working once again with The Careers & Enterprise Company (CEC) to update this resource and ensure it is as comprehensive, accurate and easy to use as the first highly successful edition we produced last year. There is more detail now on the availability of both Higher Technical Qualifications and T Levels, and sections on each of the strands of provision available have all been brought into line with the very latest guidance and performance rules available. As a Careers Leader, this should provide you with a central integrated point for all the basic information and signposting you need to enable you to make sure that your organisation is giving the best possible information to the young people with whom you work. They deserve the best guidance we can offer, and I am confident that this resource will be a big step towards doing that even better than we already do.

The strong relationship between CEC and AELP continues to work to the benefit of the expertise and resources on offer, meaning that the sector can feel confident in the support it is giving. I want to thank all at CEC who have supported us in this and LearnBox, who worked on the architecture.



Paul Warner

Director of Strategy & Business Development

AELP

What's Next?: "A Technical Education Pathways Resource"

The technical education system in England has many high quality pathways, with a number of options though it can be difficult to link these pathways to learners' passions and their future progression. This guide aims to help Careers Leaders offer the best support possible, whether you work in a school, special school, college, independent provider, or any other educational establishment. For those planning an overall careers strategy or programme, this guide will assist with implementation by helping those who work with young people to visualise and understand the various available pathways and options.

We begin with the premise that you are planning your progressive careers programme and are thinking about a particular group of students - perhaps only aware in the broadest sense of what occupation they might like to follow or the type of learning they wish to undertake to help progress in their chosen career. They need accurate and impartial guidance and the fullest possible range of options, but until now, such information has only been available in a very fragmented form. This makes it difficult for providers and young people to find the information they need unless, of course, they are already aware of a given option - and that option may not be the best one.

This guide sets out to overcome this challenge by providing:

- Information about how the various technical qualifications sit together.
- Access to Occupational Maps that can better describe what job roles entail.
- Descriptions of each type of learning option, how it works, what it costs.



What's Next?: "A Technical Education Pathways Resource"

There are sections on the support available for learners with special educational needs or disabilities and the latest information on the incentives available to encourage employers and others to offer opportunities for learning and employment to young people.

There are internal links across the document allowing you to access only as much or as little of the resource as you want – there is no need to read it in a linear fashion if that's not appropriate.

In all, we are confident you will find this an invaluable addition to your career toolkit – something that AELP and CEC will be looking to keep updated between them.

We are always interested to hear any comments you may have on the resource, how you use it and any sections or information that you may like us to consider adding – drop us an email at enquiries@aelp.org.uk

Further resources to support your practice in careers are available from the [SectorShare website](#) and the [CEC Resource Directory](#).



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To navigate this document, please click on the boxes above to select the topic you would like to find out more about. To explore a new topic, please click 'Home' in the top left of each page in the document to return to this page. Acknowledgements to this document are on [page 26](#).

Some text links to information to other sections and external to this document, you will find these [underlined in blue](#) throughout.

Technical Training

Where can you study technical training?

With a wide choice of providers, young people have far more options than they may think regarding how, where and when they study. The Association of Colleges reports there are 228 colleges of further education in England*, offering an extensive range of high-quality technical training across different levels and learner groups, serving numerous occupations.

But technical training can also be delivered by independent training providers:

- Over 63% of all apprenticeships in England are delivered by independent training providers (ITPs) or Employer Providers.
- In August 2022, there were 1219 ITPs in England, making them the most numerous type of further education and skills provider.
- Many are charities or third-sector organisations.
- Additionally, there are currently 166 Employers offering Education, Training and/or apprenticeships.
- Others are limited companies, and some are even multinationals.
- Over 500 ITPs are offering classroom-based Study Programme courses.

ITPs tend to be smaller than colleges, and many operate differently. For example:

- While colleges primarily work on an academic year basis starting in the autumn, many ITPs offer start dates spread throughout the year.
- While colleges tend to work from large, dedicated teaching centres, many ITPs are based in centres that more closely resemble an office or other workspace – perhaps on an industrial estate, above shops or in an office block.

All ITPs are subject to the exact same stringent requirements on the quality of delivery as colleges and therefore offer the same opportunities for progression and employment.

*Footnote: [List of Colleges in England](#)

Technical Training

This graphic illustrates some of the types of institutions available and how they differ:

Type of Provider	ITPs	Colleges	Commercial Training Providers	Voluntary & Charitable Sectors*	Higher Education Institutions	UTCs
Governance	Government-funded, but privately managed, so training is flexibly and diversely delivered.	Publicly-funded and accountable institutions with a variety of independent powers depending on where they are located.	Privately-owned, privately-managed.	According to donor organisation codes, policy and practice.	Independent, self-governing bodies, but most are part-funded by the government.	Government-funded schools with a STEM focus. They are established by companies and universities in areas of high demand for talent.
Quality Regulation	Government-regulated for financial accountability and quality of training delivery, learning and assessment. Non-compliance and poor outcomes lead directly to contract withdrawal.	Government-regulated for financial accountability and quality of training delivery, learning and assessment. Non-compliance and poor outcomes triggers process of remediation interventions.	Unregulated by government. Quality standards can vary and are communicated via public relations.	Financial accountability and quality delivery assurance stipulated in contract between donor and training delivery organisation.	Self-governing bodies - subject to Quality Assurance Agency for Higher Education (QAA) / Office for Students (OfS) oversight for degrees and Ofsted on all their apprenticeship provision.	Over 50 local universities govern UTCs.

As you make your way through this document, keep this in mind - young people deserve the full range of options to be offered to them, and all those options may not be available at every provider - so keep an open mind about where would best suit their aspirations for learning and careers!

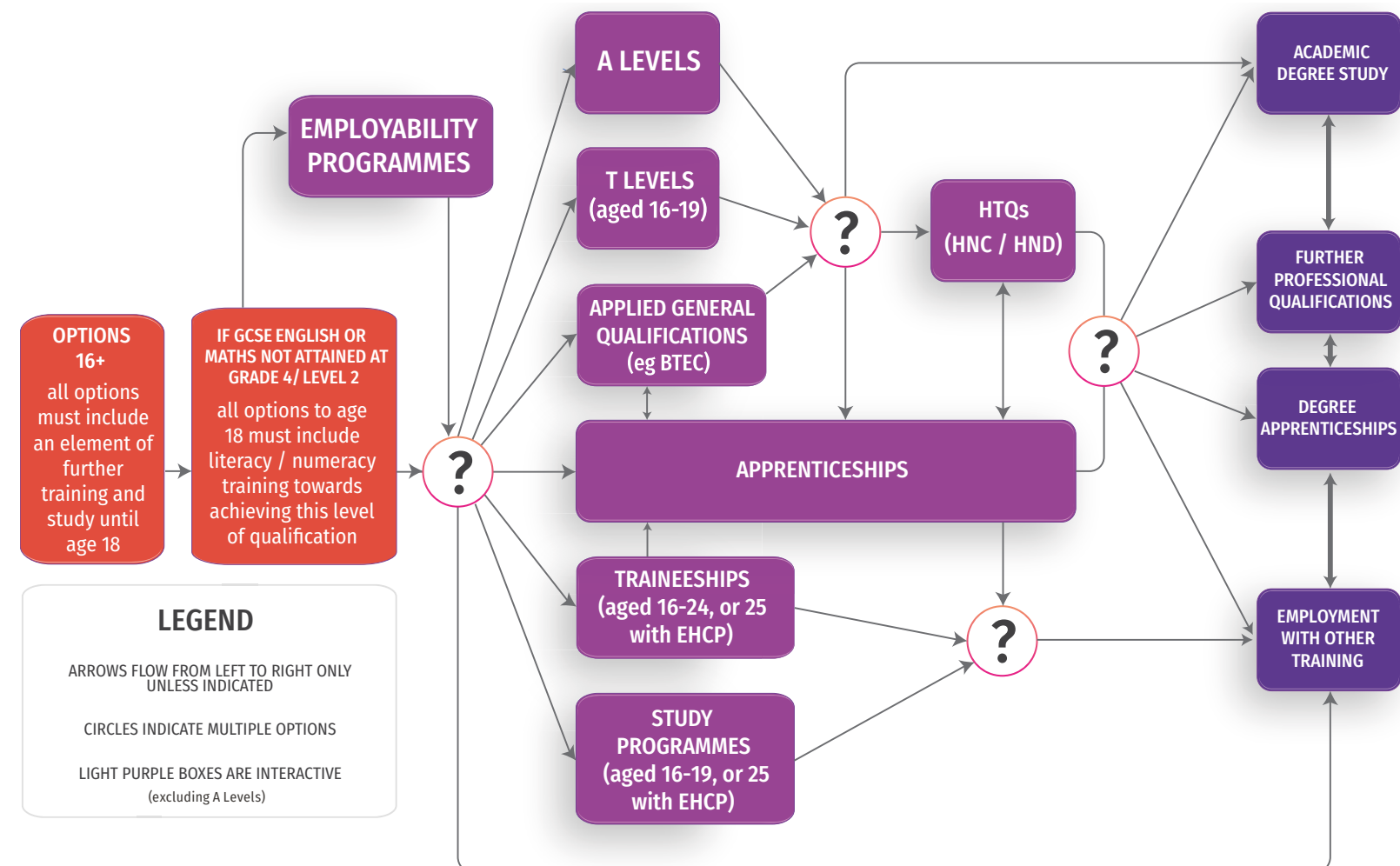
* Voluntary and charitable sectors are often incorporated into the definition of ITPs provision as given above; their flexibility of delivery, funding flows and regulation arrangements can therefore be very similar.

Options Map

This graphic may help as a starting point for describing the possible pathways within post-16 education. Remember, however, that progression between academic and technical routes and between technical routes is perfectly possible.

Technical routes of learning and study may be delivered by Colleges, ITPs, universities or other approved institutions. (Degrees can be granted or conferred by universities and a range of other approved training providers, but you may not be able to apply for tuition fee loans at all of them - [click here for details](#)).

Whilst A Levels are one route into technical education, this resource focuses on the various post-16 technical pathways and what they involve. All routes support young people with SEND, including specifically tailored paths within T Levels (Transition Programme) and Traineeships (Supported Internships). Please see the "[Young People with SEND](#)" section for further details.



Occupational Maps

What are they?

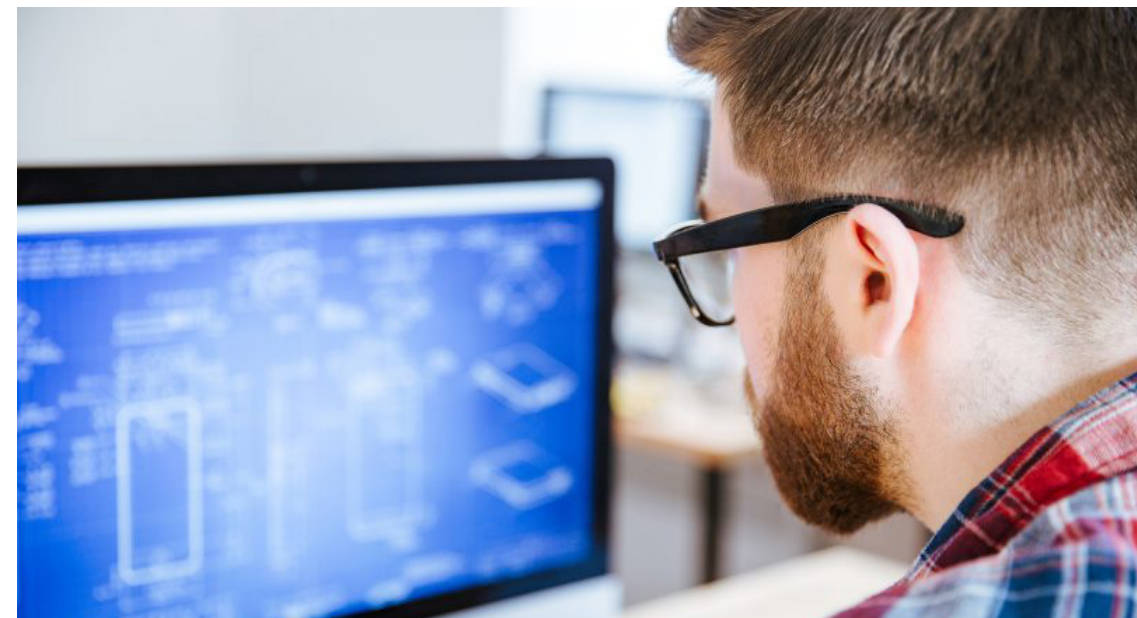
Apprenticeships and T Levels derive from occupations recognised by employers. The occupational maps published by the [Institute for Apprenticeships and Technical Education \(IfATE\)](#) bring these together to show where technical education can lead. They can therefore act as a useful overall guide to the types of jobs available in a particular industry sector, helping to inform the direction a learner wishes to take whether or not they are undertaking apprenticeships or T Levels.

What do they show?

A route panel, made up of industry experts, owns each map. The maps group occupations with related knowledge, skills and behaviours into pathways, making it easier to see the opportunities for career progression within that particular route. In addition, the same-level occupations are grouped within each pathway to show how skills learnt can be applied to other related occupations.

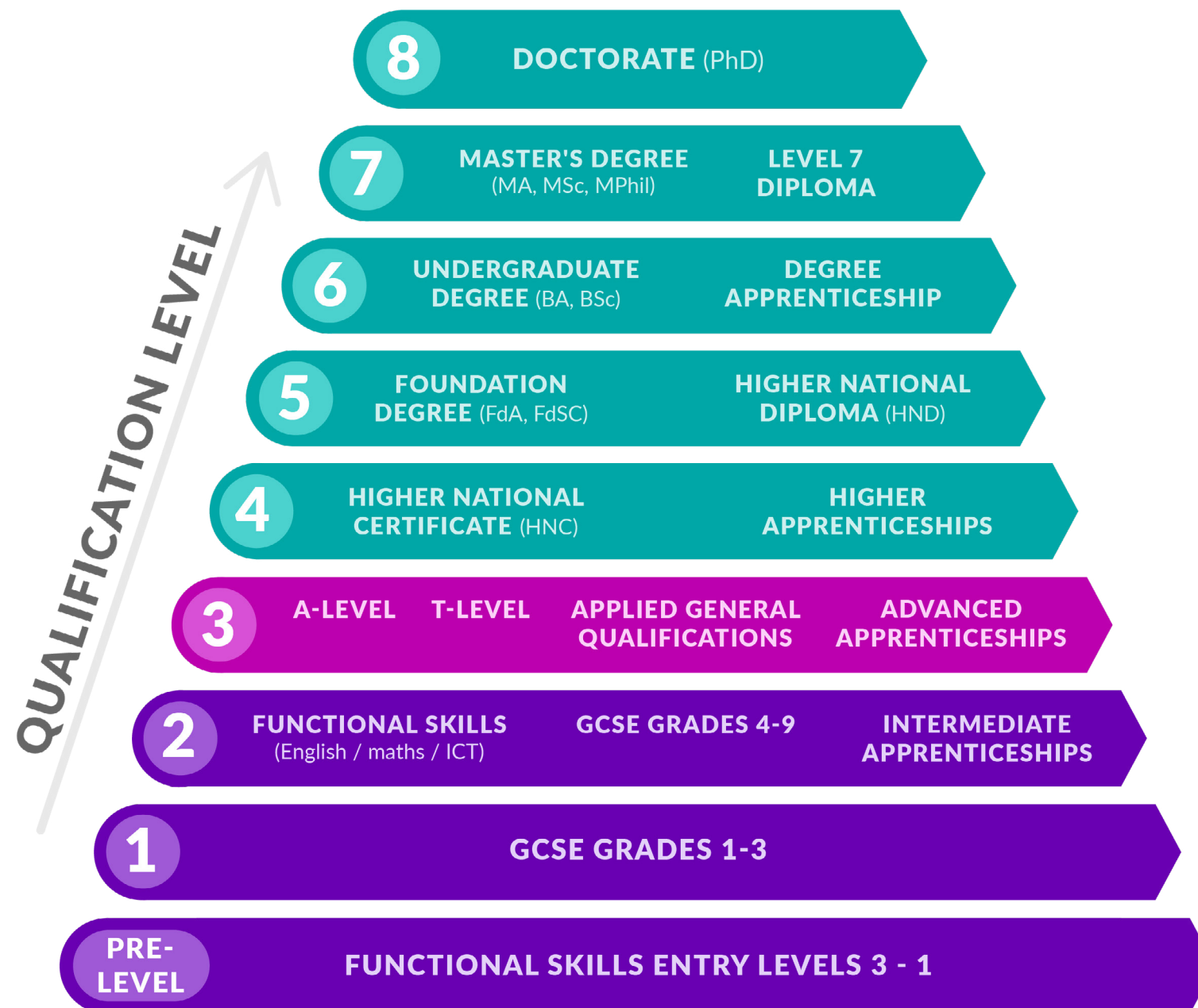
Why use them?

The maps help employers and individuals to understand routes for progression and how occupations at different levels link together, giving an overview of how technical education can support a career and offer possibilities for progression. In addition, the maps provide a useful overview of the roles and occupations within industry sectors which may help those seeking more information on the opportunities available in a particular sector of industry.



Framework of Qualifications

This graphic gives an indication of where the various levels of qualifications sit in relation to each other.



Apprenticeships

What is an apprenticeship?

An apprenticeship is a programme of learning that derives from a real job. They can be for recruits into an industry or occupation or can be used to enhance and improve the skills of existing employees. They train competence in the essential skills necessary to fulfil a specific job role, meaning that apprentices are extremely valuable to employers because they directly contribute to the business while becoming increasingly skilled. All apprentices have contracts of employment, a salary and full employee rights.

The DfE have also launched [Career Starter Apprenticeships](#), which are an excellent first step for learners to take after leaving school, click the link above to find out more.

What are the benefits of an apprenticeship?

39%

of people received a promotion within a year of completing an apprenticeship.

70%

of apprentices stay in employment after completion of their scheme.

2/3s

or 65% had received a pay rise and one-third (34%) had received both a pay rise and a promotion.



Earn while you learn.



High-quality training funded by the employer and the government.

How much will an apprenticeship cost?

Training is funded from contributions made by the government and the employer, so as a learner the training will not have a cost. As an employee, apprentices may be liable for their own travel expenses, equipment/clothing costs etc, however, depending on the employer there may be support available for these costs.

More details about the opportunities presented along with a wide range of resources, can be found on the [‘Get The Jump’ website](#).



Traineeships

What is a traineeship?

A traineeship is a skills development programme that includes a work placement. It can last from 6 weeks up to 1 year, though most traineeships last for less than 6 months.

They are designed for those aged between 16 and 24 (25 with an Education, Health and Care (EHC) Plan) who are ready and motivated to move into employment but do not yet have the appropriate skills or experience to do so.

What are the benefits of a traineeship?

According to this [government report](#) from 2019, in the 12 months after starting their traineeships:

75%

progressed to further learning or employment.

27%

moved into apprenticeships.

53%

of 19-23 year olds moved into employment.



Learners receive support to improve English, maths and digital skills.

How much will a traineeship cost?

Traineeships are fully funded by the government. Neither learners nor employers are required to make any financial contribution to them. Some learners may also be eligible for [16 to 19 Bursary Fund](#).

More details about the opportunities presented along with a wide range of resources, can be found on the [‘Get The Jump’ website](#).



NOTE: From the 1st of August 2023, the government will no longer fund a standalone national traineeships programme. Instead, traineeships will be integrated into the Study Programme and Adult Education Budget and can be offered by providers locally. Further details can be found [here](#).

T Levels

What are T Levels?

A T Level is classroom-based technical training, equivalent to three A Levels. It focuses on the vocational skills required to enter skilled employment in a particular occupational area. They take two academic years to complete. T Levels are available for 16 to 19-year-old learners. They are also available to learners up to the age of 24 who have an Education, Health, or Care Plan (EHCP).

Learners can take T Levels in the following subject areas:

Available now

BUSINESS AND ADMINISTRATION

- [Management and Administration.](#)

CONSTRUCTION

- [Building Services Engineering for Construction.](#)
- [Design, Surveying and Planning for Construction.](#)
- [Onsite Construction.](#)

DIGITAL

- [Digital Business Services.](#)
- [Digital Production, Design and Development.](#)
- [Digital Support Services.](#)

ENGINEERING AND MANUFACTURING

- [Design and Development for Engineering and Manufacturing.](#)
- [Maintenance, Installation and Repair for Engineering and Manufacturing.](#)
- [Engineering, Manufacturing, Processing and Control.](#)

EDUCATION AND CHILDCARE

- [Education and Childcare.](#)

HEALTH AND SCIENCE

- [Health.](#)
- [Healthcare Science.](#)
- [Science.](#)

LEGAL, FINANCE AND ACCOUNTING

- [Accounting.](#)
- [Finance.](#)

From September 2023

- [Agriculture, Land Management and Production.](#)
- [Animal Care and Management \(starting September 2024\).](#)
- [Catering.](#)
- [Craft and Design.](#)
- [Hairdressing, Barbering and Beauty Therapy.](#)
- [Media, Broadcast and Production](#)
- [Legal Services.](#)



T Levels

What are the benefits of T Levels?

T Levels derive from standards that have been drawn up by groups of employers, therefore they are directly relevant to their needs and to the requirements of specific occupations.

Using Industry Placements, they offer the chance to gain real life experience of a future career both in the classroom (learning core theory, concepts and skills for an industry area) and in the workplace (gaining essential knowledge, understanding and skills relevant to the chosen area). This helps build people's confidence to develop professionally as a work colleague and employee, as well being a valuable form of interaction with the real world.

How much will T Levels cost?

T Levels are fully funded by the government. Neither learners nor employers are required to make any financial contribution to them.

More details about the opportunities presented along with a wide range of resources, can be found on the [‘Get The Jump’ website](#).



T Levels

T Level Transition Programme

This 16 to 19 study programme is specifically designed to develop the skills, experience, knowledge, and behaviours to support progression onto and success on a T Level. It is targeted at learners who are not ready to start a T Level but could progress onto one with further support. It should normally last no more than a year.

As with other study programmes, those with Education, Health and Care Plans up to age 25 are also eligible.



More details about the opportunities presented along with a guide for learners can be found on tlevels.gov.uk



Learners in the Transition Programme will:



Be able to demonstrate a keenness to progress onto studying a T Level.



Need further support to start T Level studies – perhaps due to prior attainment, pastoral issues or personal development needs, that can realistically be overcome within one year or less.



Learn better in a predominantly classroom/workshop-based environment rather than the workplace.

Other Technical Training Options

What are the other technical training options?

There are a range of other technical qualifications that offer practical learning programmes that relate to specific job roles or employment sectors.

Types of vocational technical qualifications (VTQs):

- [BTECs](#) (Level 1 to 7 qualifications).
- [Cambridge Nationals](#) (Level 1 and 2 qualifications).
- [Cambridge Technicals](#) (Level 2 and 3 qualifications).

You can also see [what the different qualification levels mean](#) on GOV.UK.



What benefits will they have?



Receive recognised qualifications.



Practical experience.



Development of transferable skills.

How much will other technical training options cost?



The course costs will vary depending on the provider and the type of course the learner has chosen.

More details about the opportunities presented along with a wide range of resources, can be found on the [‘Get The Jump’ website](#).

Study Programmes

What is a study programme?

Study programmes are available for 16-19 year olds (or up to 25 with an EHCP). They provide tailored, structured learning programmes that supports development and progression in line with career plans. Depending on need, they can include basic employability skills, vocational training qualifications (such as [traineeships](#) or [T Levels](#), explained in this guide), plus an unpaid work placement with an employer to give a feel of the world of work. They aim to move participants into work with training (often an [apprenticeship](#)) or higher levels of learning.

Supported Internships

A Supported Internship is an unpaid work and study programme that usually lasts for a minimum of six months and is based primarily at an employer. They enable young people aged 16-24 with a statement of SEN, or an Education, Health and Care Plan (EHCP) to achieve sustainable paid employment by equipping them with the skills they need for work, through learning in the workplace with tailored support for any disability or learning difficulty they may have - those on supported internships are expected to require a higher level of support than a trainee or apprentice, and to be offered workplace support, as well as support for their non-workplace learning.

Wherever possible, they support the young person to move into paid employment at the end of the programme. Alongside their time at the employer, young people complete a personalised study programme which includes the chance to study for relevant substantial qualifications, if appropriate, and English and maths.

More details about the opportunities presented along with a wide range of resources, can be found on the ['Get The Jump' website](#).



Study Programmes

What are the benefits of study programmes?

Study programmes have been available since 2013 and provide a framework for progress towards qualifications that positively reinforces the individual's prospects for employment. The government is currently carrying out a full review of post-16 study at Level 2 and below.

How much will study programmes cost?

Study programmes are fully funded by the government. Neither learners nor employers are required to make any financial contribution to them. Some learners may also be eligible for [16 to 19 Bursary Fund](#).

More details about the opportunities presented along with a wide range of resources, can be found on the [GOV.UK Website](#).



HTQs: Higher Technical Qualifications

What are HTQs?

Higher Technical Qualifications (HTQs) provide an exciting new opportunity for learners aged 18 and over. HTQs are [existing and new level 4 and 5 qualifications](#) that are an alternative to apprenticeships or degrees, and are approved by employers. In time the government will fund HTQs through the Lifelong Loan Entitlement (LLE) coming in from 2025 - funded via the Student Loans Company (SLC). There are several HTQs and these are taught in the classroom at colleges, HEIs or independent training providers.

There are different types of HTQs, such as:

- Higher National Diplomas (HND).
- Higher National Certificates (HNC).
- Foundation Degrees (FD).
- Higher Education Diplomas (HED).
- Digital HTQs.

From September 2023

- Health.
- Construction.

[Higher Technical Qualifications:
Provider Delivery Toolkit](#)

From September 2024

- Business and Administration.
- Education and Childcare.
- Engineering and Manufacturing.
- Legal.
- Finance and Accounting.

What are the benefits of HTQs?

The benefit of studying an approved HTQ is that employers identify the knowledge, skills and behaviours that a learner acquires. This means that on completion of their course, learners will be ready to enter employment or to progress within their chosen occupation or sector. It will also provide a high-quality option for all learners looking to progress from A Levels, T Levels or apprenticeships.

How much will HTQs cost?

Tuition fees vary depending on the course. They're likely to cost from around £7,000 to £9,250 a year for a 1 or 2-year course. Learners may be eligible for [funding from student finance](#) or a [scholarship, grant or bursary](#). This will depend on their circumstances and the type of HTQ they're studying.

More details about the opportunities presented along with a wide range of resources, can be found on the ['Get The Jump' website](#).



Functional Skills

What are Functional Skills?

Functional skills are qualifications in maths, English and ICT that people require to improve employment chances and gain access into higher education such as university. At Level 2, they are equivalent to a GCSE at Grade 4 or above, and are generally recognised as the minimum level of skills used in the workplace and needed to progress successfully to higher levels of learning. Most apprenticeship standards also require Level 2 English and maths qualification to be completed in order to be awarded, and Functional Skills are well-designed for this purpose within apprenticeships.

Benefits of Functional Skills:

Functional skills qualifications allow people to demonstrate to employers the important skills they have acquired (they are currently under reform, which will make them even more relevant and credible).



How much will the Functional Skills training options cost?

If the learner does not already possess maths or English at Level 2 (GCSE or functional skills), the qualification is funded by the government and the learner will not pay anything. All studies towards maths and English qualifications at any level studied as part of required study towards an apprenticeship standard also do not attract a cost to the learner. Studies towards Level 3 and above may however attract a fee depending on the funding that is able to be accessed by your provider – check with each provider for further details on this.

More details about the opportunities presented along with a wide range of resources, can be [found here](#).



Employability Programmes

What are employability programmes?

Employment support providers deliver a range of employment programmes funded through central and local government departments, social investment, donors, and self-funded, amongst others.

Types of employability programmes:

Restart Programme

The Restart programme is a government-administered employment support scheme which gives Universal Credit claimants who have been out of work for between 12 to 18 months enhanced support to find jobs.

Sector-Based Work Academy Programme (SWAP)

Sector-based work academy programmes (SWAPs) is an opportunity to learn new skills and get experience of working in a particular industry, for example care, construction or warehouse work. In most cases they provide a period of training followed by work experience and, if successfully completed, a guaranteed job interview. They are normally funded by the Adult Education Budget and therefore do not incur a cost to learners.

Pre-Employment Training

This is funded by the Education and Skills Funding Agency to providers and colleges via the Adult Education Budget.

Work Placement

The pre-employment training is normally tailored to introduce the participant to the work placement as the central part of the process. How long this lasts and what it comprises can vary but it will normally be a precursor to a paid role so is likely to be “real-world” in nature.

Interview / Recruitment

A guaranteed job interview or help with an employer’s recruitment process.

More details about the opportunities along with a wide range of resources link to page - [Employment Support Programmes | ERSA](#)

Young People with SEND

There are a range of support packages on offer, and young people with SEND can also benefit from exemptions to minimum required standards of particular routes of learning, designed to ensure that everyone has an equal chance of attaining their full potential.

Pupils with SEND are currently classified as follows:

SEND Support

Extra or different help is given from that provided as part of the school's usual curriculum. In addition, the class teacher and SEND Coordinator (SENCO) may receive advice or support from outside specialists. The pupil does not have an education, health and care plan. SEND support replaced the former School Action and School Action Plus categories from 2015.

Education, Health and Care (EHC) Plan

A pupil has an EHC plan when a formal assessment has been made. A document is in place that sets out the child's needs and the extra help they should receive. Before September 2014, a statement of SEN was used. Following the introduction of EHC plans in September 2014, statements of SEN and EHC plans were grouped together within the data.

More details can be found [here](#).



Young People with SEND

Additional learning support funding:

Providers may be able to claim £150/month to cover any extra support that learners may need in order to work towards completion. Further funding for more complex needs requiring support at a higher cost is also available – ask your apprenticeship provider for details.

Access to Work

Those with SEND (including apprentices and those on work experience programmes) that are in work but who may need some additional resource or specialist adjustments to support them in their role because of the nature of their learning difficulties or disabilities, may be eligible for financial support from Jobcentre Plus via the Access to Work programme.

You can find [further details](#) that can support you in applying for the Access to Work benefits.

Supported Internships

Young people with SEND may be interested in Supported Internships - more details can be found in the [Study Programmes section](#) of this guide.

Support for SEND/LLDD Learners

Information on supporting learners with SEND (special educational needs or disabilities) /LDD (learning difficulties and disabilities) is available in a wide variety of places and at various rates depending on circumstance. Overall guidance can be found [here](#).



Financial Support for Learning

The following pages indicate some of the financial support that can be made available to learners. Many aspects of learner support funding are built into the funding allocations for providers. They are conditional on (for example) low levels of prior attainment or residency in specific postcodes and areas. This section however concentrates on the funding that is more visible to individual learners, which potentially may make a difference in their decision whether to proceed on a particular path of learning or employment.

Information is available on:

- [16-19 Bursary Funds](#)
- [Free meals in further education](#)
- [Care to Learn](#)
- [Dance and Drama Awards](#)
- [Residential Support Scheme \(RSS\)](#)
- [Residential Bursary Fund \(RBS\)](#)



Acknowledgements

The Careers & Enterprise Company

The Careers and Enterprise Company exists to facilitate a world-class careers education, inspiring and preparing young people for the world of work. Every young person deserves the best possible start to their working life; to choose their path, fulfil their potential and contribute to a thriving economy. Careers and enterprise education inspires, informs and immerses young people in the ever-changing world of work.



LearnBox

LearnBox is a video production company that specialises in adult education and online learning. They build partnerships with the leading employers and training providers to create meaningful e-learning solutions. LearnBox is revolutionising adult learning through the creation and delivery of high-quality video content. They produce videos that are engaging, empowering and educational.

