This paper sets out a summary of the findings of the review of delivery models, activity levels and activity costs for the Equine Industry frameworks.

**Background**

The review of activity costs is based on a standard methodology and modelling tools that are being applied consistently across all sectors in scope.

The approach is based on:

- Access to LSC data to inform the review
- Dialogue with the sector body on apprenticeship issues
- Interviews with effective providers (i.e. those providers with good or above average inspection grades and apprenticeship success rates) to establish activity levels
- An expert panel meeting to review data and evidence on activity levels
- Modelling of activity costs against provider data and panel advice
- Consultation with the sector on the panel advice and issues emerging
- Moderation of panel advice by an LSC project group

**LSC Data**

LSC data from 2004/05 ILR data used to inform the review were:

**Numbers in Learning**

<table>
<thead>
<tr>
<th></th>
<th>Starts (Monthly Average 2005)*</th>
<th>In Learning (July 2005)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>16 - 19</td>
<td>19+</td>
</tr>
<tr>
<td>Apprenticeship</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>Advanced</td>
<td>33%</td>
<td>67%</td>
</tr>
</tbody>
</table>

Source: ILR 2004/2005

*Average taken from quarterly reports (January/April/July/October 2005)
Funding Rates for NVQs and Apprenticeships

Success Rates

<table>
<thead>
<tr>
<th></th>
<th>Framework</th>
<th>NVQ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprenticeship</td>
<td>47%</td>
<td>7%</td>
</tr>
<tr>
<td>Advanced</td>
<td>41%</td>
<td>12%</td>
</tr>
</tbody>
</table>

Source: ILR 2004/2005 Period 12

Average Length of Stay in Months

<table>
<thead>
<tr>
<th></th>
<th>Non completion</th>
<th>Framework</th>
<th>NVQ Only</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprenticeship</td>
<td>6.6</td>
<td>15.6</td>
<td>16.3</td>
</tr>
<tr>
<td>Advanced</td>
<td>12.0</td>
<td>21.1</td>
<td>23.0</td>
</tr>
</tbody>
</table>

Source: ILR 2004/2005 Period 12 and LSC Data

Provider Interviews

A sample of effective providers was identified in discussion with LANTRA.

These providers were interviewed between June 2006 and July 2006 through a series of visits to provider locations.

A completed survey form was shared with each provider to review and update. A summary of the activities and issues emerging was shared with the providers in the interview sample for comment and feedback.

Models of Delivery

The models of delivery identified through the sample of providers interviewed were:

- Entry to an apprenticeship programme mainly for 16-18 learners in employed or ‘trainee’ status
- A significant proportion of learners progressing to an advanced apprenticeship although some advanced apprentices will have completed level 2 programmes from other frameworks
- Programmes of group based knowledge and skills including key skills through day release or block release arrangements
- Some providers noted that elements of the NVQ may be assessed through the group based sessions
- Many learners having to travel some distance to ‘county based’ centres for knowledge and skills development
- Work based assessment and further skills development in sites that were often located some distance from the provider base
Funding Rates for NVQs and Apprenticeships

Apprenticeship

Activity Levels

Reported activity levels were:

- Time to complete between 12 to 15 months
- Group based knowledge and skills between 140 and 270 hours
- A programme of regular visits to the work place based on monthly or six week cycles with visit duration up to \( \frac{1}{2} \) day per learner
- Work based assessment and support with caseloads from 1:20 to 1:40

Advanced Apprenticeship

Activity Levels

Reported activity levels were:

- Most learners progress from an apprenticeship programme with a handful entering having completed a college based diploma.
- Time to complete between 18-24 months
- Group based hours from 130 to 420 hours
- A programme of regular visits to the work place based on monthly or six week cycles with visit duration up to \( \frac{1}{2} \) day per learner
- Work based assessment and support with caseloads from 1:20 to 1:40

Expert Panel

LANTRA convened an expert panel with representatives from:

- LANTRA
- Adult Learning Inspectorate
- Awarding bodies
- Providers nominated by the Association of Learning Providers
- The FE Colleges network
- The consultant to the project
Expert Panel Meeting and Advice

The panel met on 17 October 2006 and reviewed the data and evidence from the LSC and provider surveys. The panel used this evidence to formulate advice on activity levels for effective delivery.

The panel commented that there were a wide range of providers and provider models of delivery in the sector ranging from direct delivery to contract arrangements with employers for the assessment and training elements of the apprenticeship.

The panel reviewed the NVQ routes in the framework and advised that Racehorse Care had a specific model of delivery including a significant programme of block release at the national centres and with industry funding for elements of the programme.

The panel noted that the evidence from providers was based on the NVQ in Horse Care and agreed to provide advice around that NVQ route. The panel recommended a separate review of the delivery models and activity costs for Racehorse Care.

Panel members noted that there were significant health and safety and insurance implications for employers when they were taking on 16-18 year old recruits.

The panel discussed the range of delivery models and were briefed on a specific contracting out model by one of the panel members. The panel agreed to develop their advice on a model that balanced the level of group based activity and provider based assessment with the work based assessment and support requirements.

The panel stressed that providers reviewing the panel advice should note this ‘whole framework’ approach when comparing their various activity levels against the panel advice.

The advice from the panel was circulated to panel members after the meeting for their further comment and approval.
Funding Rates for NVQs and Apprenticeships

Expert Panel Advice for Apprenticeship Delivery

The expert panel set out their advice as a basis for establishing the costs of a model 'of effective delivery. *This is not intended to be a ‘recipe’ that providers should follow.*

<table>
<thead>
<tr>
<th>Activity</th>
<th>Panel Advice 2006</th>
<th>Notes and Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planned Time to Complete</td>
<td>15 Months</td>
<td>Estimated time for effective delivery based on provider interviews and LSC data</td>
</tr>
<tr>
<td>Group based knowledge and skills</td>
<td>150 hours</td>
<td>Group based hours of 150 for knowledge and skills development with access to self directed learning materials.</td>
</tr>
<tr>
<td>Work based knowledge and skills</td>
<td>2.0 days</td>
<td>A programme of 15 monthly ½ day visits to the work place with most visit time allocated to further knowledge and skills development and work based observation and assessment</td>
</tr>
<tr>
<td>NVQ assessment and support</td>
<td>3.0 days</td>
<td></td>
</tr>
<tr>
<td>NVQ quality assurance</td>
<td>1.25 days</td>
<td>Lead internal verifier time per learner for joint assessor visits, portfolio sampling and moderation meetings and activities</td>
</tr>
<tr>
<td>Group based key skills</td>
<td>60 hours</td>
<td>The panel suggested a programme of 60 hours of group based time with an additional 1 day of 1:1 support from a <em>key skills specialist</em> as a basis for effective delivery</td>
</tr>
<tr>
<td>Work based key skills</td>
<td>1 day</td>
<td></td>
</tr>
<tr>
<td>Regular review</td>
<td>1.25 days</td>
<td>Delivered as part of the programme of work based visits and through provider resources for learner support</td>
</tr>
<tr>
<td>Learner support</td>
<td>1.25 days</td>
<td></td>
</tr>
<tr>
<td>Entry activities 1:1</td>
<td>1.5 days</td>
<td>An entry programme based on an interview (1/2 day), assessment (1/2 day) and a work based induction (1/2 day) all 1:1 time with an assessor</td>
</tr>
<tr>
<td>Group based induction</td>
<td>18 hours</td>
<td>A three day induction programme of ERR, Health and Safety, introduction to the sector and NVQ portfolio evidence collection</td>
</tr>
<tr>
<td>Registration Certification</td>
<td>£ 409</td>
<td>Based on costs of NVQ, Key Skills, Technical Certificate and sector body certificate</td>
</tr>
</tbody>
</table>

**Notes**

The allocated time for work based assessor activity is equivalent to a *full-time* assessor caseload of 1:33 with separate staff responsible for entry activities and any key skills support.
Activity Costs for Apprenticeship Delivery

The activity costs model has been set up to compare the LSC funding in 2005/06 to the reported activity levels with the following costs assumptions:

- Group based classroom activity weighted at factor E\(^1\) for Land based provision
- Assessor employment costs weighted at factor B\(^2\) based on independent research on salary rates and employments costs
- Registration and Certification costs of £ 409 based on information collected from awarding bodies
- Estimated costs of £ 50 for self directed learning materials

The model includes a factor for success rates and this is based on the reported 2004/05 success rates of 47% with an additional 10% projected improvement in success rates by 2007/08.

The activity costs emerging from the review were:

This suggests that activity costs for \textit{effective delivery} are slightly above the current funding rates.

\(\text{1} \) This is based on the LSC programme weighting factors for guided learning hours
\(\text{2} \) A separate report on employment costs provides more details of the bands and methodology used to map sectors to employment bands
Expert Panel Advice for Advanced Apprenticeship Delivery

The expert panel set out their advice as a basis for establishing the costs of a model 'of effective delivery. *This is not intended to be a ‘recipe’ that providers should follow.*

<table>
<thead>
<tr>
<th>Activity</th>
<th>Panel Advice 2006</th>
<th>Notes and Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planned Time to Complete</td>
<td>24 Months</td>
<td>Estimated time for effective delivery based on provider interviews and LSC data</td>
</tr>
<tr>
<td>Group based knowledge and skills</td>
<td>240 hours</td>
<td>Based on a series of 40 day release sessions of 6 hours with some additional time allocated to group based work on key skills</td>
</tr>
<tr>
<td>Work based knowledge and skills</td>
<td>4.0 days</td>
<td>A programme of 24 monthly ½ day visits to the work place with most visit time allocated to further knowledge and skills development and work based observation and assessment</td>
</tr>
<tr>
<td>NVQ assessment and support</td>
<td>4.0 days</td>
<td>Lead internal verifier time per learner for joint assessor visits, portfolio sampling and moderation meetings and activities</td>
</tr>
<tr>
<td>NVQ quality assurance</td>
<td>2.0 days</td>
<td>The panel suggested that a programme of 60 hours of group based time with an additional 1 day of 1:1 support from a key skills specialist should provide a basis for effective delivery</td>
</tr>
<tr>
<td>Group based key skills</td>
<td>60 hours</td>
<td></td>
</tr>
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<td>1 day</td>
<td></td>
</tr>
<tr>
<td>Regular review</td>
<td>2.0 days</td>
<td>Delivered as part of the programme of work based visits and through provider resources for learner support</td>
</tr>
<tr>
<td>Learner support</td>
<td>2.0 days</td>
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</tr>
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<td>1.5 days</td>
<td>An entry programme based on an interview (1/2 day), assessment (1/2 day) and a work based induction (1/2 day) all 1:1 time with an assessor</td>
</tr>
<tr>
<td>Group based induction</td>
<td>18 hours</td>
<td>A three day induction programme of ERR, Health and Safety, introduction to the sector and NVQ portfolio evidence collection</td>
</tr>
<tr>
<td>Registration Certification</td>
<td>£ 417</td>
<td>Based on costs of NVQ, Key Skills and sector body certificate</td>
</tr>
</tbody>
</table>

Notes

The allocated time for work based assessor activity is equivalent to a *full-time* assessor caseload of 1:33 with separate staff responsible for entry activities and any key skills support.

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Activity Costs for Advanced Apprenticeship Delivery

The activity costs model has been set up to compare the LSC funding in 2005/06 to the reported activity levels and the following costs assumptions:

- Group based classroom activity weighted at factor E^3 for Land based provision
- Assessor employment costs weighted at factor B^4 based on independent research on salary rates and employment costs
- Registration and Certification costs of £ 417 based on information collected from awarding bodies

The model includes a factor for success rates and this is based on the reported 2004/05 success rates of 41% with an additional 10% projected improvement in success rates by 2007/08.

The activity costs emerging from the review were:

![Current Funding and Activity Costs](image)

This suggests that activity costs for *effective delivery* are above the current funding rates.

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3 This is based on the LSC programme weighting factors for guided learning hours
4 A separate report on employment costs provides more details of the bands and methodology used to map sectors to employment bands

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Moderation and LSC Data Modelling

The LSC has established a moderation group with representation from the Association of Learning Providers to review panel advice and activity costs.

The advice from the LANTRA expert panel was reviewed at the moderation meeting on October 2006. The moderation group noted the significant programmes of group based activity and compared the activity levels with other frameworks in the land-based sector. The moderation welcomed the approach to develop a balanced model of delivery but felt that the balance should be adjusted to align more closely with reported activity levels from provider interviews.

Apprenticeship:

The moderation group took the view that the level of work based knowledge and skills should be reduced from 2.0 days to 1.5 days and the level of group based key skills activity reduced from 60 hours to 30 hours with 1 day of 1:1 support per learner delivered by a key skills specialist.

The impact of these moderation decisions is to bring the activity costs close to the current rates.

Advanced apprenticeship:

The moderation group took the view that the level of work based knowledge and skills should be reduced from 4.0 days to 3.0 days and the level of group based key skills activity reduced from 60 hours to 30 hours with 1 day of 1:1 support per learner delivered by a key skills specialist.

The impact of these moderation decisions is to bring the activity costs close to the current rates.

The moderated panel advice on activities was used to model the activity costs and the funding rates for the apprenticeship and the advanced apprenticeship.

Funding Rate Changes

The LSC is implementing changes to the funding rates based on the review and the advice on activity levels and activity costs and the decisions of the moderation group.

The changes are:

Apprenticeship

- A reduction in funding of 0.8% to the NVQ2 rate phased in over 2 years

Advanced Apprenticeship

- A reduction in funding of 2.6% to the NVQ3 rate phased in over 2 years