

101 Agricultural Crops & Livestock - Final Report on Review



This paper sets out a summary of the findings of the review of delivery models, activity levels and activity costs for the Agricultural Crops & Livestock 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

	Starts (Monthly Average 2005)*			In Learning (July 2005)
	16 - 19	19+	Total	Total
Apprenticeship	89%	11%	34	578
Advanced	65%	35%	12	253

Source: ILR 2004/2005

*Average taken from quarterly reports (January/April/July/October 2005)

Funding Rates for NVQs and Apprenticeships

Success Rates

	Framework	NVQ
Apprenticeship	47%	15%
Advanced	52%	20%

Source: ILR 2004/2005 Period 12

Average Length of Stay in Months

	Non completion	Framework	NVQ Only
Apprenticeship	10.9	18.2	20.9
Advanced	19.0	27.5	29.3

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 May and August 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 status
- A significant proportion of learners progressing to an advanced apprenticeship
- Programmes of group based knowledge and skills including key skills through day release or block release arrangements
- 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
- An innovative programme based on the use of hired training facilities and further group based sessions at working farm locations through arrangements with employers

Funding Rates for NVQs and Apprenticeships

Apprenticeship

Activity Levels

Reported activity levels were:

- Time to complete between 12 to 18 months
- Group based knowledge and skills development between 100 and 150 hours with one provider up to 280 hours
- A programme of regular visits to the work place based on monthly or six week cycles
- Work based assessment and support with caseloads ranging from 1:20 up 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 around 24 months with one provider working on a 36 month model
- Group based hours from 150 to 200 for 24 month programme and up to 310 for 36 month programme
- A programme of regular visits to the work place based on monthly or six week cycles
- Work based assessment and support with caseloads ranging from 1:20 up to 1:40

Expert Panel

LANTRA convened an expert panel with representatives from:

- LANTRA
- Adult Learning Inspectorate
- Awarding bodies

Funding Rates for NVQs and Apprenticeships

- The FE Colleges network
- The LANTRA Industry Chair for Agriculture Crops and Livestock
- The consultant to the project

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 stressed that the apprenticeships were delivered in rural and sparse areas and sought clarification on how these issues might be reflected in the activity costs model. The panel were advised that employment costs of assessors in the sector include an element of travel costs and that caseloads for assessors reflect the additional time to travel to remote locations.

The panel reviewed the case studies from the providers that were interviewed and debated the various models of delivery and associated activity costs. The panel agreed to set out a model that balanced the time in group based sessions with the corresponding work based assessment and support time.

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.*

Activity	Panel Advice 2006	Notes and Comments
Planned Time to Complete	15 Months	Estimated time for effective delivery based on provider interviews and LSC data
Group based knowledge and skills	120 hours	Based on a series of 20 day release sessions of 6 hours with some additional time allocated to group based work on key skills
Work based knowledge and skills	2.0 days	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
NVQ assessment and support	3.0 days	
NVQ quality assurance	1.25 days	Lead internal verifier time per learner for joint assessor visits, portfolio sampling and moderation meetings and activities
Group based key skills	30 hours	The panel suggested that a programme of 30 hours of group based time with an additional 1 day of 1:1 support from a <i>key skills specialist</i> should provide a basis for effective delivery
Work based key skills	1 day	
Regular review	1.25 days	Delivered as part of the programme of work based visits and through provider resources for learner support
Learner support	1.25 days	
Entry activities 1:1	1.5 days	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
Group based induction	18 hours	A three day induction programme of ERR, Health and Safety, introduction to the sector and NVQ portfolio evidence collection
Registration Certification	£ 159	Based on costs of NVQ, Key Skills and sector body certificate

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

Funding Rates for NVQs and Apprenticeships

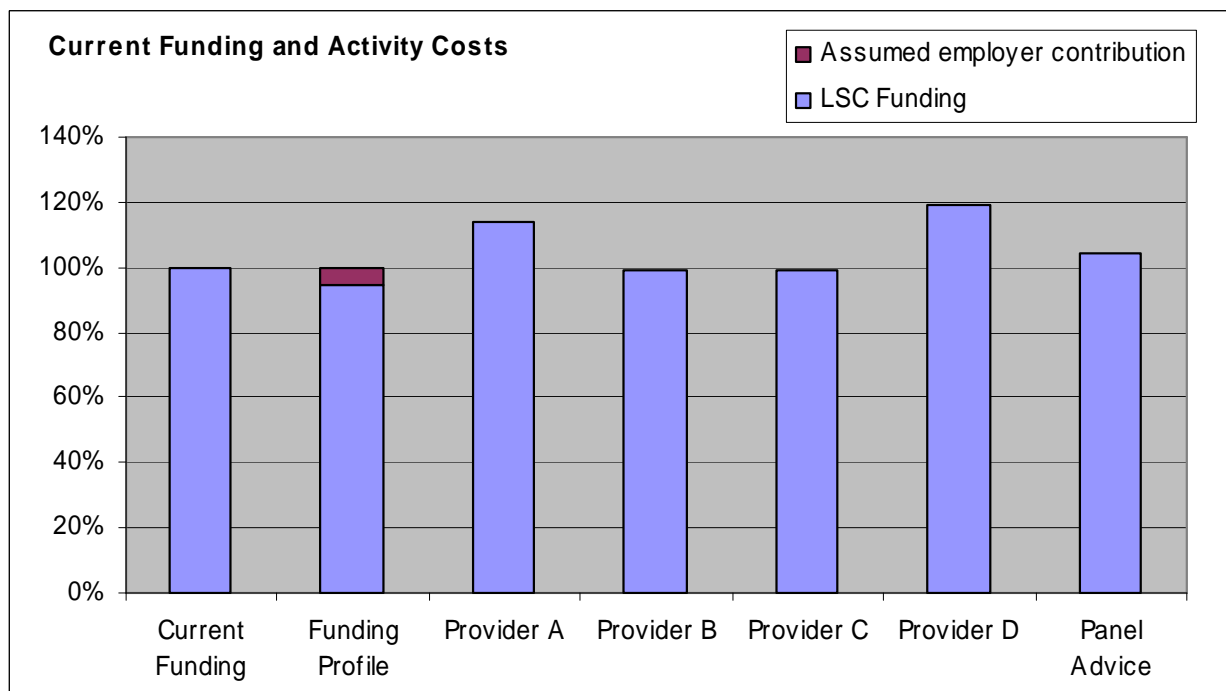
Activity Costs for Apprenticeship Delivery

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 E¹ for Land based provision
- Assessor employment costs weighted at factor B² based on independent research on salary rates and employments costs
- Registration and Certification costs of £ 159 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 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 *effective delivery* are around the current funding rates.

¹ This is based on the LSC programme weighting factors for guided learning hours

² A separate report on employment costs provides more details of the bands and methodology used to map sectors to employment bands

Funding Rates for NVQs and Apprenticeships

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.*

Activity	Panel Advice 2006	Notes and Comments
Planned Time to Complete	24 Months	Estimated time for effective delivery based on provider interviews and LSC data
Group based knowledge and skills	240 hours	Based on a series of 40 day release sessions of 6 hours with some additional time allocated to group based work on key skills
Work based knowledge and skills	4.0 days	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
NVQ assessment and support	5.0 days	
NVQ quality assurance	2.0 days	Lead internal verifier time per learner for joint assessor visits, portfolio sampling and moderation meetings and activities
Group based key skills	30 hours	The panel suggested that a programme of 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
Work based key skills	1 day	
Regular review	2.0 days	Delivered as part of the programme of work based visits and through provider resources for learner support
Learner support	1.5 days 2.0 days	
Entry activities 1:1	1.5 days	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
Group based induction	18 hours	A three day induction programme of ERR, Health and Safety, introduction to the sector and NVQ portfolio evidence collection
Registration Certification	£ 272	Based on costs of NVQ, Key Skills and sector body certificate

Notes

The allocated time for work based assessor activity is equivalent to a *full-time* assessor caseload of 1:30 with separate staff responsible for entry activities and any key skills support

Funding Rates for NVQs and Apprenticeships

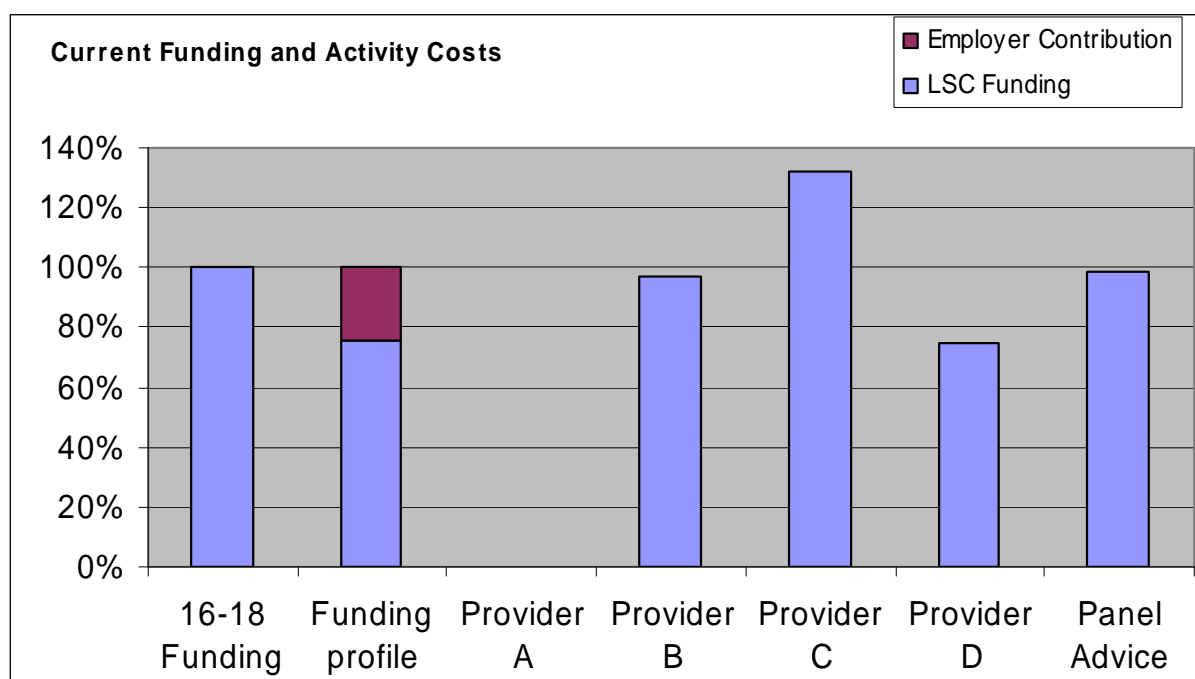
Activity Costs for Advanced Apprenticeship Delivery

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 E³ for Land based provision
- Assessor employment costs weighted at factor B⁴ based on independent research on salary rates and employments costs
- Registration and Certification costs of £ 272 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 52% 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 *effective delivery* are around the current funding rates.

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

Funding Rates for NVQs and Apprenticeships

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 in October 2006. The panel advice on activities was used to model the activity costs and the funding rates for the apprenticeship and the advanced apprenticeship.

The moderation group took the view that the review was not able to establish acceptable evidence to assess the activities for framework delivery and that there should be no changes in funding rates pending a further review and update by LANTRA.

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

- No changes to the rates based on the activity costs review

Advanced Apprenticeship

- No changes to the rates based on the activity costs review