

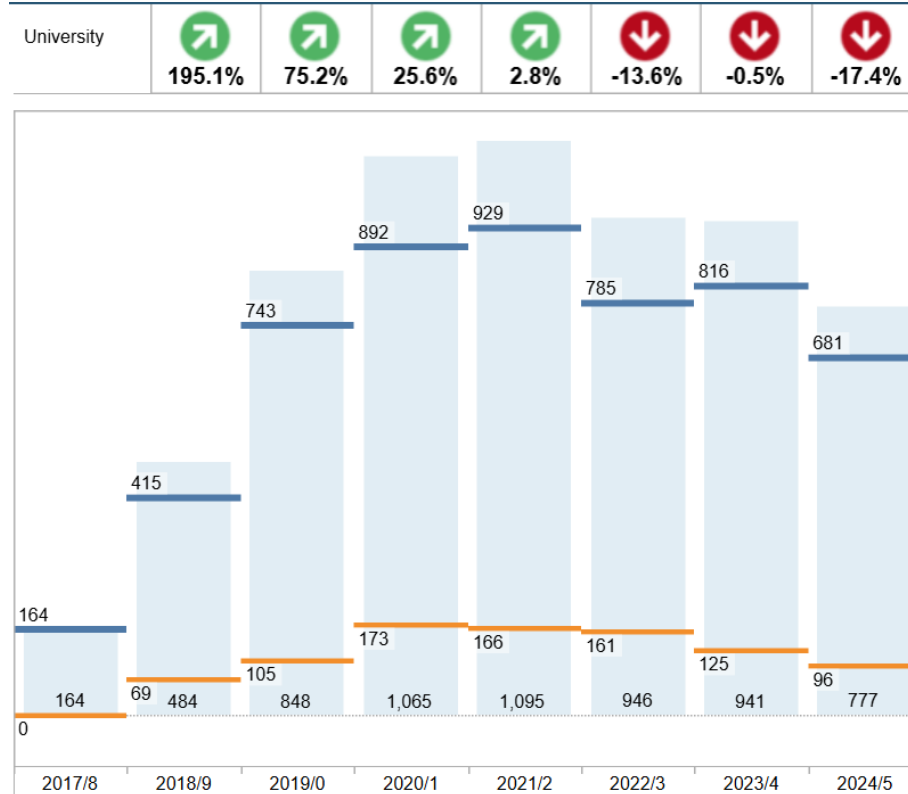


UNIVERSITY OF  
WOLVERHAMPTON

**Serving our apprenticeship:  
Trying to build ESFA compliance from the ground up**



# The usual context





## “It’s an apprenticeship dummy”

- We treated it as a degree, which is to say we do not establish apprenticeship-specific policies and processes
- No wrap-around system was procured or even discussed
- The provision was largely subsumed into the existing governance framework of the University
- We managed apprenticeships as degrees



# Establishing our base position

- In 2019 we responded to our own internal concerns about compliance with ESFA funding rules
- We commissioned RSM to undertake a mock audit to establish a base position



Issues identified

All of the issues



# University response

- We formed an action plan
- We formed another action plan
- We formed a different action plan
- We centralised and got on with it



# People and process

- Articulate roles and responsibilities
- Training and development
- Process mapping and review



## Starting to build

- We set an ambition to hold everything we could in data and (most critically) in the student record system
- We approached the least compliant areas first – with OTJ being the main concern
- The work was all done in-house except for the integration of attendance data within the student record system



# Giving visibility



## Apprentice Scheduled Attendance

Summary (count of RAG)  
Chart excludes NULL

Green 42.4%  
Amber 19.7%  
Red 36.4%



Updated: 27 Nov 2024 01:54



Faculty: (All) | Course Mapped Scho...: (All) | Crs Title: (All) | Scj Crsc: (All) | Scj Stac: (All) | Sce Stac: (All) | Sce Blok: (All) | Org Name: (All) | Skills Coach: (All) | RAG rating selector: (Multiple values)

Objc	Stu	Org Name	Faculty	Course Mapped School (group)	Scj Blok	Scj Stac	Sce Stac	Sce Blok	Latest date of activity	Begin Date	Scj End Date	Registered Attendance	Registered Absence	Expected Attendance	Percentage Attendance	
		Royal Wolverhampton NHS (New Cro...	FABSS	Wolverhampton Business School	1A	C	B	1A	08/07/2024	02/10/2023	17/08/2027	66.0	12.00	78	84.6%	◆
		Royal Wolverhampton NHS (New Cro...	FABSS	Wolverhampton Business School	1A	C	C	1A	15/10/2025	01/10/2024	16/08/2026	12.0	6.00	18	66.7%	◆
		Royal Wolverhampton NHS (New Cro...	FABSS	Wolverhampton Business School	1A	C	C	1B	20/11/2024	17/01/2024	11/01/2026	85.0	0.00	85	100.0%	●
		Jacobs	FSE	School of Architecture and Built Enviro...	1A	C	C	5B	19/07/2024	02/10/2019	31/07/2024	345.0	41.00	386	89.4%	◆
		Elston Hall Learning Trust	FEHW	School of Education	1A	C	C	1B	15/11/2024	07/06/2024	12/06/2025	105.0	0.00	105	100.0%	●
		Sandwell and West Birmingham NHS...	FEHW	School of Nursing	1A	C	C	2B	13/11/2024	20/09/2021	29/07/2025	218.0	93.00	311	70.1%	◆
		Dudley Group NHS Foundation Trust	FABSS	Wolverhampton Business School	1A	C	C	1B	06/11/2024	17/01/2024	11/01/2026	85.0	0.00	85	100.0%	●
		Accord Group	FSE	School of Architecture and Built Enviro...	1A	C	C	5B	01/08/2024	03/10/2019	31/07/2024	268.0	60.00	328	81.7%	◆
		Walsall NHS Trust	FABSS	Wolverhampton Business School	1A	C	C	1A	05/11/2024	01/10/2024	16/08/2026	18.0	0.00	18	100.0%	●
		Wolverhampton Council	FEHW	School of Health and Society	1A	C	C	2A	15/11/2024	05/10/2023	31/07/2026	283.0	11.00	294	96.3%	●
		Telford and Wrekin Council	FSE	School of Architecture and Built Enviro...	1A	C	C	4A	18/11/2024	29/09/2021	31/07/2026	359.0	4.00	363	98.9%	●
		Royal Wolverhampton NHS (New Cro...	FEHW	School of Nursing	1A	C	C	2A	11/11/2024	25/09/2023	17/08/2025	180.0	94.00	274	65.7%	◆
		Jacobs	FSE	School of Architecture and Built Enviro...	1A	C	C	5A	13/11/2024	30/09/2020	31/07/2025	438.0	22.00	460	95.2%	●
		Telford and Wrekin Council	FSE	School of Architecture and Built Enviro...	1A	C	C	4A	15/11/2024	29/09/2021	31/07/2025	507.0	6.00	513	98.8%	●
		Shropshire Council	FSE	School of Architecture and Built Enviro...	3A	C	C	5B	19/07/2024	29/09/2021	31/07/2024	311.0	14.00	325	95.7%	●
		Royal Wolverhampton NHS (New Cro...	FABSS	Wolverhampton Business School	1A	C	B	1A	13/07/2024	02/10/2023	17/08/2027	60.0	12.00	72	83.3%	◆



# Monitoring compliance

- We brought together the assessment of academic achievement and funding rule compliance into a single ‘Apprenticeship Board’
- Lets take a look...



## Where are we now

- We drew a line under historic apprentices for whom compliance would unlikely ever be achieved
- We recommissioned RSM to review our compliance position
- 80 - 90% 'compliant'
- An official ESFA audit in December 2024 found that there were zero material funding errors with £0 funding clawback



# Lessons (painfully) learnt

- ILR is not the measure of compliance
- Structure and responsibilities matter
- Governance
- Policies need to be separate and specific
- Eventually a purpose-built wrap-around system is needed



# Questions?