**Employer survey questions frontloading training**

**Introduction:**

The Department for Education has been working with a large number of employers and training providers to develop and deliver its response to COVID-19, including a number of initiatives for new starts and on programme learners.

In addition to this work, we are continuing to explore and understand any potential barriers to engaging with apprenticeships that employers may face. As a part of this, we are undertaking a review of how employers and providers are currently delivering apprenticeship and why some models that can be funded under our current rules are not used as widely as others.

This work is designed to increase our understanding of apprenticeship delivery models and, specifically, how the 20% off-the-job (OTJ) training is distributed throughout the apprenticeship.

This work is not about assessing the funding available for each apprenticeship and any outcome from this research will not affect total funding availability per apprenticeship.

**Context**:

The Education and Skills Funding Agency is interested in exploring with employers and providers the benefits of different approaches to delivering the 20% OTJ training element of the apprenticeship. We are keen to understand if it is of interest to employers and providers to deliver more OTJ training in a condensed format, at the start of an apprentice's employment and or training.

We are seeking your views to understand:

- which delivery models work well for you now,

- where you already utilise the flexibilities in the apprenticeship rules to do up front off the job training ahead of the apprentice starting their on the job activity.

- where you do not currently do this, why the delivery model you use works well for your organisation.

**Apprenticeship flexibilities – The policy background and examples for apprenticeship off-the-job can be found here:** [**Policy Document**](https://www.gov.uk/government/publications/apprenticeships-off-the-job-training)**.**

**This document set’s out the flexible ways in which the policy of OTJ can be applied within the current funding rules.**

**Questions about frontloading training**

***Profiling questions***

How many PAYE employees does your organisation have?

* 1-5
* 6-25
* 26-50
* 51-250
* 250+

Does your organisation pay the apprenticeship levy?

* Yes
* No
* I’m not sure

In which sector(s) does your organisation operate? (please select all that apply)

* Administration and HR
* Agricultural and Land-based services
* Arts, creative and cultural-based
* Automotive industry and passenger transport
* Broadcast, film and multimedia
* Chemical, oil and nuclear industry
* Construction
* Customer service and retail
* Education
* Energy/utilities industry
* Engineering, electricians and building services
* Financial services
* Food and drink (manufacturing)
* Hair and Beauty
* Health and Social care
* Hospitality and Travel
* Information technology and communications
* Logistics
* Manufacturing and Processing
* Marine Industry
* Professional services
* Property
* Public services
* Sports and fitness

**Questions on up-front training:**

1. Which of the following best describes the delivery model you and your training provider offer for apprenticeship off-the-job training? (Tick one)
2. We schedule OTJ training evenly throughout the apprenticeship for most/ all of our apprentices
3. We schedule OTJ training mostly at the start of the apprenticeship for most/ all of our apprentices
4. We schedule the 20% OTJ differently depending on the apprentice and use different delivery models.
5. Other - Please describe

***If answered A – ‘even distribution of OTJ’ to Q1***

1. Why did you select this model of delivering OTJ training with your training provider? (tick all that apply)
2. I wasn’t aware that my training provider could deliver some OTJ training in another way
3. Training throughout the apprenticeship works better for us as the employer of the apprentice
4. Training throughout the apprenticeship works better for our apprentices
5. Providing training upfront is not appropriate for either our sector or apprenticeships standards we offer
6. Our providers would not want/are not able to deliver OTJ training upfront
7. Other, please describe.

***If answered A – ‘I wasn’t aware’ to Q2***

1. **Are you aware that your apprentice could receive most of their training at the start of their apprenticeship with you, before they are on site at your premises? (you would still employ them)**
2. Yes, I am aware
3. **No, I was not aware**
4. **I’m not sure**
5. Do you think that delivering most of the apprenticeship training upfront is something you would consider utilising? (tick one)
6. Yes, I might consider delivering apprenticeships with up-front training in future.
7. No, I don’t think I will deliver apprenticeships with up-front training in future.
8. **Can you explain why you answered this way?**

***If answered B – ‘largely upfront OTJ’ to Q1***

1. Typically, how many weeks do your apprentices spend doing training before starting in the workplace? (Tick one)
2. Up to 2 weeks
3. 2-4 weeks
4. 1-3 months
5. 4-6 months
6. 6 months +
7. What are some of the benefits you see in delivering OTJ training upfront? (Tick all that apply)
8. Providing training upfront helps younger apprentices who have less previous experience
9. Our apprentices are more productive when they enter the workplace, having done some training upfront
10. Doing upfront training is necessary for our sector/ the apprenticeship standards we offer
11. Other, please describe

***If answered C – ‘use different delivery models’ to Q1***

1. you said you use different delivery models for apprentices. What does this decision depend on?
2. Depending on the Standard
3. Depending on the age and/or experience of the apprentice
4. Depending on the training provider
5. Other, please describe
6. **Is there anything else you’d like to tell us about delivering off-the job training as part of an apprenticeship?**

(free text response)