

Apprenticeships 学徒制

In the UK 在英国

Richard Marsh - May 2011

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英国（高等）职业教育背景

- Compulsory Education until aged 16 (changing to 18 by 2015)
义务教育到16岁为止（2015年将延至18岁）
- 85% remain in Education after 16; but only 50% after 19
85%的人16岁后继续接受教育；但19岁以上的只有50%在校
- Of those who stay in Education after age 16
那些16岁后还在学校的人当中
 - 50% take further academic study (A levels) &
50%的人接受的是普通学术教育（A levels）
 - 50% vocational courses including but not limited to Apprenticeships
50%的人接受的是包括学徒制在内职业课程

Apprenticeships in England

Overview

英国学徒制概况

- Long history of Apprenticeships in England, literally for hundreds of years
学徒制在英国历史悠久，有几百年历史
- Recent successive governments support for reinvigorating the programme
近年来政府持续支持学徒复兴计划
- A managed programme with big government investment (£1billion in 2010)
政府大量投资（2010年10亿英镑）
- An expanding programme with over 400,000 apprentices on 200 Apprenticeships programmes in 2010
2010年学徒项目扩大到200个，超过40万学徒
- Modern, online application, matching and support tools
现代的、在线申请、匹配和支持工具
- A programme for all ages (16+) and increasingly at all academic levels
项目对（16岁以上）所有年龄人群开放，逐步设计所有学术层次

What are apprenticeships for? 学徒制为谁服务？

“Learning through practise alongside and under the guidance of an expert practioner is the most effective way, to transmit professional experience and skills from one generation to the next”

“在专业的从业者指导下，通过实践学习，是下一代传承专业经验和技能最有效的方法”

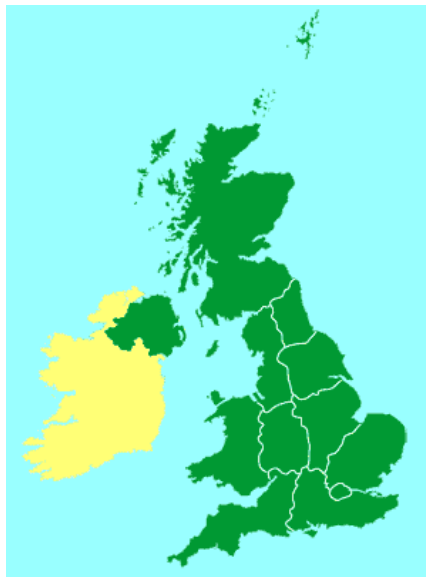
Dr Nyahn 'rediscovering apprenticeships' Springer 2009

1% of the World population are British

英国人口占世界的1%

1% of the British are Apprentices!

学徒占英国人口的1%



Apprenticeships in UK

Overview

英国学徒制概况

- In UK Apprentices are employed people who receive official, structured training
在英国，学徒是接受正规系统培训的雇员
- This is normally delivered 1 day per week at a vocational provider (college or commercial company)
一般是每周去培训方学习一天（学院或商业公司）
- They normally work 4 days per week or more
学徒每周正常工作4天或以上
- But the programme is flexible – the employer decides how it is delivered and the contents of the course
但项目是灵活的 – 由企业来决定如何实施和课程的内容
- High School (level 2) Technician (L3 Advanced) University (L4 Higher)
高中（2级）技师（3级）大学（4级）
- Apprenticeships are for young people starting work
学徒制既为刚开始工作的年轻人设计的
- Apprenticeships are also to upskill workers and make them higher skill
学徒制也为工人提升技能，让他们技术水平更高

Apprenticeships in England

英国学徒制



Funding from Government for
Training costs = 100% age 16-18
Training costs = 50% age 19+*

The Apprentice's wages are
paid by their employer

Each apprentice must
have a registered training provider
(which can also be their employer)

There 1,100 providers in England

Each apprentice must
have an employer and be paid.

About 130,000 employers in England
have apprentices

Government funded apprentices must study one of
200 Apprenticeship 'qualification framework' areas.

Frameworks are at European qualification framework
levels 2, 3, or 4

Apprenticeships in England

英国学徒制



16 – 18岁 培训费用全额政府资助
19岁以上* 培训费用半额政府资助
学徒工资由雇主支付

每个学徒必须有注册的培训方
(可以是学徒的雇主)
英国有1100个培训方

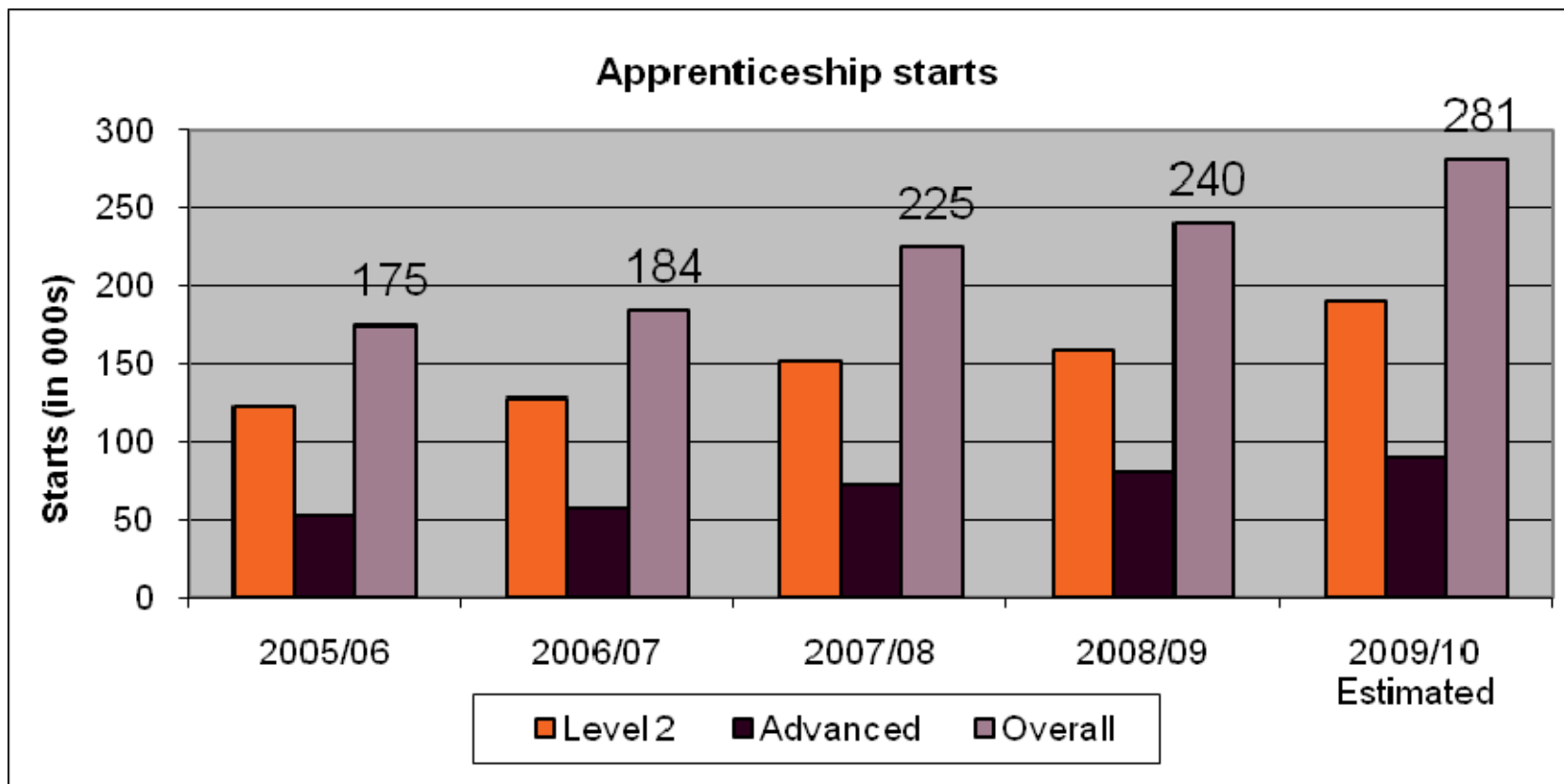
每个学徒必须有雇主支付工资
英国有约13万企业雇有学徒

政府资助的学徒学习的必须是200个学徒制“资格框架”范围内的
框架是欧洲资格框架2级、3级、4级

* 25岁以上的已经减少到40%，学徒开始的年龄各有不同

Rising numbers of apprentices

学徒数目在增加



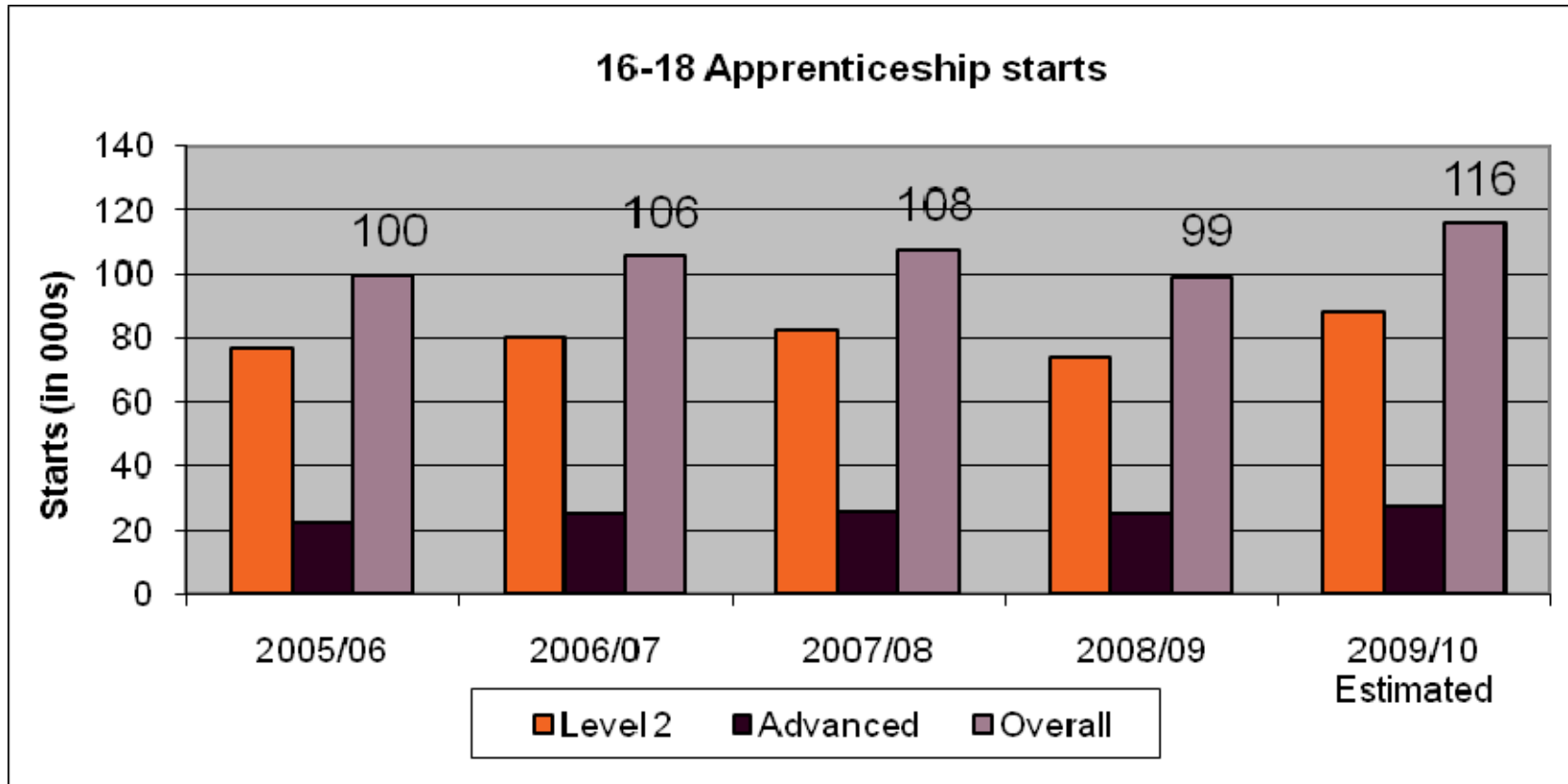
- 160,000* people started an Apprenticeship in 2001
- 300,000* people expected to start an apprentice in 2010
- 400,000 in 2014

2001年16万人
2010年预计30万人
2014年40万人

¹⁰ * Figures rounded for presentation

Age profile

年齡



About 40% of Apprentices are aged 16, 17 or 18 when they start

40%的学徒在16、17、18岁开始学徒

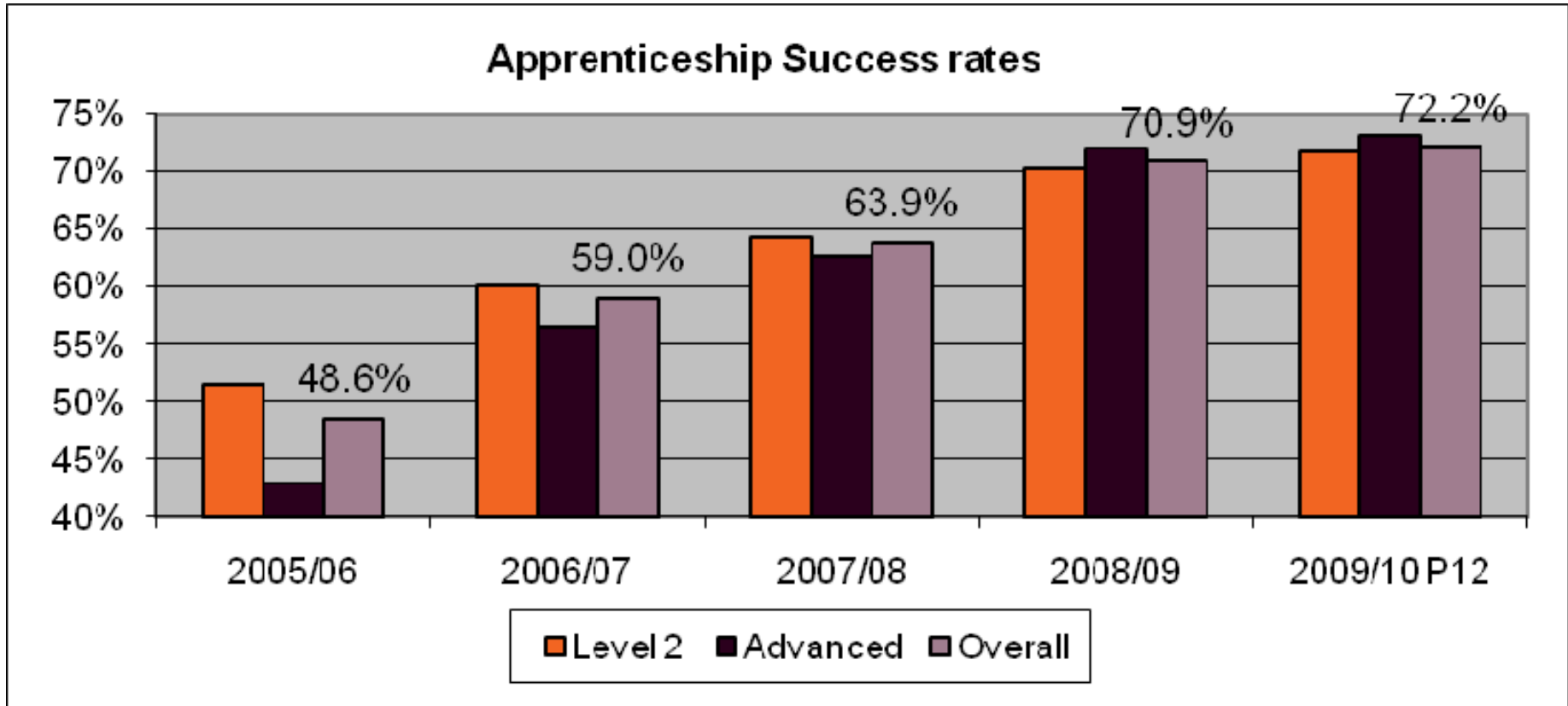
60% are aged 18+ when they start

60%的学徒在18岁以上开始学徒

¹¹* Figures rounded for presentation

Success rates

成功率



In 2000 – 70%* of starters did not complete their Apprenticeship programme

2000年，70%的学徒没能完成学徒项目

In 2010 – 70% *of starters will successfully complete their programme

2010年，70%的学徒完成了学徒项目

* Figures rounded for presentation

Most popular Apprenticeships

最热门的学徒

Framework and starts	2008/09	2009/10
Customer Service 客户服务	22,100	29,400
Business Administration 商业行政	20,500	26,500
Hospitality and Catering 酒店和餐饮	16,100	20,900
Children's Care Learning and Development 儿童学习和发展	16,900	19,600
Health and Social Care 卫生护理	12,000	17,400
Retail 零售	10,700	16,800
Hairdressing 美发	15,900	15,800
Engineering 工程	14,700	14,500
Construction 建筑	15,700	13,400
Active Leisure and Learning 休闲和学习	7,800	10,800

Apprenticeship starts by Academic Level

学徒开始的学术水平

(Qualification Credit Framework 资格学分框架)



Level	2008/09	2009/10	Difference	
Level 2	155,300	187,000	31,700	20%
Level 3	78,600	85,400	6,800	9%
Level 4	100	1,500	1,400	1,557%
Overall	240,000	280,000	39,900	170%

Specification for Apprenticeships in England

(SASE) 英国学徒制规则



Sets out the common framework for all Apprenticeships

学徒制制定了统一框架

Each framework contains 3 core elements delivered over a minimum of 280 hours a year
每个框架包括3个核心内容，一年内要在至少280小时内完成

1) Theoretical knowledge – understanding the vocational area and subject
理论知识—对职业领域和主题的理解

2) Competence – assessment that you can perform the core job tasks well
能力—评估你是否能胜任核心的工作任务

3) Functional skills (English, Maths and I.T.)
基础技能（语言、数学和IT）

Specification for Apprenticeships in England (SASE) 英国学徒制规则（续）

Plus Apprentices need to learn about the following non assessed elements;

另外学徒需要学习以下不必评估的内容

- Employee Rights and Responsibilities – what does it mean to be an employee?
员工权利和责任 — 成为一名员工意味着什么？
- Personal Learning and Thinking Skills – learning to learn and work in teams
个人学习和思考能力 — 学习如何在团队中学习和工作

SASE also requires these non learning elements

英国学徒制规则还要求一些非学习的内容

- An employer for the apprentice and a contract between the Apprentice and employer
学徒要有一个雇主和学徒与雇主的合同
- Equality and Diversity assessment – is the opportunity available for everybody?
平等和多样化评估 — 机会对每个人都公平吗？
- Progression Routes – how to do you get to this level – where can you go after?
发展途径 — 你如何发展，未来你的发展道路？

Apprenticeship positives in England

英国学徒制的积极方面



- The size of the programme continues to grow strongly based on employer and individual demand
在企业 and 个人的强烈需求下，学徒制的规模继续扩大
- All Apprentices now have an employer and receive a wage
现在所有的学徒都有雇主和工资
- It is an all age programme and covers many industries and job roles
学徒制是对所有年龄开放的，覆盖了很多产业和岗位
- Employer and Learner satisfaction with their experience is improving
企业和学习者的满意度都在提高
- SASE brings in a new standard for Apprenticeships in England
英国学徒制规则是新的学徒制标准
- Online matching service makes application and recruitment easy
在线匹配服务让申请和招聘都更容易

Apprenticeship issues in England

英国学徒制的问题

- Not enough large sized employers offering Apprentice opportunities
参与学徒制的企业不足
- Quality is improving and good but pockets of bad practice still exist
学徒制质量在提高，但不好的情况依然存在
- The Apprenticeship programme is still heavily segregated by sex and ethnicity in some areas and sectors, reflecting the overall job market
在某些地区和产业中，学徒制项目存在严重的性别和种族隔离情况，反映了整个劳动力市场情况
- Growth in Advanced and Higher (level 3+) Apprenticeships has been slower than in entry level 2 Apprenticeships, lowering the academic mean of the overall programme
与2级相比，高等级的学徒制（3级以上）增长缓慢，减缓了整个项目的发展
- There is a need to encourage more Science Technology Engineering and Maths (STEM) based Apprenticeships
需要鼓励更多理工类技术的学徒

Our future plans

未来的计划

- Specification for Apprenticeship Standards in England will set a new academic framework for Apprenticeships in England from April 2011

从2011年4月起，英国学徒制规则要制定新的学术框架

- Major growth to be in academic Level 3 and above programmes

主要的增长在学术3级以上的项目

- Continue to make it easier and more rewarding for employers to employ apprentices

继续支持企业，让雇用学徒更容易、更有回报

- Use of competition such as World Skills London 2011 to embed excellence

利用2011世界技能大赛等技能竞赛的方式鼓励卓越表现

The National Apprenticeship Service

英国国家学徒制服务中心



- Founded in April 2009 to offer support to all parties
2009年4月成立，为全社会服务
- Helps create new Apprenticeship markets
协助培养新的学徒制市场
- Provides support to employers interested in starting Apprenticeship programmes (30,000 since its inception)
为对新加入学徒制感兴趣的企业提供支持（自项目开始有3万企业）
- Informs individuals, stakeholders and partners about Apprenticeships
为个人、利益相关方和合作伙伴提供学徒制的信息
- Develops new internet based tools and guides apprenticeships.org.uk
开发新的网络工具和指导 apprenticeship.org.uk
- Oversees the growth of the Apprenticeship programme and monitors quality
全面监管学徒制项目的发展和质量

For more information regarding Apprenticeships in England

有关英国学徒制的更多信息

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謝謝