

# Learning by doing

Assets talks to Chris Royce about the new asset manager Level 4 apprenticeship.

**In January, the Institute for Apprenticeship and Technical Education's Approvals and Funding Committee agreed the occupational standard and end-point assessment for a new asset manager Level 4 apprenticeship. Once the funding band is set, the apprenticeship will be approved for delivery.**

This is the culmination of 18 months' work from the trailblazer group, which included more than 80 people from 50 organisations.

Chris Royce, who chairs the trailblazer group, was delighted with the outcome. "This has been a real collaborative process involving asset management experts, training providers and leadership specialists which has been facilitated by the Institute," said Chris. "We now have a fantastic new apprenticeship standard to support the development of our future asset managers."

Assets magazine went on and asked Chris a few questions.

## What is an apprenticeship?

An apprenticeship is a real job with training, so apprentices earn a wage while they learn and become fully trained in their chosen occupation. Apprenticeships require at least 20 per cent off-the-job training.

Apprenticeships are open to people of all ages over the age of 16. Apprenticeships may be suitable for new starters and for those who are currently employed and want to know more and further their career.

This is a Level 4 apprenticeship, which is the equivalent to a foundation degree or the first year of a degree. It will typically take 18 months to complete the on-programme training and development, followed by the end-point assessment.

## How is the training delivered?

Training can be provided by training providers on the Register of Apprenticeship



Training Providers. There are no mandated qualifications, so employers are free to choose the most appropriate training approach with their training provider. Training can be delivered in a variety of ways including training days, masterclasses, online learning and behavioural skills workshops.

## How will apprentices be assessed?

The final assessment will be undertaken by an end-point assessment organisation (EPAO) approved to assess this apprenticeship.

Apprentices are required to produce a work-based project which has a real business application. The apprentice will present their project to an independent assessor, followed by a question-and-answer session. There is also an interview where the apprentice will be assessed about aspects of the asset manager role. It gives apprentices the chance to prove they have developed the knowledge, skills and behaviours required for competence in the role.

Apprentices will need to pass both the project and the interview to successfully complete their apprenticeship. There is the opportunity to gain a distinction grade.

## What is the link to professional recognition?

In creating the apprenticeship standard, the trailblazer group has built on the IAM Competences Framework. Those who successfully complete the apprenticeship will be recognised by the IAM at Practitioner level.

During the programme, apprentices have the option to take the IAM Diploma exam. This would mean they would be able to apply to the IAM's Register of Professionals with a minimum of a year's further experience.

## When is it going to happen?

We would like the first cohort to start in September 2021. That means you have plenty of time to recruit or identify existing staff who may be interested in joining the apprenticeship.

## What next?

We are developing an asset management professional Level 7 apprenticeship standard.

Employers who want to join the trailblazer group or need more information should contact me at [croyce@anglianwater.co.uk](mailto:croyce@anglianwater.co.uk).



For more information, visit the [Institute for Apprenticeships website](https://www.institute-for-apprenticeships.org.uk).