

Apprenticeships: the career revolution

Apprenticeships are an asset to any organisation and bring significant benefits to your business and existing workforce.

Our experienced advisers can explain:

- About the Levy and its impact on businesses
- How to register and use the apprenticeship service as an employer
- How to take on an apprentice
- How the funding works and how to access it

The Government has put apprenticeships at the top of its employment agenda and has a target of three million apprenticeships to start in England by 2020. As an employer you can offer apprenticeships to new recruits or use them to grow talent within your existing workforce as the upper age limit for apprenticeships is 65.





There are numerous benefits to employing apprentices:

- Close skills gaps – future-proof your workforce
- Reduce recruitment costs
- Increase productivity and your bottom line
- Develop a skilled and motivated workforce
- Improve customer service results
- Provide financial return on investment

Key facts following the introduction of the Apprenticeship Levy in 2017:

- Employers in any sector with a staff bill of over £3m will pay the Levy
- The Levy is 0.5% of the total annual staff pay bill, minus a £15,000 allowance and is paid through PAYE
- Levy funds will be accessed via a digital apprenticeship service on a monthly basis
- The Government will make a 10% top up to the funds for each company contributing
- For employers with less than 50 staff, 100% of the training and assessment costs are paid. Employers recruiting an apprentice aged 16-18 or a 19-24 year old that has previously been in care can receive a grant of £1,000
- Funds that you don't use will expire 24 months after they enter your account

Accessing apprenticeship funding and training to support your existing staff is a fantastic way to develop new skills and boost motivation and retention.

- Employers will be able to use funds in their digital account or access government co-investment support to train any eligible individual to undertake an apprenticeship at a higher level than a qualification they already hold, including a previous apprenticeship
- The apprenticeship must be linked to their job, the learning must be materially different to any qualifications they already hold
- Existing employees that become apprentices would maintain the same terms and conditions of employment, with the addition of the Apprenticeship Agreement