



Apprenticeship Levy

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January 2017



What is the Levy?

- The Apprenticeship Levy will be a levy on UK employers to fund apprenticeship training and assessment from **6 April 2017**
- The levy will be **0.5% of the pay bill**, paid through PAYE
- **All** employers have an **allowance of £15,000**
- Any UK employer, in any sector, with an **annual pay bill of more than £3 million** is liable to pay the levy
- Government will top up the levy paid in by adding with an additional 10%.

The levy will be set at **0.5% of an employer's pay bill**. It will only be paid on any pay bill in excess of

£3m

Employers will have an allowance of **£15,000** to offset against their levy payment



Calculating the Levy

LEVY PAYING EMPLOYER

- Employer of **250 employees**, each with a gross salary of £20,000.
- Pay bill: $250 \times £20,000 = \text{£}5,000,000$
- Levy sum: $0.5\% \times £5,000,000 = \text{£}25,000$
- Allowance: $£25,000 - £15,000 = \text{£}10,000$ **annual levy payment**

NON-LEVY PAYING EMPLOYER

- Employer of **100 employees**, each with a gross salary of £20,000.
- Pay bill: $100 \times £20,000 = \text{£}2,000,000$
- Levy sum: $0.5\% \times £2,000,000 = \text{£}10,000$
- Allowance: $£10,000 - £15,000 = \text{£}0$ **annual levy payment**

- The Levy will be paid to HMRC, through the **Pay As You Earn (PAYE)** process alongside income tax and National Insurance.

FUNDS CAN BE USED FOR:

- apprenticeship training and assessment with an approved training provider and assessment organisation



FUNDS CANNOT BE USED FOR:

- wages
- statutory licences to practise
- travel and subsistence costs
- managerial costs
- the costs of setting up an apprenticeship programme

Free one to one support available from Oxfordshire Apprenticeships.....

- Help with understanding the Levy and how to spend it
- Explaining what employing an Apprenticeship entails
- Help with finding the right apprenticeship framework and sourcing a relevant training provider
- Promotion of your vacancies through our website and social media, and at relevant school careers events

www.oxfordshireapprenticeships.co.uk - a wide range of resources including local case studies and an employer toolkit

Get in touch.....

info@oxfordshireapprenticeships.co.uk

Tel: 01865 323477



@OxonApprentice



OxfordshireApprenticeships

Optimising your Apprenticeship Programme

Market Overview

Client's views

The cost

Where do apprenticeships fit?

What key issues need to be addressed?

Regulatory issues?

Framework vs Standard?

Return on Investment?

Top tips

What do we offer?

Market Overview

Skills shortages

Apprenticeships = 'a good thing'

New government regulations for apprenticeships
now to 2020

Tax

Flexibility

What are clients telling us?

a) Take the hit

b) Design a new apprenticeship programme

c) Broader HR/talent strategy

or

d) Combination of b) and c)

What do apprenticeships cost?

Minimum wage April 17 £3.50-£7.50 per hour

Minimum 30 hours per week

Minimum 12 month commitment

No NIC for apprentices under 25

Recruitment & training

20% time to train

Where do they fit in an HR/talent strategy?

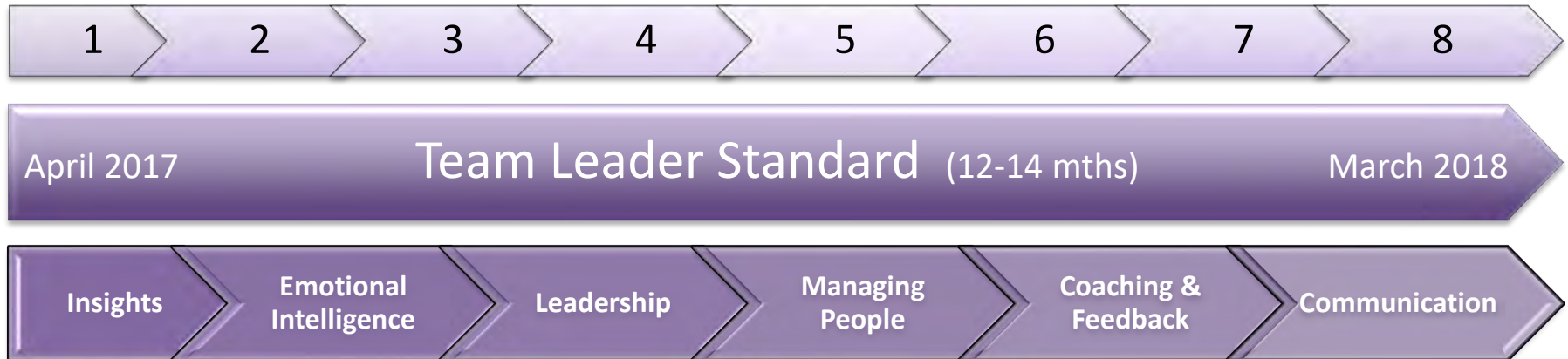
Replace existing roles

Fuel future talent including alternative to graduate recruitment

Existing workforce development programmes

Management Leadership Programme

1:1 Coaching/Assessing Sessions (inc. English & Maths)



Workshop Modules

The above would replace the employers current training program budget which has a budget of £25,000

What key issues need to be addressed?

Regulations

Recruitment

Talent/Workforce development

Insource v Outsource

What are the key regulatory issues?

Register on Digital Apprenticeship Service

For insourced programmes:

Register on ROATP

Check relevant frameworks/standards are being used

Check apprentices' eligibility

Check that only eligible costs are claimed

Prepare for Ofsted inspection and funding audit

Select end-point assessment provider

....or outsource and leave that to your training provider

What's the difference between a framework and a standard?

CHANGING APPRENTICESHIPS

SASE FRAMEWORKS (MULTI-OCCUPATIONAL)

Initial assessment



On-the-job and off-the-job training

- **Mandatory Qualification(s)**
NVQ and Technical Certificate or combined qualification
- **Maths and English**
- **Personal Learning and Thinking Skills**
- **Employment Rights and Responsibilities**



Completion and certification



Occupational competence



TRAILBLAZER APPRENTICESHIPS (INDIVIDUAL STANDARDS PER OCCUPATION)

Initial assessment



On-the-job and off-the-job training

- **Qualifications are not mandatory**
Trailblazer groups can choose to build qualifications into Standards, either mandatory (in the Standard) or recommended (in the Assessment Plan). If qualifications are not written into a Standard, providers can still build them into their apprenticeship programme.
- **Maths and English**
- **Formative assessment of behaviours**



Gateway

Employer and provider sign off learner



End assessment



Completion and certification



Occupational competence



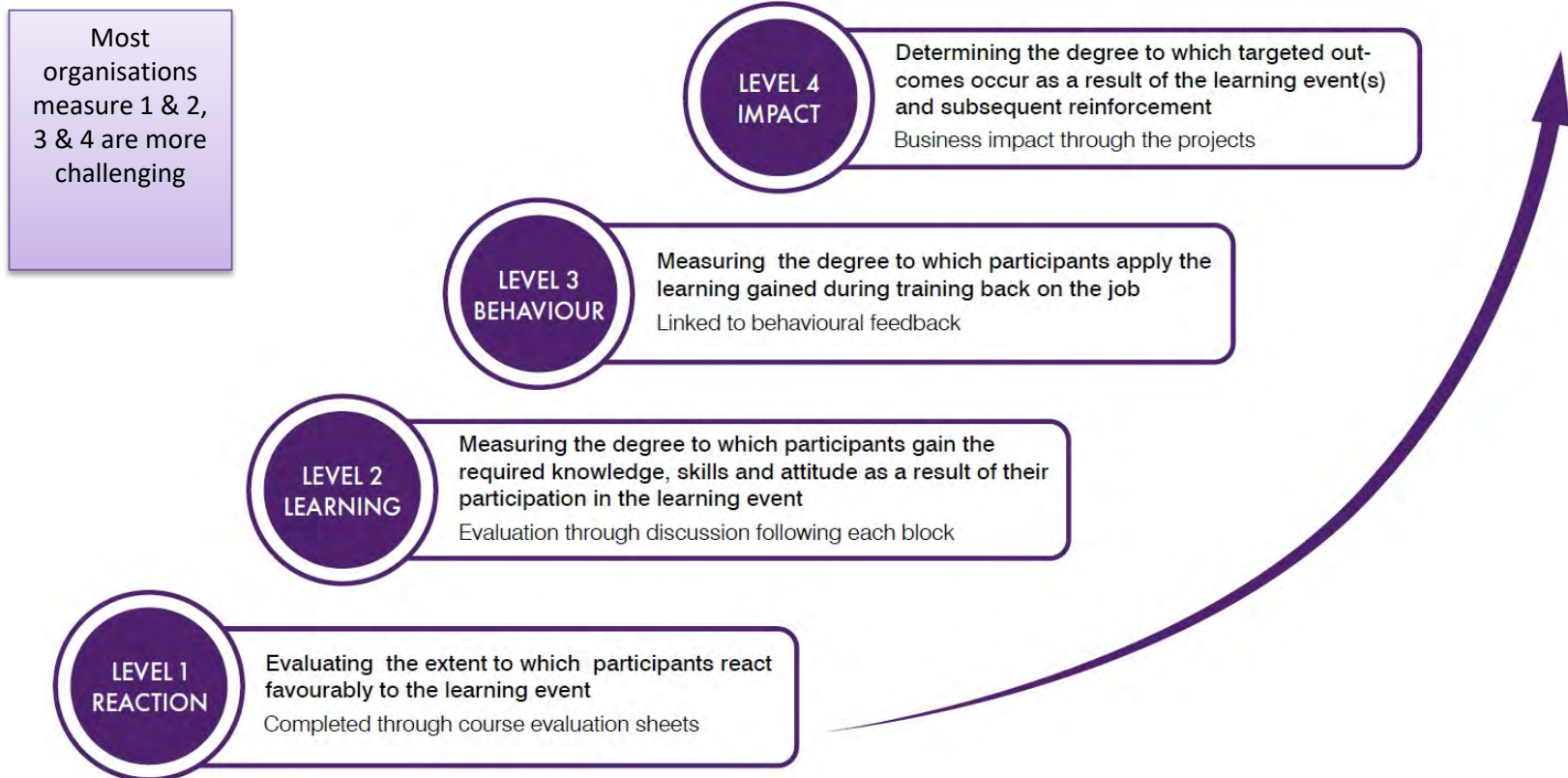
What's the difference between a framework and a standard?

Greater flexibility, but more complexity

Full switchover by 2020

Check current list

How do clients secure return on investment?



Top tips

Plan the apprenticeship programme within the overall HR/talent strategy

Weigh up costs and benefits of fresh recruits and developing your existing staff

Start recruitment early, competition for good recruits is more intense every year

Get advice from an experienced training provider

What do we offer?

Advice

Recruitment

Design

Award Winning Training

Most of Activate Apprenticeships' services are eligible for government funding and Levy credits in particular.

Our sister organisation Activate Business School provides bespoke leadership programmes

Apprenticeships

AT BICESTER VILLAGE

By Miranda Markham
Community Relations Director

Value Retail

Developing talent

- Well established and respected Apprenticeship Programme.
- Challenge remains to constantly evolve a strong learning culture within the boutiques and at Bicester Village generally.
- Continue a strong “pipeline” with local schools to encourage Bicester young people to progress their retail career and remain with Bicester Village as they develop by enhancing their skills.
- Work closely with a Grade 4 Training provider as well as the National Apprenticeship Service to raise levels of attainment and connect with the programme nationally.

Apprenticeships AT BICESTER VILLAGE

BICESTER VILLAGE WILL SHINE AT THE RETAIL WEEK RISING STAR AWARDS 2015 AS VILLAGE APPRENTICES ARE TWO OF SIX FINALISTS FOR THE NATIONAL APPRENTICE OF THE YEAR AWARD.

Week ending Friday 17 July 2015



Louise Jones from Coach and Laura Parsons from Polo Ralph Lauren are part of the Bicester Village Retail Apprenticeship Programme, which has been running for five years. They both have beaten more than 600 applicants to make it to the final shortlist for the award. Last year, Sophie Morel – another Bicester Village apprentice – also reached the final of the awards. The winner will be announced on 15 September.

BICESTER  VILLAGE



BICESTER  VILLAGE

Apprenticeships
AT BICESTER VILLAGE

Thank you



THE APPRENTICESHIP & TRAINING COMPANY



Delivering Construction Apprenticeships through an Apprenticeship Training Agency (ATA)

Caroline Clapson – *Cherwell District Council*

**Paddy Patterson – *The Apprenticeship & Training
Company Ltd***



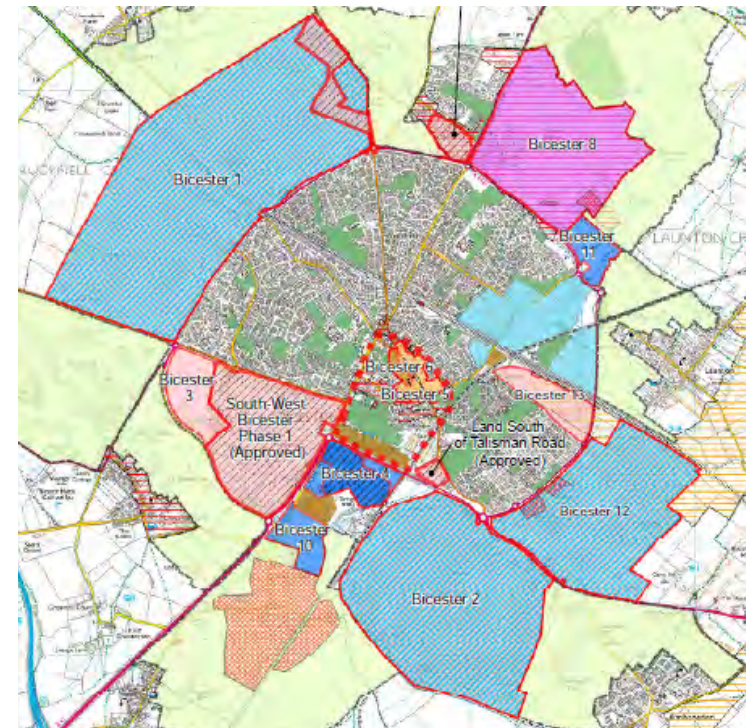
Delivering Construction Apprenticeships

- The opportunity
- Our approach
- What is an ATA?
- The Company
- What will we do?
- Current priorities



The Opportunity

- Scale of growth proposed
- Few construction apprenticeships being generated
- Positive planning guidance for NW Bicester Eco Town
- Supportive partners
- Encouraging response from developers
- OxLEP City Deal funding



Our Approach

- Securing apprenticeships through the land use planning system
- Setting up and operating an Apprenticeship Training Agency (ATA)



What is an ATA?

- ‘Shared Apprentice’ provider
- Legal employer
- Where direct employment is not possible
- Has to be SFA-approved
- National register (66 ATAs)



The Company

- Limited by Guarantee
- Not-for-profit
- Incorporated Oct 2015
- SFA-approved Jan 2016
- Early Advisory Board of LEP, LAs, FE & ITP
- Board of Company Directors being appointed (expertise from public and private sectors)



What will we do?

- Work with developers and contractors
- Provide placement services
- Broker and co-ordinate training services
- Link placements across Cherwell and beyond
- Wider support on working with schools and community



Preparing to Go Live in Spring 2017

- Appoint a Company Board
- Open premises
- Understand reforms
- Understand our market
- Building the brand
- New Business.....



If you want to find out more....

www.apprenticeshiptrainingcompany.org.uk



@ApprenticeTrain



@ApprenticeTrain



Questions and Comments?