

The logo features the text 'RECRUITING TALENT' in large white letters on a purple background. To the right, 'IN NOTTINGHAMSHIRE' is written in smaller green letters. Below this, a white banner with an orange border contains the text 'NEW APPROACHES FOR A NEW ERA' in orange.

**RECRUITING
TALENT** IN
NOTTINGHAMSHIRE
NEW APPROACHES FOR A NEW ERA

WORKSHOP

Apprenticeship levy unlocked

Delivered by

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Apprenticeship Reforms

John Sims – 17/03/2021

Apprenticeship Reforms

- Why Reform?
 - Concerns about the UK productivity/skills gaps
 - Research indicated lack of quality Apprenticeship Training
- Government Research:
 - Richard Review 2012
 - Funding should be in the hands of the customer (employers) not suppliers (training providers) – will drive quality
 - Apprenticeships assessment should be:
 - Independent to the training – End Point Assessment
 - Have academic grading eg Distinction to have parity to other academic routes
 - Include Degree Apprenticeships to recognise those that learn in the workplace

Apprenticeship Funding

- What is the Apprenticeship Levy?
 - 0.5% payroll tax levied on all businesses
 - £15k allowance means impact on those with £3m+ annual payroll
- What happens to non-levied businesses:
 - Must contribute 5% of the training fees to the training provider
 - The Government will fully fund an Apprenticeship (16 – 18) for employers with fewer than 50 members of staff
 - Levied business can now transfer up to 25% of their funds to SMEs

Apprenticeship Funding

Apprenticeship Levy

- Can only be spent on Apprenticeship Training
- Monthly payments through HMRC into a Digital Account
- Apprenticeship Levy Funds remain active for 2 years, if not spent then lost
- Funds topped up by 10% from Government
- Funds available are as a % of workforce living in England (devolved budget in Scotland, Wales & NI)
- Government funds 95% (from April 2019) of training costs in addition to Levied budgets
- Incentives for employing Apprentices of all ages (£3,000 Budget March 2021)

Apprenticeship Funding

Apprenticeship Non-Levied:

- The government requires the employer to make a cash contribution of 5%
 - Therefore if the Apprenticeship Training costs £5,000, the employer fee is £250
 - Negotiate if up-front or monthly

Control:

- All Employers will now have access to the Digital Account System (DAS)
- The funding is in the hands of employers, whether Levied or Non-Levied, you can stop payments to the Training Provider if the service isn't as agreed

Apprenticeship Standards

- What are Apprenticeship Standards?
 - Newly designed programmes by employers rather than education establishments
 - Aimed at specific job roles
 - Differently to Apprenticeship Frameworks they have an independent End Point Assessment (EPA)
 - Fail, Pass, Merit or Distinction
 - 20% of employed time spent off the job on training during an Apprenticeship

Use of Apprenticeship Funding

- Can be used to train new Apprentices and upskill your current workforce
- Each Apprenticeship Framework & Standard has a maximum funding value
 - From £1,500 to £27,000
 - Price can be negotiated, 80% of this price is paid over the duration of the programme, and 20% when End Point Assessment is taken (Standard) or completion (Framework)
 - For example: A £5,000 price is agreed for a 24-month Apprenticeship. 80% of funds are paid to the Provider over that period (£166 per month).

Opportunities

- Use Apprenticeship Funding to:
 - Enhance current Apprenticeship programmes
 - Consider Apprenticeship Training to replace/compliment training currently at cost to the business
 - Create career paths
 - Consider where staff training can improve staff retention – lowering annual recruitment spend
 - Where a large development programme is favoured remember the Government funds 95% of the training costs after Levy budget has been spent

Funding rules...

- Funds can only be used on Apprenticeship training
- Apprentices must be FT employed
- All Apprenticeship Standards have a 12-month minimum duration
- 20% OTJ hours need to be recorded before EPA can take place
- FS are part of all Apprenticeships unless evidence of prior learning (passed level 2 Maths & English)
- <https://www.apprenticeships.gov.uk/>

Exemplar... Team Leader/Supervisor L3

- Maximum funding value £4,500
- 12- month duration
- Consists of 8 workshops complemented by supporting monthly visits
- Supported through an e-portfolio system
- Preparation for EPA
- Embedded FS throughout the programme

Questions?

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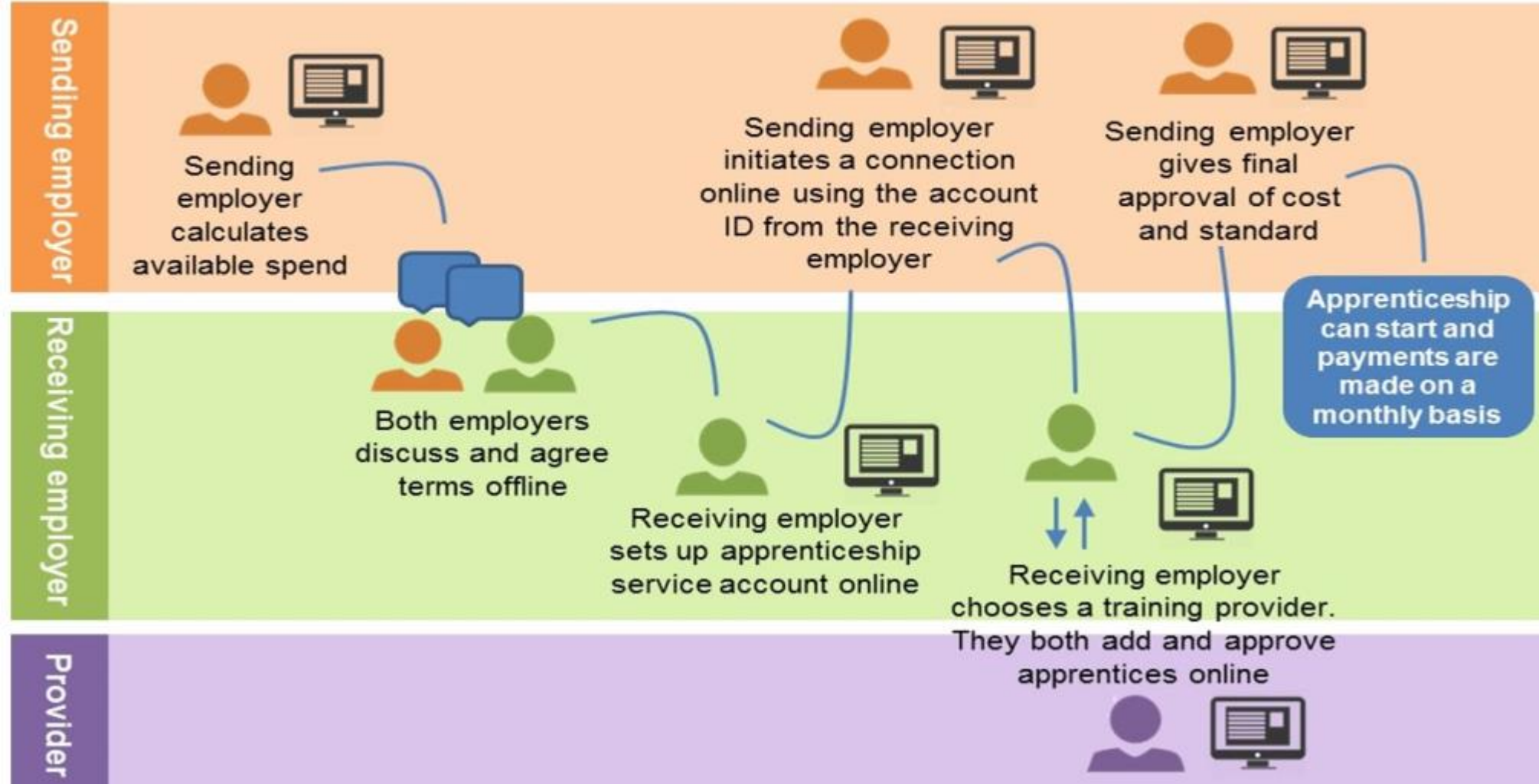
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Nottinghamshire County Council's Apprenticeship Levy Transfer

Heather Bennett, HR Business Partner and
Sonja Smith, Economic Development Officer

17.03.2021

Transfers – how it will work



How does Nottinghamshire County Council's Apprenticeship Levy Transfer Process Work?

- ▶ Webpage set up for the levy transfer

[Apprenticeship levy | Nottinghamshire County Council](#)

- ▶ The employer must have an account set up with the Apprenticeship service to enable the levy transfer
- ▶ Their application must be in line with our Council Plan, strategic aims and priorities
- ▶ If successful, the apprenticeship can start and funds will be transferred on a monthly basis

Software Developer L4
enablement and support teams
small local family electricians

Adult Care Worker L2

21 businesses supported

Team Leader/Supervisor L3

25 applications approved

Chartered Manager Degree L6

From Level 2 to 7

Lead Adult Care Worker L3

34 apprenticeships funded

Senior Leader L7

42 applications received

17 apprenticeships in adult care

nursing and residential homes

coffee maker/distributor

£356,500 committed so far

Engineering Technician L3

Installation Electrician/Maintenance Electrician L3

training and continued learning providers
gaming studio

around £10,000 per month

Digital Technology and Solutions Specialist L7

church clock restoration

Useful resources...

- ▶ The Education Skills Funding Agency has YouTube videos that can guide you through the process of setting up digital accounts
- ▶ [esfagovuk - YouTube](#)
- ▶ For guidance on how to add an apprentice to the Apprenticeship Service [Apprenticeship service: adding apprentices funded by a transfer - YouTube](#)

Apprenticeship Training Agency

Fu+ures

- ▶ For SMEs this offers the opportunity to get all the benefits of taking on an apprentice but in a risk-free and flexible way. Further information can be found in the [apprenticeship funding rules for employers](#). You can [get in touch with Futures via their website](#) or call 0345 850 8899.
- ▶ Advice and guidance on apprenticeships for SMEs is available through the D2N2 Growth Hub [D2N2 Growth Hub](#) and the Skills Access Hub [D2N2 Skills Access Hub](#).
- ▶ An advisor from the hub will work with you to identify whether an apprenticeship is the best route for your organisation.

Nottingham City Council

- ▶ Nottingham City Council also have funds available to fund Apprenticeships for City residents and in City businesses
- ▶ They will transfer funds to those organisations that meet certain criteria examples are:
 - ▶ Priority skill sector
 - ▶ Developing skills with community organisations and/or within the NCC Supply chain
- ▶ <https://www.nottinghamcity.gov.uk/apprenticelevy>

What's Next....

- ▶ From August 2021, employers who pay the Apprenticeship Levy will be able to transfer unspent levy funds in bulk to small and medium-sized enterprises (SMEs) with a new pledge function. Unspent levy funds will still expire after 24 months
- ▶ The government will also introduce, from August 2021, a new online service to match levy payers with SMEs that share their business priorities
- ▶ D2N2 ESF 2.1 and 2.2 Open Call - Apprenticeship and Jobs Hub