

LGSS Presentation Apprenticeships and Schools









2017 Apprenticeship Programme



Apprenticeships – Many Changes

Employers design new Apprenticeships Standards to replace frameworks by 2020

Revision of funding rules and process giving more options to employers to set agenda for apprenticehsips New apprenticeship levy paid by employers (those with a paybill over £3M)

Apprenticeships given equal legal protection to degrees

Apprenticeship target for public sector bodies – duty for 2.3% of workforce as apprenticeship starts each year







2. The Apprenticeship Levy



The Apprenticeship Levy

First levy payment to HMRC - April 2017

- The levy is 0.5% of the LA pay bill for staff who we pay NIC
- Paid monthly with PAYE converted to electronic voucher
- There is an allowance of £15,000 (£1250 per month) that can be used to offset the levy
- Government also put £10 top up into our levy each month so we can buy more apprenticeships
- If we don't spend the levy, each monthly levy amount expires after 24 months
- We agree a price for training and assessment with a provider and the levy funds all of this up to a government cap

First payment from our levy - May 2017

- There are additional payment to us for 16-18 year old apprentices or 19-24 care leavers / with an Education Health Care plan
- We can only spend our levy on approved apprenticeship standards or frameworks which start on/after 1 May with an approved training provider / assessment organisation- this list will be published in March 2017
- Only training and the separate end-point assessment can be paid for from the levy



What this means for Schools.....

- LA schools (VC and Community) will contribute 0.5% of their paybill to LA Levy Fund.
- Where schools are not employed by the LA, if they are below £3m paybill the levy is not payable:
 - free standing academies, where the academy trust is the employer
 - faith and foundation schools, where the governing body is the employer.
- Where LGSS provide payroll but are not the employer of the school we will support set up of HRMC registration for purposes of paying the Levy.
- There will be range of apprenticeships available when the opportunity arises in the school for new and current staff, for teaching and support staff.
- Our Learning and Development team have applied to be a provider and their offer will support development of the school workforce.
- We will provide more advice on how to benefit later in the spring.
- We are setting up a process around the Levy to support schools.
- For further queries we will set up a central email address.



3. Apprenticeship Standards



Apprenticeship Standards

Defined core principles of quality for an apprenticeship:

- It is a job in a skilled occupation
- It requires substantial and sustained training, lasting a minimum of 12 months and involving at least 20% off-the-job training
- It develops transferable skills, and English and Maths, to progress careers
- It leads to full competency and capability in an occupation, demonstrated by the achievement of an apprenticeship standard
- It trains the apprentice to the level required to apply for professional recognition where this exists

- Apprenticeships are for employees of all ages and experience who need to learn new skills :
 - New starters
 - New promotions
 - Current staff whose roles have changed or expanded
 - Staff returning to work after a break
 - Staff who are in a brand new sector or occupation and need new skills at a lower level
- Apprenticeships are available from Level 2 to Degree Apprenticeships at Level 6 and 7 including social work and teaching
- There about 400 apprenticeship standards approved or in development with more to come



Apprenticeship Standards for Schools

Childcare and Education	Status
Academic professional	\checkmark
Children, young people and families manager	5 🗸 🗸
Children, young people and families practitioner	4 🗸 🗸
Early years educator	3 🗸 🗸
Education learning mentor	3 🗸 🗸
Further education assessor-coach	4 🗸 🗸
Further education lead teacher	\checkmark
Further education learning and skills teacher	5 🗸 🗸
School business director	1
Teacher	1
Teaching assistant	1

- = standard in development*
- = standard approved
- A set of the s

* Standards that are still in development do not have a confirmed level, this will be finalised when the standard is approved and published.

- Employer groups design apprenticeship standards to meet the needs of their organisations:
- Groups are chaired by and include people who work in schools in these roles
- There are also apprenticeships for roles in cross cutting occupations like administration, finance, management.



How do apprenticeships benefit employers and apprentices?

The Employer



96% of apprentice employers say they are beneficial to their business.



92% of employers believe Apprenticeships lead to a more motivated and satisfied workforce.

The Apprentice



Apprentices completing a higher apprenticeship could earn **£150,000** more on average over their lifetime.



82% of employers take on apprentices to build skills capacity within their business.



81% of consumers favour using a company which takes on apprentices.

83% of apprentices

said their career prospects have improved.



80% of companies who invest in apprentices have reported significant increases in employee retention.



83% of employers rely on their Apprenticeship programmes to provide skilled workers required for the future.



77% of employees believe apprenticeships make them more competitive.



Questions



Creating an apprenticeship plan

Advice on employing an apprentice and building an apprenticeship programme Employing an apprentice Build an apprenticeship programme: large employers Build an apprenticeship programme: small to medium sized employers

A search tool to find an apprenticeship to meet your skills gaps or job vacancies

To find an apprenticeship : https://findapprenticeshiptraining.sfa.bis.gov.uk/

The list of apprenticeship frameworks Apprenticeship frameworks: live list The list of apprenticeship standards Apprenticeship standards More information on apprenticeship funding Apprenticeship funding: how it will work