

LGSS Presentation Apprenticeships and Schools

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The 2017 Apprenticeship Programme

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The Apprenticeship Levy

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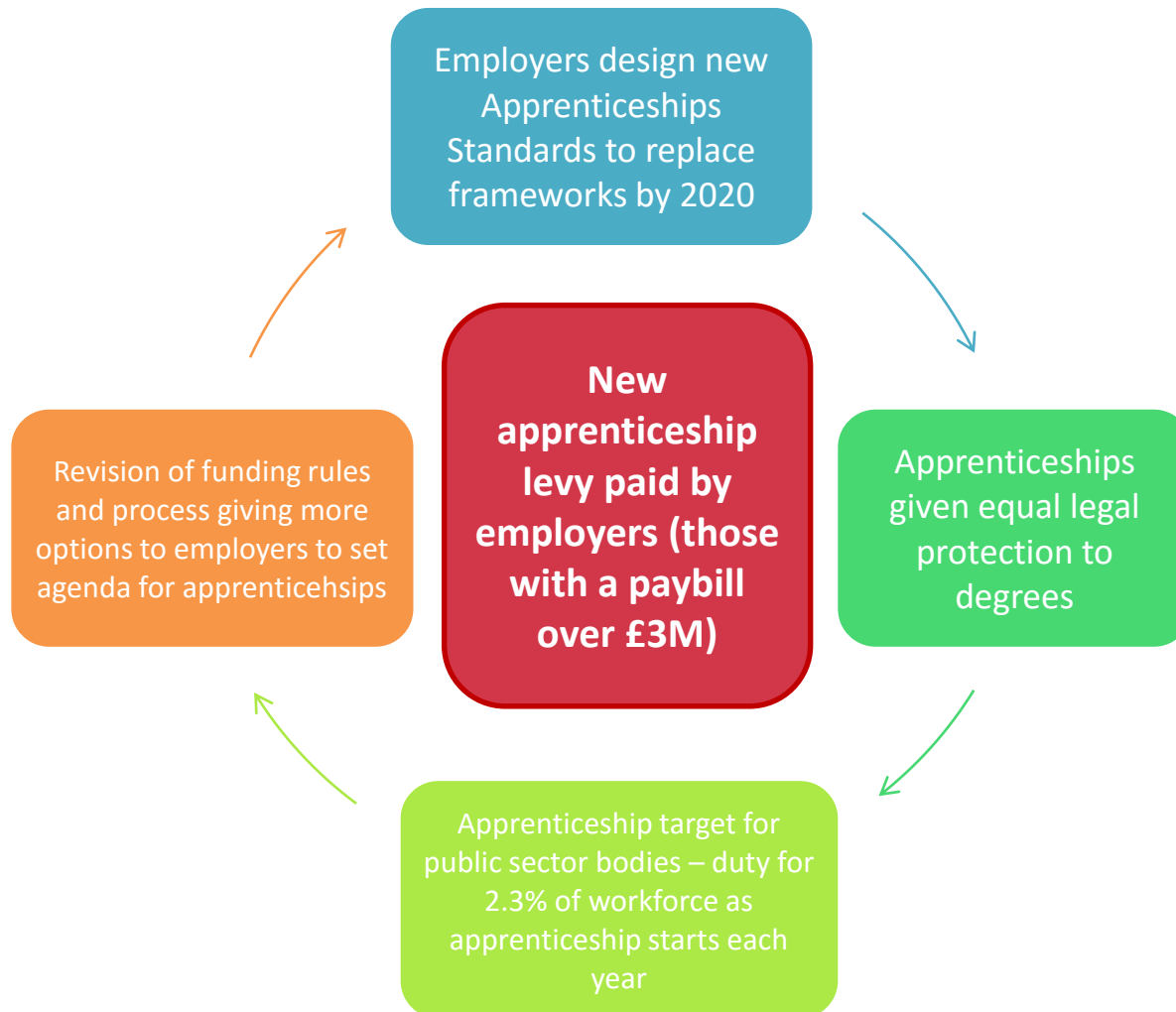
Apprenticeship Standards

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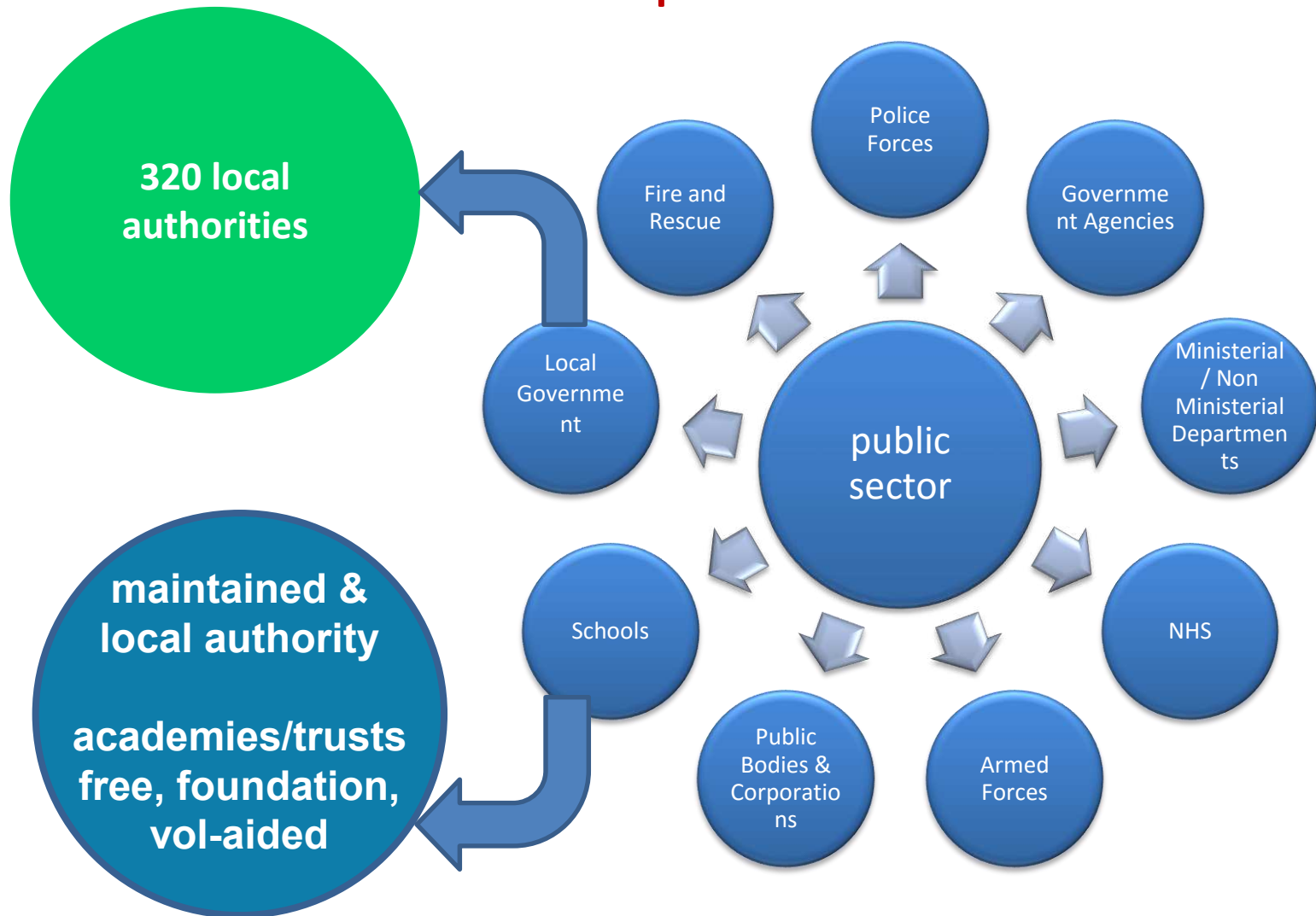
Q and A

1. 2017 Apprenticeship Programme

Apprenticeships – Many Changes



Public Sector Bodies in Scope



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



- 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

✓ = standard in development*
 ✓✓ = standard approved
 ✓✓✓ = approved for delivery (standard and assessment plan approved)

* 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.

Childcare and Education		Status
Academic professional		✓
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		✓
Further education learning and skills teacher	5	✓✓
School business director		✓
Teacher		✓
Teaching assistant		✓

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.



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



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



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.

The Apprentice



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



83% of apprentices said their career prospects have improved.



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/](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](#)