

# New World of Apprenticeships

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Developing people  
for health and  
healthcare

[www.hee.nhs.uk](http://www.hee.nhs.uk)

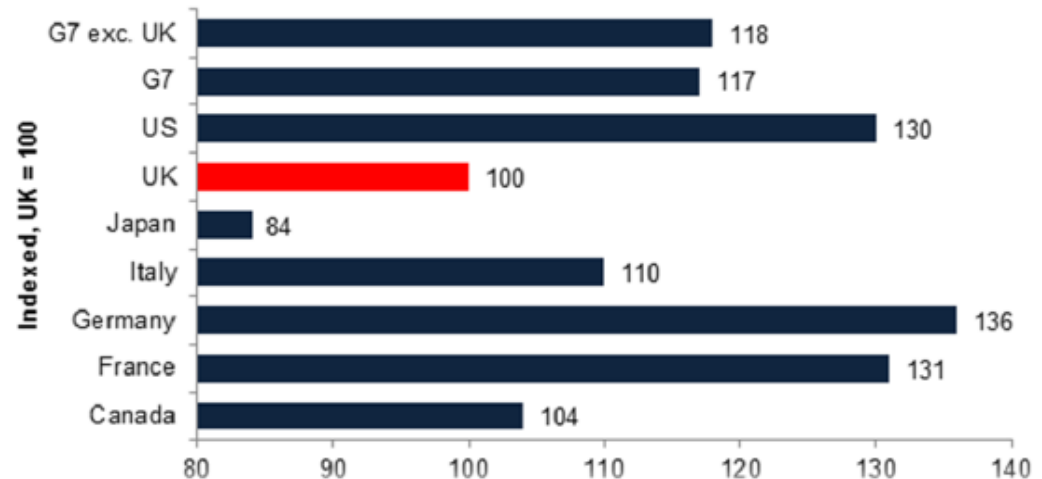


# Action is needed to address current economic trends

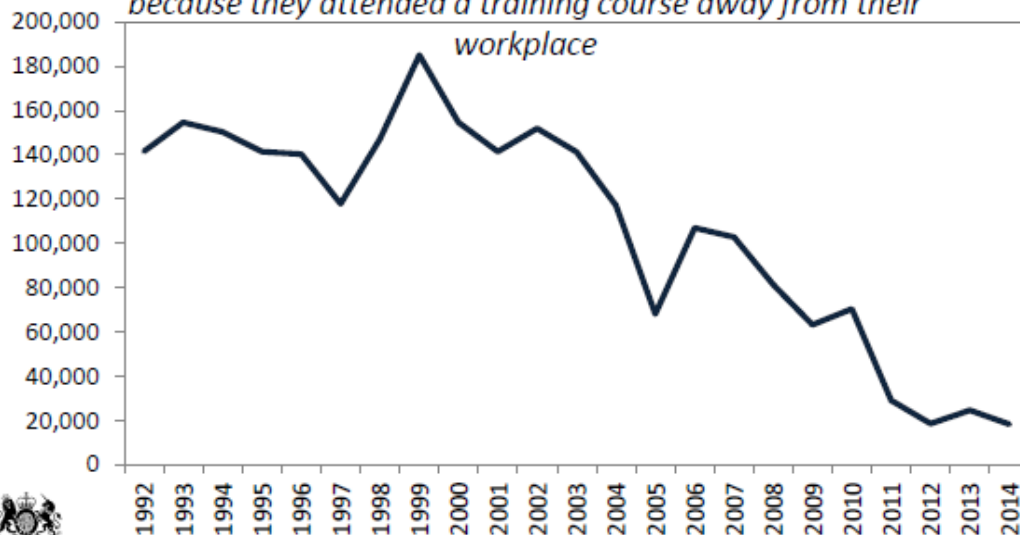
**UK productivity lags behind other developed economies...**

**... and employers are investing less in training**

*GDP per hour worked for the UK and comparator countries, 2014*



*Number of employees who worked fewer hours than usual because they attended a training course away from their workplace*



**Meanwhile... relative social mobility has stagnated or declined over recent decades**

**The UK has low levels of intergenerational social mobility compared to some other developed countries**



# What is the apprenticeship levy and who pays it?

Starts on **6 April 2017**, at a rate of **0.5% of pay bill**, paid through PAYE

Applies to all **UK employers** in all sectors

£15,000 allowance is **not a cash payment**

Only **1.3% of employers** will pay the levy

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**

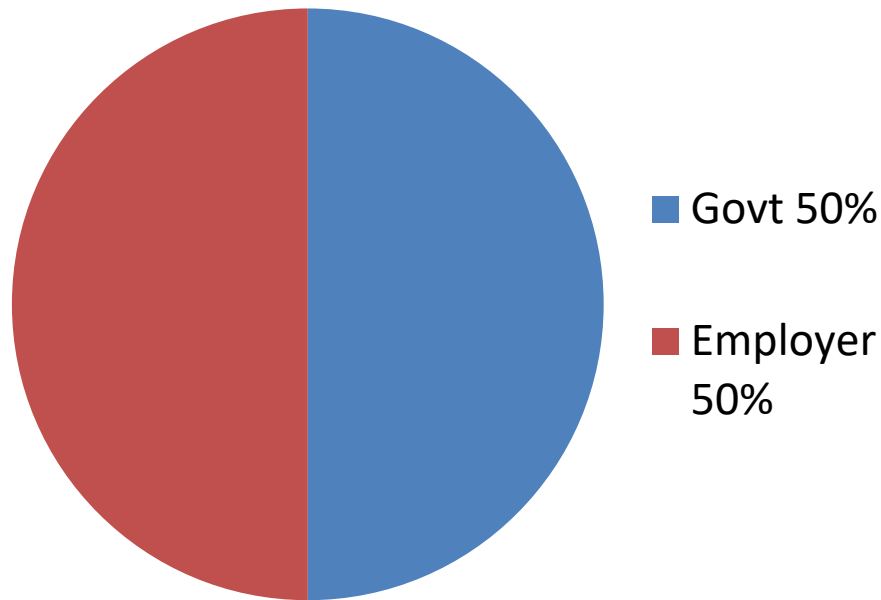
Employers will have an allowance of **£15,000** to offset against their levy payment



# Small Employer

## Funding Model prior to 1<sup>st</sup> April 2017

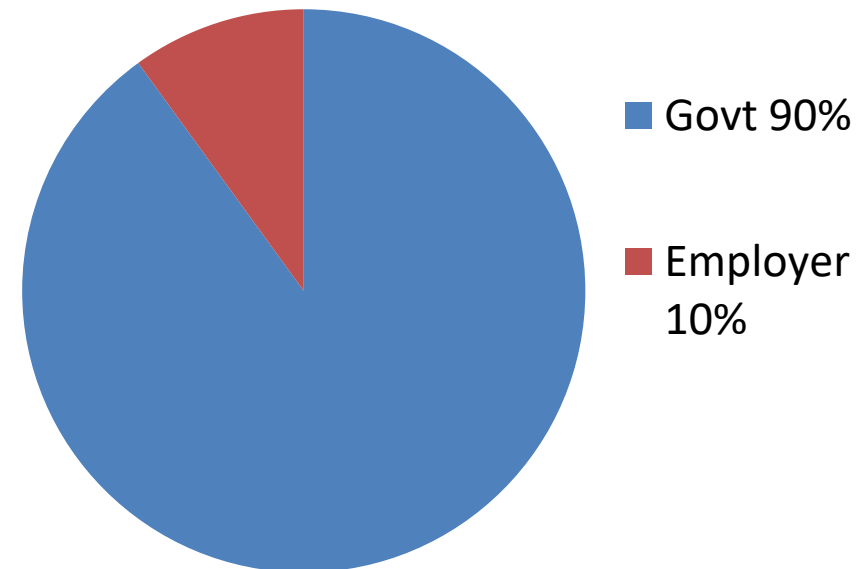
**Apprentices over the age of 18 Govt pays 50% Employer Pays 50%**



Employer contribution must be paid at the beginning of the programme

## Funding Model after 1<sup>st</sup> April 2017

**Apprentices over the age of 18 Govt pays 90% Employer Pays 10%**



Employer contribution is paid in instalments 20% on achievement. Remainder monthly over the length of the programme

# Additional support

## 16-18 year olds

Government will pay **£1,000 to employers**, and a further **£1,000 to training providers** if they train a 16-18 year old apprentice

## Disadvantaged young people

Government will pay **£1,000 to employers**, and a further **£1,000 to training providers** if they train 19-24 year olds leaving care or who have a Local Authority Education and Healthcare plan

## Small Employers

Employers with fewer than 50 employees will have 100% of the training and assessment costs covered when training a 16-18 year old (or 19-24 year old formerly in care or has a Local Authority Education, Health and Care plan

## Additional learning support

We will pay training providers **up to £150 a month** to support these learners, plus additional costs based on evidenced need

## English and Maths training

To meet minimum standards of English and maths we will **pay training providers £471** for each of these qualifications (Level 1 and 2)



# Funding bands

Number	Band limit
1	£1,500
2	£2,000
3	£2,500
4	£3,000
5	£3,500
6	£4,000
7	£5,000
8	£6,000
9	£9,000
10	£12,000
11	£15,000
12	£18,000
13	£21,000
14	£24,000
15	£27,000

## Every apprenticeship will be placed in a funding band

The upper limit of each funding band will cap the maximum:

- amount of digital funds an employer who pays the levy can use towards an individual apprenticeship.
- that government will 'co-invest' towards, where an employer does not pay the levy or has insufficient digital

## Employers can negotiate the best price for the training they require

- If employers want to spend more than the funding band limit, using their own money, then they will be free to do that.
- Funding bands do not have a lower limit.

# Eligibility

## National minimum wage April 2017

Age		
25	£7.50	
21	£7.05	
18 - 20	£5.60	
Under 18	£4.05	
Apprentice	£3.50	

## Employers

Apprentice rate can be paid either:

under 19

19 or over and in the first year of their apprenticeship

Must be employed for a minimum of 30 hours per week

If part time then length of programme to be extended

Must have a contract for the length of the programme

Can be on zero hour contracts as long as they work sufficient hours to gain the qualification

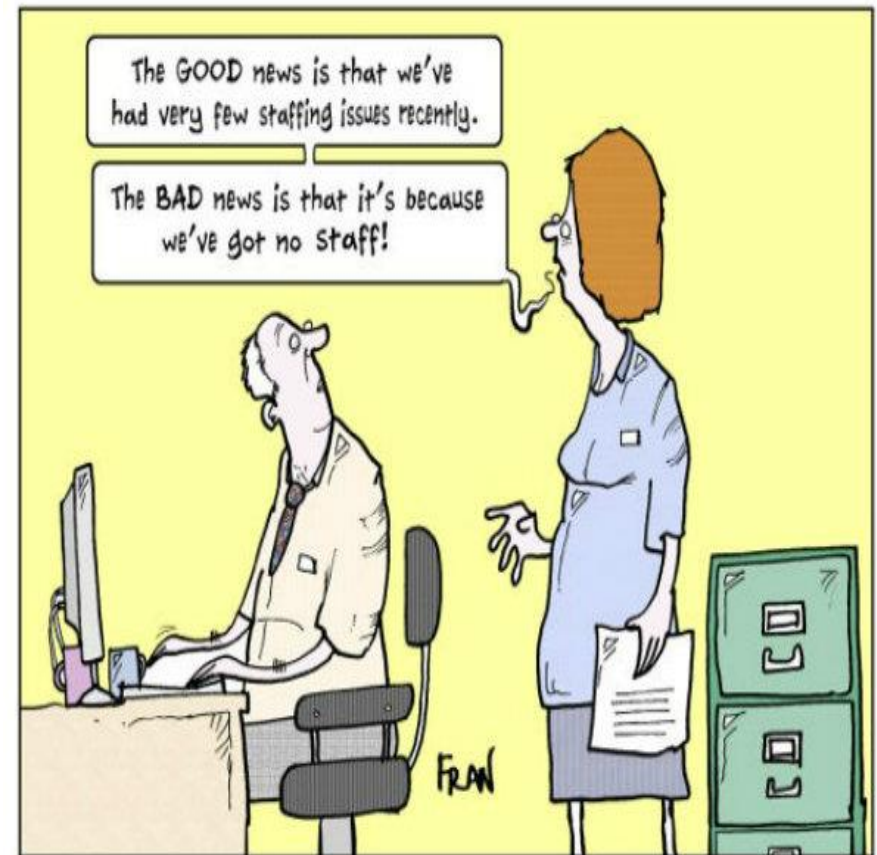
Can hold a non relevant degree qualification

Must have 20% 'off the job training'



# Why Use Apprenticeships?

- Do you have staff shortages?
- Are you struggling to recruit staff?
- How many vacant posts do you have?
- How many of your existing staff are going to retire?
- Do you existing staff have the right skills and knowledge?



70% of the staff who will be working in 2020 are already in employment.

Need to attract young people into the sector



# Future Staff

Suffolk School Leavers 2015	
Total school leavers	7576
6th Form	4072
FE College	2763
Apprenticeship	367
Govt supported training	86
Employment	41
Moved away	81
NEET	166

The Health and Social work sectors employ a significant amount of people in the Suffolk 39,000 and will continue as strong sector

Total Number of Claimants being paid out of work benefits	Suffolk (Level)	Suffolk (%)	East (%)
Aged 16+	6,500	1.5	1.3
Aged 16 To 17	15	0.1	0.1
Aged 18 To 24	1,385	2.6	2.1
Aged 25 To 49	3,345	1.5	1.3
Aged 50+	1,750	1.2	1.2

Source: ONS Claimant count by sex and age  
Note: % is number of claimants as a proportion of resident population of the same age February 2017

# Apprenticeships

Adult Care Worker (level 2)

Lead Adult Care Worker (level 3)

Lead Practitioner in Adult Care (level 4)

Leader in Adult Care (level 5) - this incorporates both managers and advanced practitioners.

Health Care Support Worker (level 2)

Senior Healthcare Support Worker (level 3)

Assistant Practitioner (level 4)

Registered Nurse (level 5)

Team Leader (level 3)

Management (level 2 – level 7)

Accountancy

Customer Service

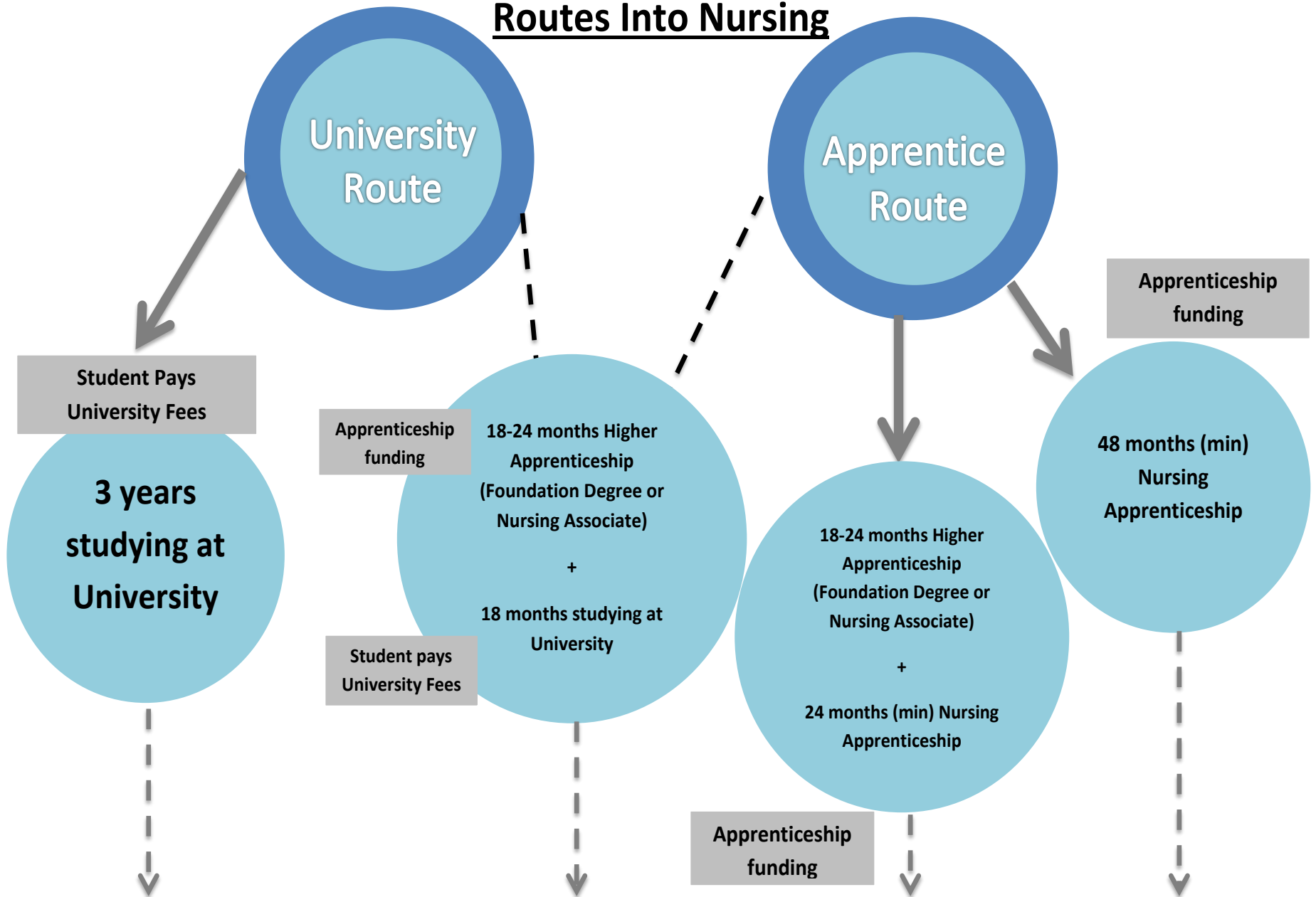
Business Administration

Catering

Cleaning

Hospitality

# Routes Into Nursing



**Nursing Degree + Registered Nurse on the Nursing and Midwifery Council**

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## Next Steps

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Workforce  
plan



Training plan



Access  
apprenticeship  
funding via  
digital account

New Posts  
Existing Staff



**STANDARDS**