

# THE APPRENTICESHIP REFORMS

A UNIQUE, BESPOKE  
SERVICE FOR YOUR BUSINESS



# ONE STOP SERVICE – THE COMPLETE SOLUTION

Learning Unlimited is the commercial arm of The Chesterfield College Group. Over the last eight years, it has become one of the most successful providers of apprenticeship training in the UK, servicing over 2,000 employers and 5,000 apprentices with high levels of quality and success, as commended by Ofsted.

Whether your business will pay the new apprenticeship levy or not, Learning Unlimited will provide you with a unique service to ensure your workforce keeps your business at the cutting edge of industry developments, providing outstanding services to your customers.

**Julie Richards, Deputy Principal**  
The Chesterfield College Group

“The training being offered by Learning Unlimited is second to none.”

James Fleming, Distribution Team Manager, Warburtons

## THREE SIMPLE STEPS

### 1 Consultancy service

Learning Unlimited will provide a free consultancy service to explore a range of workforce development solutions.

This will include apprenticeships in conjunction with a workforce development plan tailored to your business needs.

### 2 Workforce development planning

As part of the consultancy service, our highly trained and experienced Employer Engagement Team will identify your current and future workforce development needs. They will work with you to create a proposal that addresses the upskilling of your existing employees and help you assess current and future skills gaps, the delivery of apprenticeship services in your organisation and any future workforce development needs, including any mandatory

training your business requires. The proposal will be presented to you as a free service to assist you in your business planning.

### 3 Delivering the plan - your learning and skills partner

Learning Unlimited will form a learning and skills partnership in conjunction with your business to bring your training plan to life.

Our services include:

- a dedicated account manager
- apprenticeship recruitment and selection
- support to manage your levy
- bespoke apprenticeship delivery proposals
- commercial training
- higher level skills and management development
- apprenticeship training for existing staff
- mandatory training and short courses

## UNDERSTANDING THE APPRENTICESHIP REFORMS (CURRENT PROPOSALS)

### Levy employers

If you are an employer with a wage bill of £3 million or more, you will pay the levy from 6th April 2017. You will need to be aware of the following:

- The levy applies to all employers regardless of sector or number of employees
- The levy will be 0.5% of your wage bill paid monthly via PAYE
- A £15,000 allowance will be available for each employer to offset against their levy payment

### Example:

**£10m wage bill x 0.5% = £50,000  
less £15,000 allowance = £35,000**

- Single employers with multiple PAYE schemes will only have one allowance
- A Digital Apprenticeship System account (DAS) will be mobilised to manage funding
- Funds will be available from May 2017
- Funds expire after 18 months

- Employers in England who pay the levy will be able to get out more than they pay in, through a 10% top up to their digital account by the government
- Funds will be paid directly from your levy account to your chosen provider on a monthly basis
- Funding to support development of maths and English skills as well as additional support needs (where applicable) will be provided by the government and will not be charged against the levy
- Funds cannot be transferred to other employers yet – this is being considered for 2018
- To estimate the funding available to you as an employer you can access the government's Digital Apprenticeship System calculator <https://estimate-my-apprenticeship-funding.sfa.bis.gov.uk/>
- You can access further details on the levy via <https://www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work>



“ Although we already gain from the tailored approach offered by the Learning Unlimited team, I can see how the flexibility of the reforms could benefit us further. ”

Edward Ashworth, Operations  
Director at Accrofab, Derby

## UNDERSTANDING THE APPRENTICESHIP REFORMS (CURRENT PROPOSALS)

### Non-levy bearing employers

If you are an employer who will not have to pay the levy from 6th April 2017, you will need to be aware of the following:

- The new funding system comes into effect from 1 May 2017
- Non-levy employers will pay a contribution towards the training directly to the provider
- Every apprenticeship (framework or new standard) is allocated a maximum value to which the government will contribute
- The cost of the apprenticeship training will be negotiated between the employer and their chosen training provider

- Employers with less than 50 employees will not have to contribute towards the costs of a 16-18 year old apprentice
- For all other apprentices the government will pay 90% with a 10% employer contribution (up to a maximum value)
- For new apprentices who are aged 16-18 there may be a £1,000 employer incentive available

Please note – this information is correct at time of print. Information on the apprenticeship reforms is liable to change – please speak to one of our advisors for the latest details.

## THE NEW APPRENTICESHIP STANDARDS

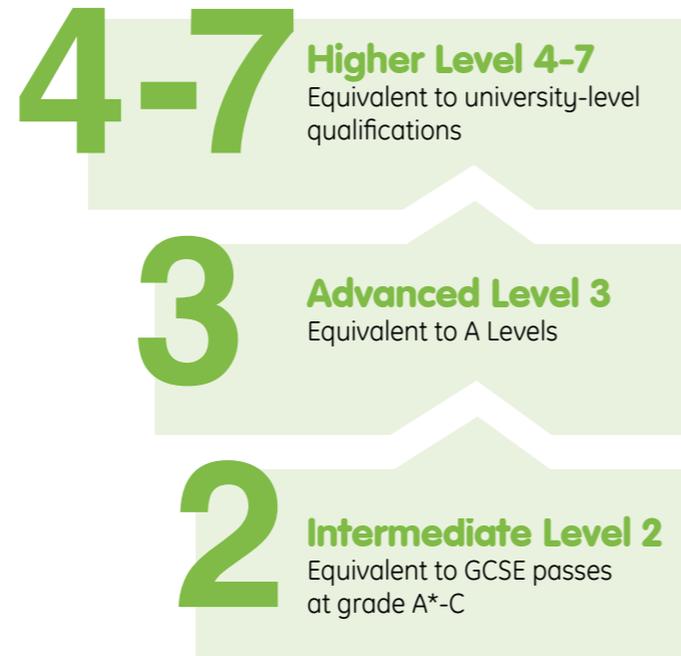
- All existing apprenticeship frameworks will be replaced with standards by 2019/20
- Standards have been developed by employers based on a job role and cover the core skills, behaviours and knowledge an individual is required to develop to carry out their role at work
- Some standards will not include accredited qualifications
- All standards will have an independent end-assessment
- Successful apprentices will be awarded a grade for their achievement and can progress to higher study, including university-level qualifications

“The new employer-designed standards are short and easy to understand because they are written for employers by employers.”

## OUR APPRENTICESHIP OFFER

Learning Unlimited offers a wide range of apprenticeships and training for a variety of different industries and specialist roles. We can provide apprenticeships at Level 2 (Intermediate), Level 3 (Advanced) and Level 4/7 (Higher) - which is equivalent to a university-level qualification.

The breadth of our offer and expertise across many different industries enables us to provide a comprehensive workforce training solution to suit virtually any business.



### Creative Industries

- Creative Craft
- Design
- Digital Media
- Fashion and Textiles
- Jewellery/Silversmithing
- Social Media and Digital Marketing

### Engineering and Construction

- Automotive – Maintenance
- Automotive - Paint
- Civil Engineering
- Electrical Engineering
- Electrical Installation
- Fabrication and Welding
- General Construction Operative (Ground Works)
- Manufacturing Engineering
- Mechanical Engineering
- Painting and Decorating
- Plumbing
- Trowel Occupations
- Wood Occupations

### Business and Commercial Enterprise

- Accountancy and Financial Services
- Beauty Therapy
- Business Administration
- Cleaning Support
- Customer Service
- Hairdressing
- Hospitality and Catering
- IT Professional and IT User
- Leadership and Management
- Project Management
- Retail
- Supply Chain/Logistics
- Team Leading and Management
- Warehousing and Storage

### Health, Wellbeing and Society

- Activity Leadership
- Care Leader
- Care Leadership and Management
- Childcare
- Exercise and Fitness
- Health Care Support
- Health and Social Care
- Support for Teaching and Learning

## GET IN TOUCH

For more information and to discuss  
the apprenticeship reforms, please call

**01246 500680**

or email

[apprenticeshiplevy@learningunlimiteduk.com](mailto:apprenticeshiplevy@learningunlimiteduk.com)

Information accurate as of 15 September 2016.  
Further Government updates are due in October  
and December 2016.