



# Apprenticeships - Pass It On

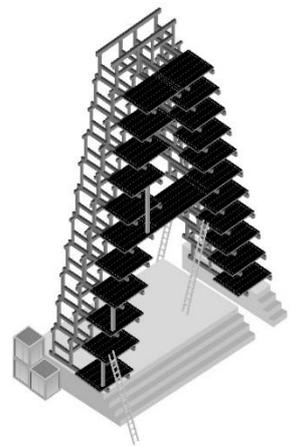
Brought to you by The National Apprenticeship Service Intermediary Team

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ISSUE 1: July 2017

## Introduction

Welcome to the first edition of the Intermediaries team newsletter. The aim is to keep you updated on the National Apprenticeship Service activities, resources and publications, apprenticeship opportunities and forthcoming events. It is an opportunity to showcase the work your organisation is doing to promote and engage your members/employers with apprenticeships.



The National Apprenticeship Service Intermediary Team is responsible for supporting businesses to engage with apprenticeships through successful partnership working with intermediaries (membership and chartered organisations and business support networks such as LEPs and Trade Associations.)

Our free, flexible Partners' Offer available for intermediaries includes: -

- The latest information, presentations, and resources about apprenticeships; including the apprenticeship reforms
- Teach-ins and webinars on the reforms and other elements of the apprenticeship agenda that are hot topics for members and employers
- Q&A support following events, campaigns and briefings
- Free expert apprenticeship advice including the levy and employing and recruiting an apprentice – through our apprenticeship business support team
- Digital content for websites
- PR and social media support
- Information on support mechanisms such as [Apprenticeship Training Agencies](#)
- Helping with the design and promotion of member campaigns

## Under the Spotlight

Every issue we are offering a fantastic opportunity to showcase the work you are doing with your members to promote apprenticeships. This month Laura Pickering from Manufacturing Technologies Association is 'Under the Spotlight'.



### **Q - What is your role within your organisation?**

I am the Education & Development Coordinator at the Manufacturing Technologies Association. My role involves the implementation of the new 3-5 year Education & Development strategy, and covers outreach work and member services. I also organise the Education & Development Zone at [MACH exhibition](#) and run a student competition for D&T students ([www.mta.org.uk/tdi](http://www.mta.org.uk/tdi)). I'm also a registered STEM ambassador.

### **Q - How long have you been involved in apprenticeships?**

I have been involved in promoting apprenticeships within our sector, which supplies the technology that manufacturers use to design and make products, since I joined the MTA in February 2016, and the MTA itself has promoted apprenticeships within the sector for almost 100 years.

### **Q - What motivates you to promote apprenticeships?**

There is currently a big skills gap facing the manufacturing technologies and engineering industries. In order to address this, the MTA must encourage its members to recruit new talent from a wide variety of career paths. Apprenticeships within high value manufacturing can be highly technical and very rewarding; more work needs to be done to alter the old fashioned perspectives that parents and teachers may have about apprenticeships within manufacturing and engineering.

### **Q - How do you encourage more employers/members to engage with apprenticeships?**

We offer our members Apprenticeship Grants of £2,000 and a limited number of interest-free Apprenticeship Loans of £10,000 to help offset the initial cost of employing an apprentice. This funding can be used in addition to any Apprenticeship Levy contributions for apprentice training. We also offer Training Grants of up to £500 that can be used against a wide variety of training including degree apprenticeships

We work with the High Value Manufacturing Catapult centre, notably the Advanced Manufacturing Research Centre, the Advanced Manufacturing Training Centre and the Warwick Manufacturing Group. We have also been working with the EEF to deliver information on the Apprenticeship Levy for our members. We have a variety of case studies on our website to showcase the variety of apprenticeships available and to help encourage more women into the industry.

I also act as a judge on the AMRC's Apprentice of the Year awards, which recognises the high levels of hard work and innovation that young apprentices bring to their employers.

**Q – In relation to apprenticeships what is your organisation’s biggest achievement?**

There are MTA member companies that would not have been able to employ an apprentice had it not been for the Apprenticeship Grants and Loans that we offer. We feel this is a very important and valuable service for our members.

We also involve over 150 apprentices in giving guided student tours around the biennial MACH exhibition.

Our student Technology, Design and Innovation Challenge finals day is held at Yamazaki Mazak in Worcester, where parents and teacher of the finalists are invited to attend and are given an opportunity to be toured around the modern manufacturing plant, meeting the apprentices that work there. We feel this is important in showcasing the industry to some of the very talented young people coming through the system. We’re proud that some of the past winners have chosen to join MTA member company’s apprenticeship scheme.

**Q – What are your plans for apprenticeships over the next year?**

We will continue to collaborate with other organisations to educate companies about the Apprenticeship Levy. We will aim to encourage more of our members to recruit apprentices, and want to continue our work in changing the perceptions of apprenticeships. We also want to see more young women choosing to become apprentices within the industry.

**Q – How has working with the NAS Intermediary Engagement Team benefited your organisation?**

The NAS Intermediary Engagement Team have been really helpful in terms of providing concise, useful information, particularly in regards to the free of charge phone advisory service that is available for our members to use should they require more information on the first steps to take when thinking about employing an apprentice, or any information they might need about how they will be impacted by the Apprenticeship Levy.

**Q – One last thing.....**

We would encourage schools and colleges across the country to attend MACH 2018. A free exhibition that gives a unique opportunity to see manufacturing in motion. Students can be taken on guided tours around the exhibition, led by apprentices, to find out more about the wide range of careers available within engineering based manufacturing.

**Apprenticeships – Employer Led Reforms**

Sue Husband, Director of the National Apprenticeship Service says “Employer-led [apprenticeship reforms](#) continue to improve the quality of apprenticeships to provide the skills that employers need. Apprenticeships work for businesses of all sizes – from small and medium employers to macro employers, giving employers the opportunity to train individuals in the roles their business needs. Apprenticeships also bring opportunity; to attract new talent, offer progression and develop a motivated, skilled and qualified workforce. There has never been a better time to [employ an apprentice](#).”

## How The Apprenticeship Reforms Benefit Non-Levy Paying Employers

**Non-levy paying employers will pay no more than 10% towards training and assessment costs**

The government now **pays for 90 per cent** of apprenticeship training and assessment costs for non-levy paying employers (up to the maximum amount of government funding available for that apprenticeship), so **you only pay a 10%** contribution to your chosen training provider.

If your organisation has fewer than 50 employees, the government **will pay 100%** of your training and assessment costs for apprentices aged 16-18 and for those aged 19-24 formerly in care or with a local authority education, health and care plan.

As a non-levy paying employer, you should [start planning your apprenticeship programme now](#) so that you make the most of the funding that's now available.

For more information on the wider reforms view '[apprenticeship funding – how it will work](#)' on GOV.UK.

## Paying The Apprenticeship Levy? Here's How to Use Your Funds to Pay for Training

The [apprenticeship levy](#) was introduced on 6 April 2017 and levy-paying employers can now use the apprenticeship service to manage their [apprenticeships online](#).

As a levy-paying employer, your first apprenticeship funds arrived in your account in May. You can use these funds to pay for apprenticeship training and assessment that will help address skills shortages and allow you to invest in the skills and training to help your organisation succeed.

All levy-paying employers can now [register](#) securely on the apprenticeship service. Once you have registered, you can add organisations (if you're a connected organisation), link PAYE schemes that are associated with your apprenticeship funds and invite team members to use the service.

In your account, you'll need to sign a legal agreement with the Education and Skills Funding Agency to authorise your apprenticeship funding to be paid to your chosen training provider.

You can use [find apprenticeship training](#) to search for the right type of apprenticeship training for your organisation and find a training provider who can deliver the training that you need. You can then work with your training provider to post your apprenticeship vacancy online and find the right candidate for the role. Once recruited, you can add your apprenticeship to your account and authorise payment to your training provider.

## **Apprenticeship Standards**

Employers are driving the development of the [new apprenticeship standards](#). They are designed by employers, are short and simple, and replace the existing complex frameworks.

The new apprenticeships are in a broad range of sectors from nuclear to fashion, law, banking and more recently nursing.

The new apprenticeship standards describe the skills and knowledge that an individual requires to be fully competent in an occupation. They are written by employers in a language they understand. The standards are developed by employer groups known as [‘trailblazers’](#).

For more information view a list of those [ready for delivery](#) and [apprenticeship Standards 'in development'](#).

## **New Opportunity for Employers to Play Major Role in Setting New Apprenticeships Standards**

The Institute for Apprenticeships, the new governmental body covering apprenticeship standards, has issued an open call for leaders from across industry to apply to become route panel members. Successful applicants will play an important role in shaping the requirements of apprenticeships in their sector.

Route panels are employer-led groups formed of experts from within a particular industry sector. The Institute for Apprenticeships oversees 15 route panels in total, each covering different sectors such as agriculture, social care or legal and finance. Their aim is to review the quality of standards for apprenticeships and make sure they provide the right basis for future employment.

The Institute wishes to recruit up to 150 new panel members. This is a great opportunity for Employers and experts from across different industries to take an active role in shaping apprenticeships across England.

For [more information and to apply](#), the advert is open until 12pm on Friday, 4 August 2017 via Public Appointments on GOV.UK.

## Employer Guide

[Employer guide to apprenticeships](#) has recently been updated. This guide gives employers the information and benefits of recruiting apprentices to their business.

## Dates for Diary

16-18 November 2017

[The Skills Show](#) – Birmingham NEC - The nation's largest skills, apprenticeships and careers event.

## Business Update

Please encourage your employer contacts to keep up to date with employer relevant apprenticeship information by signing up for [Business Update](#). A monthly communication for employers, dedicated to apprenticeships reforms, policy news and updates via a web alert. Employers will then receive email notifications when we publish the latest edition. It can also be viewed [here](#).

## Next Issue:

The next edition of the newsletter will be issued in September 2017.

If you would like to find out more our **free, flexible partners` offer available for intermediaries**, feature in 'Under the Spotlight', give feedback, provide suggestions for content, add a colleague or be removed from the distribution list please contact [karen.chudleigh@sfa.bis.gov.uk](mailto:karen.chudleigh@sfa.bis.gov.uk).

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