

Attack the Skills Opportunity - A Route to Economic Recovery and to Building Back Better

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Education & Skills
Funding Agency

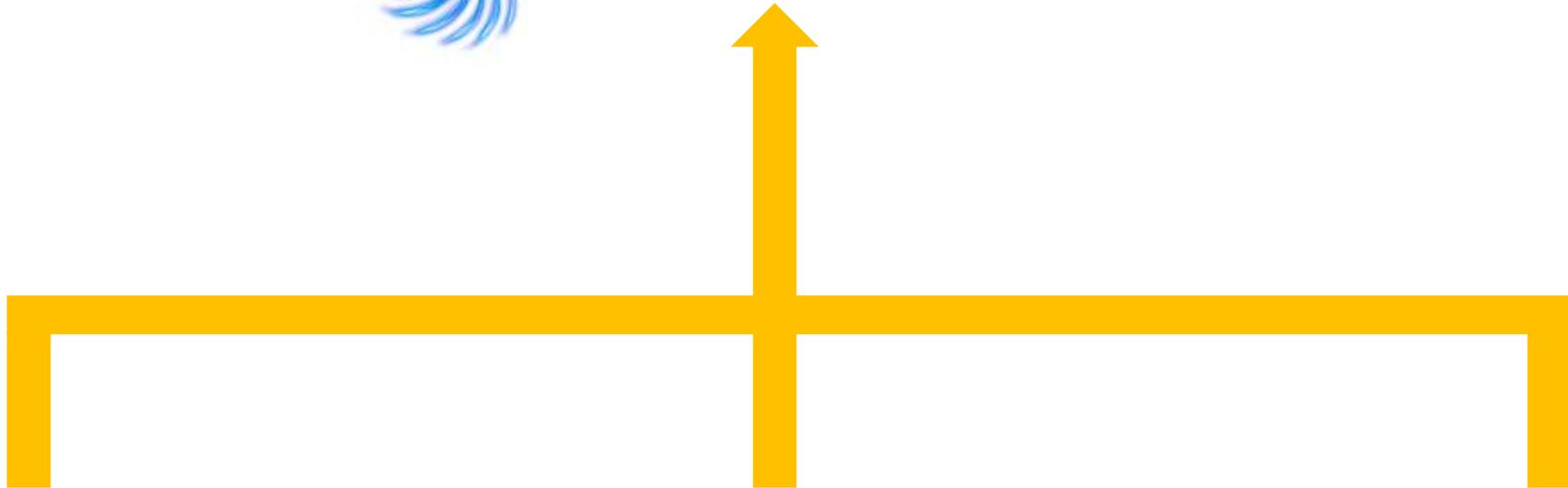


Apprenticeships





Apprenticeships



Traineeships

**KICKSTART
SCHEME**

T-LEVELS

The Skills Offer

Employers are at the heart of the skills programme and our 10 year ambition is for employers to be central to the design of almost all technical courses by 2030, to ensure that the education and training people receive is directly linked to the skills needed for real jobs.

Key to the development of skills is on the job experience and in addition to the programmes I have outlined there are many full time courses that require support from employers in the form of placements or work experience and providers across the region would be happy to talk you through how you can support your sector or region to ensure that your future skills needs are met.

High value courses for school and college leavers

The Government will provide £101 million for the 2020-21 academic year to give all 18-19 year olds in England the opportunity to study targeted high value Level 2 and 3 courses when there are not employment opportunities available to them. These courses are for work “in high-demand sectors including engineering, construction and social care.”

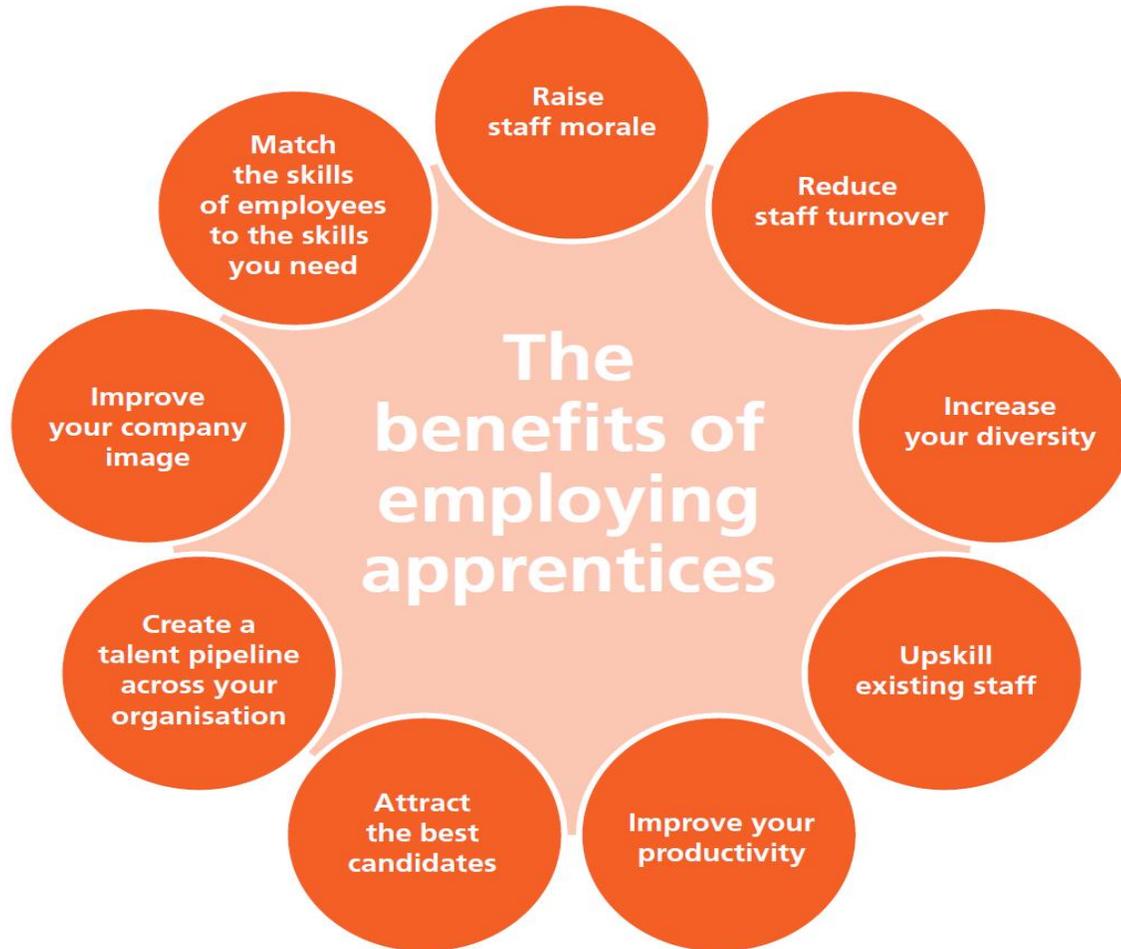
<https://www.gov.uk/guidance/high-value-courses-for-school-and-college-leavers-a-one-year-offer-for-18-and-19-year-olds>



What is an Apprenticeship?

- An Apprenticeship is a **genuine job**, with a complementing assessment & skills **development programme**.
- Designed by leading sector experts and employers, each apprenticeship standard ensures your apprentice develops the skills they need specific to their job role and that these skills are **quality assured** via an End Point Assessment.
- Mix of formal training and learning in the workplace.
- Available to everyone from 16 - there is **no upper age limit!**
- They are suitable for both **new and existing staff** looking to develop their skills.
- You can be an Apprentice and **keep your current job & salary**.
- Apprenticeships are available at **level 2 to level 7** and there are currently **598** standards approved for delivery.

The benefits that apprentices can bring to your business



What do employers say? ¹

96% of employers with apprentices have experienced at least one benefit from taking on apprentices, and most can count at least 8 benefits.

67% of employers say that employing apprentices improved their image in the sector.

25% of consumers are willing to pay more for products from a business that employs apprentices.²

69% of employers say that employing apprentices improved staff retention.
65% of apprentices stay working for the company that trained them when they complete their apprenticeship.

74% of employers say that apprentices improved products or service quality, and 78% say that they improved productivity. Apprentices become highly skilled even before they finish their training.

73% of employers say that staff morale is improved by having apprentices.

The average length of time an apprentice stays with Siemens is 26 years!

“There’s a real buzz in the office around apprentices as people increasingly see the benefits they can bring. Apprenticeships also give staff opportunities to supervise and mentor people – opportunities that they previously may not have had.”
Bond Dickinson, finalist at National Apprenticeship Awards 2016

“As a result of the speed of change in the technology industry, we knew we had to take action to address the digital skills gap. The combination of gaining high-level skills and full exposure to the industry proposed by degree apprenticeships seemed like the obvious solution.”

Capgemini, Apprenticeship Trailblazer

86% of employers said that apprentices helped to develop relevant skills for the organisation, and to fill the skills gap.

¹ Unless otherwise noted, figures are taken from N = 4004 employers. [gov.uk/government/uploads/system/uploads/attachment_data/file/659710/Apprenticeships_evaluation_2017_employers.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/659710/Apprenticeships_evaluation_2017_employers.pdf)

² The Benefits of Apprenticeships to Business (2015), Centre for Economics and Business Research.

MANAGING QUALITY APPRENTICESHIPS

THE ROAD TO A QUALITY APPRENTICESHIP

Delivering quality is a journey from the start to the end of an apprenticeship and beyond.

So we have developed this document as a guide to what that journey looks like with key steps along the way.



Apprenticeships

In the 'Plan for Jobs', the Chancellor announced that businesses that hire apprentices will benefit from a new payment of £2,000 per apprentice for those under the age of 25; and £1,500 for those aged 25 and over.

The incentives are available until 31st March 2021.

This money is in addition to the existing £1,000 payment for new 16-18 year old apprentices and those aged under 25 with an Education, Health and Care plan.

Employers can use the incentive funding to help meet costs associated with supporting a new apprentice in their workplace: including facilities, uniforms, and apprentice travel.

Apprenticeships

The Apprenticeship Service (AS) has been open to claim incentive payments for hiring a new apprentice from 1 September.

Employers can make a claim once there is a contract of employment and apprenticeship agreement in place.

It takes less than 15 minutes to complete the process on AS. Employers then submit further financial information.

<https://engage.apprenticeships.gov.uk/Incentives>

Payments are made about 4-6 weeks after the eligible date to allow for data and evidence checks.

ReSSA

To support apprentices affected by redundancy we launched [the Redundancy Support Service for Apprentices \(ReSSA\)](#) on 1st August.

Comprises: advice and guidance, signposting to other services, and a vacancy sharing service.

If you are an employer who would like to recruit a redundant apprentice or offer new apprenticeship opportunities, visit [Hiring an apprentice who has been made redundant](#) or call 0800 015 0600 to find out more.



ReSSA

Employer incentive applies to hiring a redundant apprentice.

We're regularly publishing new apprenticeship opportunities on the vacancy sharing service. We've listed around 300 employer offers; many of these have multiple opportunities in multiple sectors and locations.

Troup, Bywaters + Anders, an award-winning SME, and a member of the Apprenticeship Ambassador Network, has already taken on 3 apprentices who were made redundant from their previous roles.



ReSSA

“Covid-19 has had a huge impact on us all and as employers I believe we can make a positive difference by helping those who, through no fault of their own, find themselves in a difficult situation. By hiring an apprentice who has been made redundant we can help build lives and allow people to complete the first stage of their journeys.

Having shared our upcoming vacancies on the new Redundancy Support Service for Apprentices I can confirm that it is easy way for us all to play our part in helping shape peoples futures.

Do you remember those that helped you on your way over the years? Maybe now is the time for you to do it for someone else. By sharing your opportunities on ReSSA you could help someone get their life get back on track.”

Neil Weller

Partner; Troup, Bywaters & Anders

Chair, London Apprenticeship Ambassador Network



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What is the apprenticeship levy and who pays it?

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

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

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



Levy Transfers

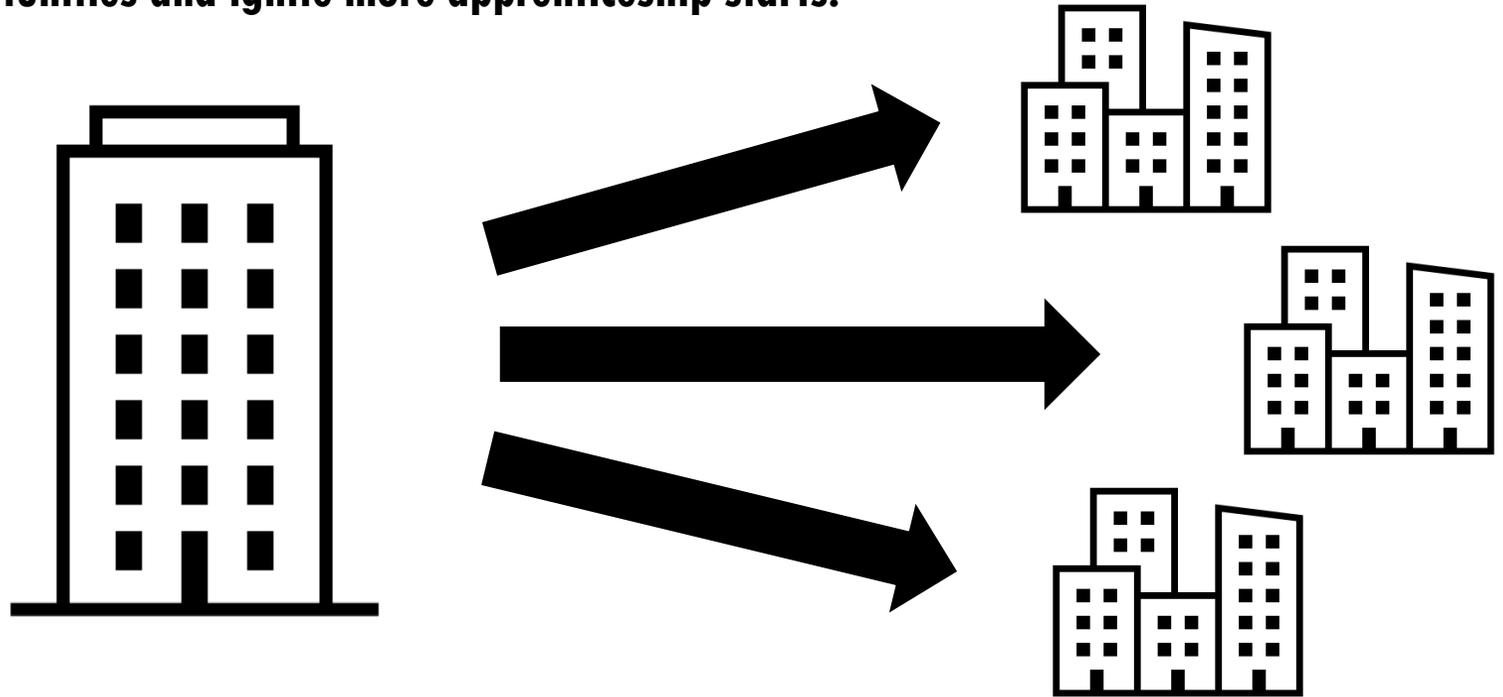
Levy-paying employers can transfer up to 25% of their levy funds, which were declared for the previous tax year, to other employers, including apprenticeship training agencies.

To find out more : <https://www.gov.uk/guidance/transferring-apprenticeship-service-funds>

Transfers can be used to create more opportunities and ignite more apprenticeship starts.

How can you:

- Support your local communities
- Widen participation
- Benefit your supply chains
- Involve local SMEs
- Give a boost to priority sectors



RECRUITING YOUNG PEOPLE

Amazing Apprenticeships



Amazing apprenticeships

HOME TIME TO APPLY SUPPORT

VACANCY SNAPSHOT

Click on the logos below to see a snapshot of apprenticeship vacancies coming up soon

Sort Employers: Alphabetical (A-Z, Z-A)

Areas Of Interest: Agriculture, environmental and animal care; Business and administration; Core services; Catering and hospitality; Construction; Creative and design

amazon EMPLOYER FACTFILE

amazon.com launched in 1995 with the mission "to be Earth's most customer-centric company, where customers can find and discover anything they might want to buy online, at the lowest possible prices."

Our goal continues today. Amazon's customers are worldwide & have grown to include millions of Consumers, Sellers, Content Creators, Developers, & Entrepreneurs. Each has different needs, which we always work to meet by inventing new solutions to make things easier, faster, better, & more cost-effective.

Our new head office is part of Amazon's long-term commitment to the UK. This office is pledging to create 5,000 new jobs in the UK to reach 24,000 permanent employees across the country.

We now have capacity to double the number of research & development roles from 450 to 900 in London, all working to build new technologies for Amazon's Prime Video service, benefitting tens of millions of customers around the world.

WHY WORK WITH US?

- Benefit from mentoring from leading experts and get the chance to work on specialist projects alongside other apprentice colleagues.
- At Amazon we pride ourselves on our unique culture. We honour and respect the differences that each Amazonian brings, and we seek to include those perspectives in our solutions for our global customer base.
- We wake up in the morning thinking about how we can improve our customers' experiences, and you see that in the innovations we've pioneered—from Kindle to Amazon Web Services (AWS) to Prime to fulfillment by Amazon (FBA).
- Our benefits package includes private medical insurance, a company pension plan, life assurance, income protection, subsidised meals and an employee discount.

CONNECT WITH AMAZON

TIME TO APPLY

APPLICATION HINTS AND TIPS

YOU'RE THREE STEPS AWAY FROM YOUR FUTURE.

STEP 1 - GETTING TO KNOW YOU

Read your application and take our online tests.

It's Strengths test
An ability test - either a combined numerical, inductive and deductive reasoning test OR a mechanical test for some engineering roles.

Prepare for this, think about the things you enjoy doing, the things you do well at, and how they'll be beneficial to the role you're applying for.

EXPLORE SITUATIONAL TESTING

Explore Situational Testing

STEP 3 - SHOW US YOUR STRENGTHS

Meet our team at an assessment day.

This is an opportunity for you to bring your strengths, motivations and passion to life. You'll take part in various activities, such as a group exercise, interview or presentation.

For more hints and tips on interviews and the assessment centre, watch the video below now.

HOW TO ACE YOUR ASSESSMENT CENTRE

How to ace your AC

Remember, we only accept one application per role, per year, so think carefully about all the options you're eligible for before submitting your application.

BEHIND THE SCENES

NOTES ABOUT APPRENTICESHIPS

Amazon is the right place for me because my personality can grow and it has helped me grow as a person. I am 100 per cent more confident than I have been in any other job and I believe that is down to the Amazon culture. I feel like I belong and that I can achieve anything."

LAURA EATON Learning Co-ordinator

AMAZON UK APPRENTICESHIP PROGRAMME

AMAZON FULFILMENT CENTRES

TECHNOLOGY AT WORK

TIME TO APPLY

In addition to the vacancies below, there are up to 20,000 vacancies advertised at any one time on the GOV.UK website. Find an apprenticeship. Sign up to receive alerts!

EMPLOYER	APPRENTICESHIPS INCLUDE	LEVELS	LOCATION	HINTS & TIPS FOR APPLYING	MAIN APPLICATION WINDOWS	SEARCH LIVE VACANCIES
accenture	Technology - More information	Levels 3 or 4 & degree apprenticeships	London, Newcastle, Manchester & Wrexham	VIEW NOW	Annually from January until positions filled. Rolling recruitment during application window.	SEARCH NOW
AIRBUS	Engineering, Digital, Finance, Craft, Business - More information	Post GCSE - Post A-Level	Nationwide	VIEW NOW	Annually from October - March	SEARCH NOW
ARCADE FIRE	Arts and Culture teams, Investment Centre, Human Resources, Marketing and Communications, Finance, and IT - More information	Mainly entry level	London, Manchester, Birmingham, Bristol, Nottingham, Cambridge, Brighton, Newcastle and Leeds	VIEW NOW	We have vacancies on an ad-hoc basis year round.	SEARCH NOW
AstraZeneca	Science, Clinical Trials, IT, HR, Supply Chain, Manufacturing, Engineering, Quality - More information	Levels 3-7 (discipline dependent) School leavers - graduates.	Across North West, Luton and Cambridge	VIEW NOW	Main recruitment window between early February and March, with some rolling vacancies year round.	SEARCH NOW
BAE SYSTEMS	Over 25 programmes in Technical, Engineering, Business, Project Management, Cybersecurity, Finance and many more - More information	From degree, intermediate, advanced and higher.	Nationwide	VIEW NOW	Next round of applications opens November 19th 2019.	SEARCH NOW
BARRATT	Bricklaying, Carpentry/Joinery, Bedrooms Fitting, Technical (Engineering & Design), Commercial (Quantity Surveying & Buying) - More information	Intermediate (Level 2) & Advanced (Level 3)	Nationwide	VIEW NOW	March to 30th June 2019. However, vacancies will be filled on a rolling basis or extended as required.	SEARCH NOW

Further details at:
amazingapprenticeships.com/vacancies

Apprenticeship Useful Contacts

<https://www.apprenticeships.gov.uk/real-stories/employer#>

<https://amazingapprenticeships.com/>

National Apprenticeship Service

Telephone : 0800015 0600

Monday to Friday, 8am to 8pm

Traineeships

A flexible education and training programme for 16–24 year olds (up to age 25 with EHCP), lasting between 6 weeks and 12 months.

To support young people to develop the skills/experience needed **to progress to an apprenticeship or sustainable employment.**

High quality work placement lasting 70-240 hours.

Young people who already have a Level 3 qualification are now eligible for the programme if they require support to access apprenticeships or employment.

The new employer incentive of £1,000 per trainee, for up to 10 trainees per region, applies to work placements delivered between 1 September 2020 and 31 July 2021.

Traineeships Useful Contacts

<https://www.gov.uk/guidance/traineeship-information-for-employers>

Contact the National Apprenticeship Service (NAS) on nationalhelpdesk@findapprenticeship.service.gov.uk or 0800 015 0600 for advice and support on traineeships.

The NAS can help you set up a traineeship and put it on [Find a traineeship](#).

You can [contact a local training provider](#) directly to design a traineeship. They will publicise the traineeship for you.

T-LEVELS

THE NEXT LEVEL QUALIFICATION

- The first three T Levels are live!
- **T Levels are a new, 2 year qualification for 16 to 19 year olds with a 45 day industry placement at the heart of each course to give you early access to the brightest talent entering your market.**
- Designed with employers, each T Level is equivalent to 3 A levels providing a mixture of classroom learning (80%) and 'on-the-job' experience (20%) to help young people develop the knowledge, attitude and practical skills to thrive in the workplace.

44 educational providers across England will be delivering the first three T Levels for 2020 in:

- **Digital Production, Design and Development**
- **Design, Surveying and Planning for Construction**
- **Education and Childcare**

Employers like Sainsburys, NHS Trusts and Local Authorities are already getting involved and experiencing the benefits of industry placements.

INDUSTRY PLACEMENTS

Over the next few years, T Levels will scale to include 24 courses, covering 11 skill areas. To get involved, you can host industry placements now with students on related courses.

1. AGRICULTURE, ENVIRONMENTAL AND ANIMAL CARE

2. BUSINESS AND ADMINISTRATION

3. CATERING AND HOSPITALITY

4. CONSTRUCTION

5. CREATIVE AND DESIGN

6. DIGITAL AND IT

7. EDUCATION AND CHILDCARE

8. ENGINEERING AND MANUFACTURING

9. HAIR AND BEAUTY

10. HEALTH AND SCIENCE

11. LEGAL, FINANCE AND ACCOUNTING

These skill areas don't need to be the primary focus of your business; some of them - like Business and Administration or Digital and IT - can apply to everyone.

T-LEVELS HOME INTRO & CASE STUDIES TOOLKIT WEBINARS & WORKSHOPS TALK TO A SPECIALIST CONTACT LOG IN

EMPLOYER SUPPORT FOR INDUSTRY PLACEMENTS

NEW TO INDUSTRY PLACEMENTS? [START HERE](#)

HELP TO PLAN AND PREPARE

GUIDANCE AND TOOLS  CLICK HERE	WEBINARS AND WORKSHOPS  CLICK HERE	TALK TO A SPECIALIST  CLICK HERE
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[I'M READY TO OFFER INDUSTRY PLACEMENTS](#)

employerindustryplacements.co.uk

Access the Employer Support Package where tools, resources and case studies are hosted, you can book onto workshops / webinars and access hands-on support

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Education and Skills Funding Agency**

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Education & Skills
Funding Agency



T-LEVELS

THE NEXT LEVEL QUALIFICATION

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Visit our websites: www.apprenticeships.gov.uk <https://www.tlevels.gov.uk>



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