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METROMAYOR
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Moving Kickstart employees on to an Apprenticeship

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Skills and Apprenticeship Brokerage Service

- Who are we?
- A team of Skills Brokers working across the Liverpool City Region to support employers with workforce development.
- What we can do?
 - Support you to recruit and retain your staff through ongoing skills development.
 - Identify funding streams and grants available in order for you to maximise funding towards training costs.
 - Identify training providers who can deliver against your training needs.

Kickstart to Apprenticeship

- Following on from Kickstart training. An Apprenticeship is a natural progression route to transition your new employee to fit your business.
- A formal qualification which will provide your employee with relevant knowledge, skills and behaviours.
- The Skills Brokerage Service team can continue the support previously offered by Gateway's and will help to access the appropriate standard, funding & grants and training provider.

Basically apprenticeships are:

Genuine jobs
which combine paid
employment,
practice training &
study.

Open to all. The
minimum age is
16 with no upper
age limit.

A great tool for
workforce
development.
Existing staff can
be Apprentices.

Available from
Level 2 up to L7
Masters Degrees.

Up to 100%
Government
funded for non levy
paying Employers.

Great for
succession
planning and
growing your own
talent.

Why do Employers invest in Apprenticeships?

Building Skills:
82% of employers take on apprentices to build the skills capacity in their business

Increasing Productivity:
Statistics suggest an average apprentice improves productivity by £214 a week

Reducing training costs:
up to 100% funding could be available to support Apprenticeship programmes

Apprenticeship Funding

- Up to 100% funding for Apprenticeships for employers with fewer than 50 people and where apprentices are aged 16-18 or aged 19-24 who are care leavers or have a EHCP (Education & Health Care Plan).
- Otherwise employers pay 5% co-investment.
- Levy Transfer – 100% of costs paid for you by another employer.

Current Government Incentive Grants

- Government Incentive Grants for new recruits or Kickstart of £3,000 regardless of age. There is an additional £1,000 on top if the apprentice is 16-18 or aged 19-24 who are care leavers or who have a EHCP (Education & Health Care Plan).
 - *Employers can apply for a payment of £3,000 for new apprentices of any age who have an employment start date of 1 April 2021 to 30 September 2021.*
 - *They must have an apprenticeship start date of 1 April 2021 to 30 November 2021.*
- GRANTS ARE TIME LIMITED AND IT'S THEREFORE IMPORTANT YOU CONTACT US IF YOU MEET THE ABOVE CRITERIA.***

What does it cost the employer?

- Salary – Minimum Apprenticeship wage can start at £4.30 per hour, regardless of age for the first 12 months.

23 and over (National Living Wage)	21 to 22	18 to 20	Under 18	Apprentice
£8.91	£8.36	£6.56	£4.62	£4.30
Apprentices are entitled to the apprentice rate if they're aged 19 or over 19 and in the first year of their apprenticeship (NMW for age after the first year)				

- Maximum 5% co-investment towards training costs.
- Employer contribution benefit on NI for apprentices under 25.

Recruitment – How we can help?

- Have you thought about using Apprenticeships as a way of recruiting new employees?

We can:

- Match your vacancy requirements to the right Apprenticeship Standard.
- Source a Training Provider who can deliver the training to fit with the business need – flexible and supportive of business demands.
- We can advertise your vacancy free of charge.
- Training providers will also support with advertising, interview and selection.
- We can support you to access Government grants and funding.
- Half price bus and rail travel for apprentices 19-24.

Skills Funding

- LCR – Be More (ESF): Funding to support your training needs where no other funding stream is available. **Funding up to 70%** of the cost of training.
- Skills Brokers will work with you to identify appropriate funding streams and as signpost you to relevant training providers.
- An example of what can be funded : *Supporting and Mentoring an Apprentice in the Workplace* – funded via Be More costs are from £27pp.

Supporting and Mentoring an Apprentice in the Workplace

A one-day training programme delivered by 'Three Dimensional Training' (an approved Apprenticeship training provider), covering:

- Life as an Apprentice – how to support your apprentice and overcoming barriers to success.
- Funding – the Digital Apprenticeship Service (DAS) – What is it? How to use it?
- Compliance – Apprenticeship Agreement and Commitment Statement.
- Delivery – 'Off the Job' v 'On the Job' Training – The 80/20 split.
- Paperwork – Getting the most from the tripartite agreement – Employer – Training Provider – Apprentice.

Registration

- Employers can register their interest in support from the Skills Brokerage Service team through the link below:
 - <https://growthplatform.org/skillsbrokers/>
- If you would prefer to speak one of the team before registering then please email:
 - skillsbrokers@growthplatform.org



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Q&A



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Thank you

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