

The Apprenticeship Levy a Burden or an Opportunity!

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Who we are?

A free recruitment and training organisation
for front line environmental staff



Three key themes

The 3 million apprenticeship target by 2020

Committing 0.5% of your payroll (The Levy)

How will it affect your service?

What is happening nationally?

- Adult skills budget was cut by 11%
- Wage Incentive grant of £2,275 stopped
- Youth unemployment (16-24) up 30,000 in last quarter to 764,000 (at June 2015)
- Comparative youth unemployment rates
 - England 16.9%
 - Germany 7.2%
 - Netherlands 9.6%
 - Denmark 11%
 - Spain 53.5%
- Apprenticeships budget protected and ring fenced (£770 million)

Apprenticeship Levy

- Announced by Chancellor in the budget
- Starts April 2017 and paid through PAYE
- All sectors need to pay 0.5% of their payroll to the new body
- Use it or lose it
- All employers receive £15k allowance so levy only payable in excess of £3million
- Aim to generate £3 billion per year

Apprenticeship Levy - Examples

Employer of 100 employees, each with a gross salary of £20,000:

•Paybill:	$100 \times \text{£}20,000$	= £2,000,000
•Levy sum:	$0.5\% \times \text{£}2,000,000$	= £10,000
•Allowance:	£10,000 - £15,000	= £0 annual levy payment

Employer of 250 employees, each with a gross salary of £20,000:

•Paybill:	$250 \times \text{£}20,000$	= £5,000,000
•Levy sum:	$0.5\% \times \text{£}5,000,000$	= £25,000
•Allowance:	£25,000 - £15,000	= £10,000 annual levy payment

Employer of 1000 employees, each with a gross salary of £20,000:

•Paybill:	$1000 \times \text{£}20,000$	= £20,000,000
•Levy sum:	$0.5\% \times \text{£}20,000,000$	= £100,000
•Allowance:	£25,000 - £15,000	= £85,000 annual levy payment

Apprenticeship Syllabus

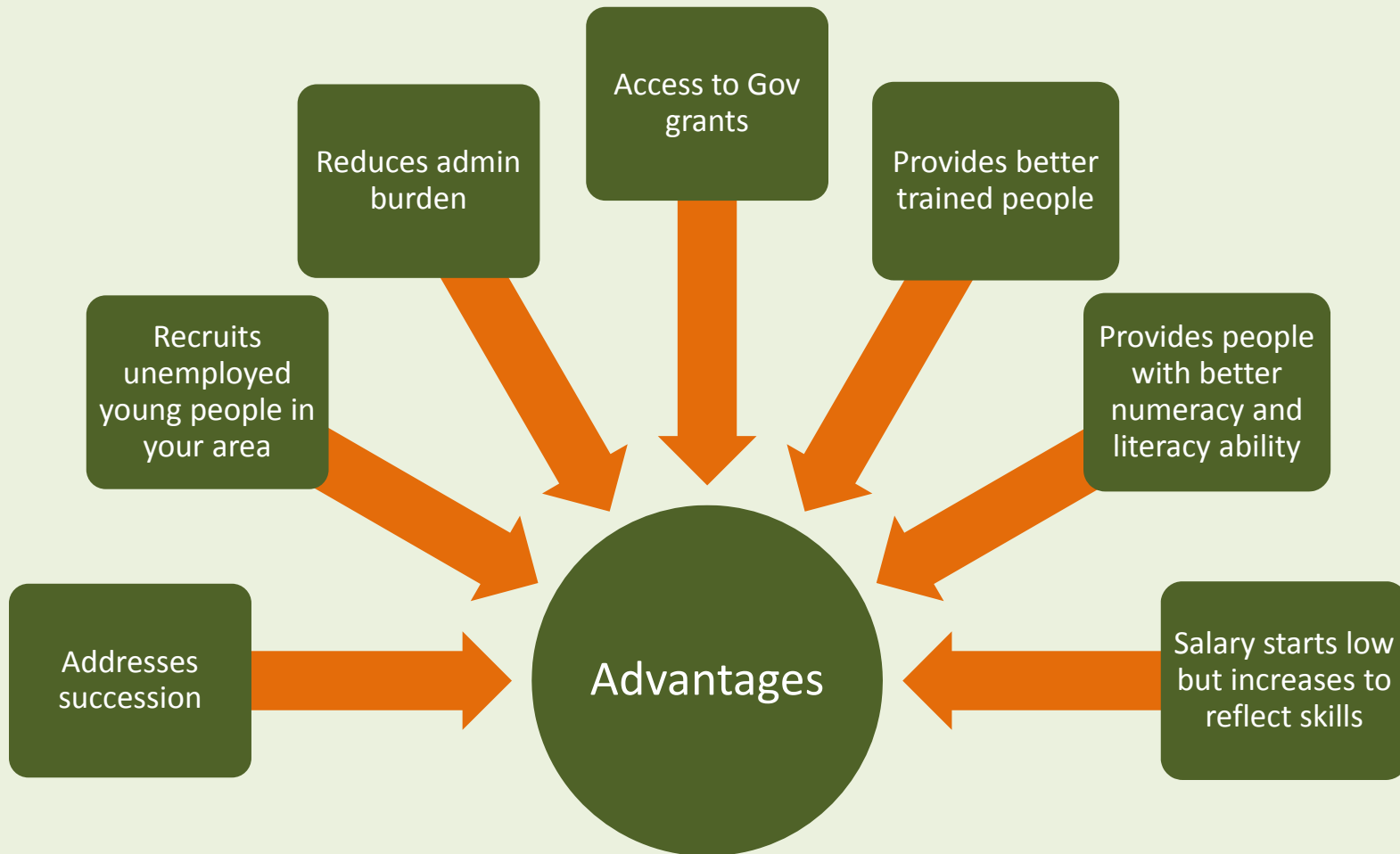
Technical certificate
(classroom led)

Maths and English

Employers' Rights and
Responsibilities

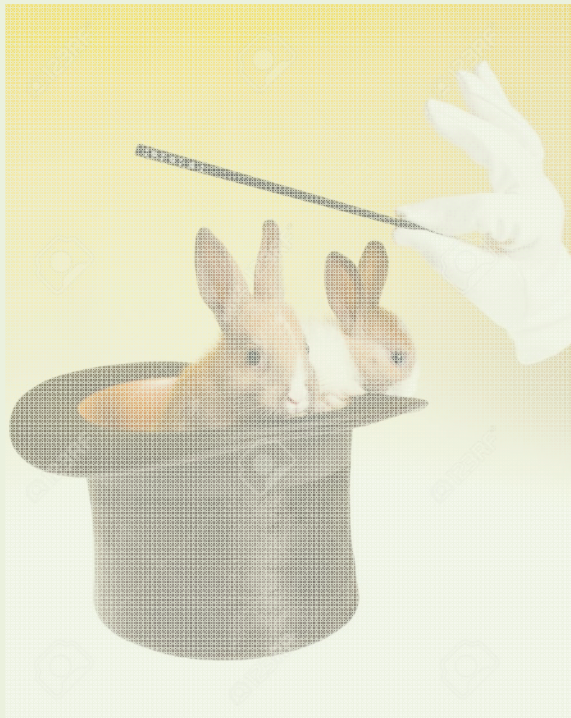
QCF (NVQ) Workplace

Advantages of apprenticeships



Disadvantages of apprenticeships

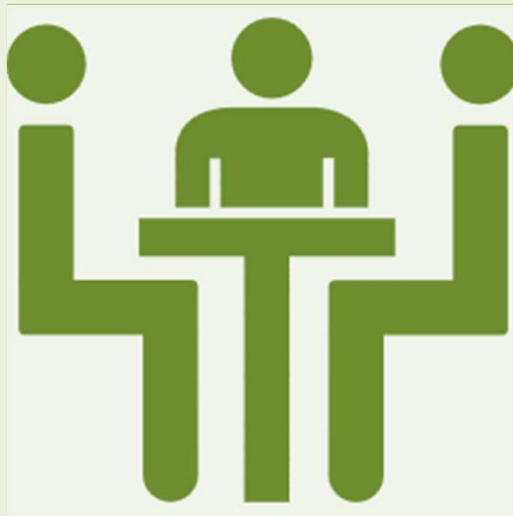
Finding the right people



Not everyone is an angel



Next steps



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