

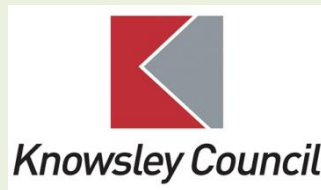
How much will the apprentice levy cost you from April 2017

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Acorn Environmental Solutions

November 2016 – APSE

Who we are?

A free recruitment and training organisation
for front line environmental staff



CONTINENTAL LANDSCAPES LTD



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) in last quarter was 621,000 (at June 2016)
- Comparative youth unemployment rates
 - England 13.6%
 - 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 (24months)

Levy is only payable if payroll 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:	£100,000 - £15,000	= £85,000 annual levy payment

Apprenticeship Syllabus

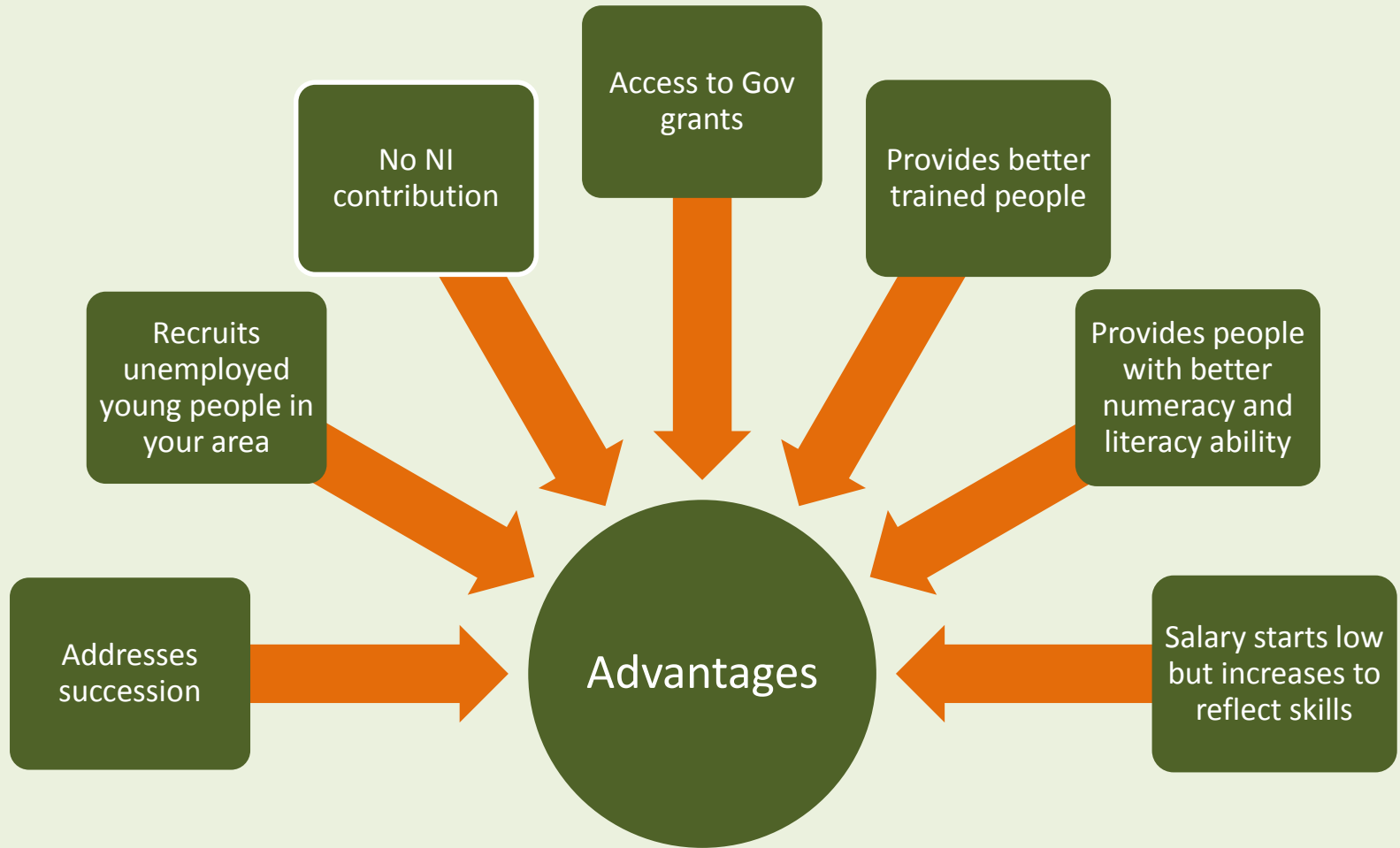
Technical certificate
(classroom led)

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



Part 7 of the Immigration Act 2016

Mandatory Code of Practice on
the English Language requirement
for public sector workers
(includes agency)

“fluency duty”

Applies to all public sector,
e.g. NHS, Councils, Schools
etc for staff with a customer
facing role

Remedial Action

- Training
- Redeployment
- Dismissal

Next steps



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