

# APPRENTICESHIPS

## INFORMATION FOR EMPLOYERS

### **Cost-Effective Workforce Development and Succession Planning**

A strong business is one that knows where its future leaders and skilled staff will come from, and how it will ensure its people continue to develop, to keep pace with a rapidly changing world.



**Does your business rely on a workforce likely to retire in the next few years? Do you know where your future leaders or skilled practitioners will come from? Are your staff focused on achieving the highest quality?**

There are numerous advantages of taking on an apprentice, including:

- Gain access to up-to-date skills and qualifications, through the acquisition of high-quality, nationally-recognised qualifications taught in college
- Train your employees to do things in the way that you would want them to, to the standards you expect in your business
- Diversify your workforce and benefit from employing new staff with fresh perspectives
- Show that you are contributing to individuals in your local community
- Save money on recruitment and retention costs

**Do your staff hold up-to-date skills and qualifications? Is your spending on training and professional development bringing you the returns you would expect?**

Apprenticeships are a cost-effective way to train existing staff and invest in their development to support your business in the future.

**Is your team loyal to your business and keen to do things in the way that reflects your ethos and standards? Do they stay with you and value their employment in your organisation?**

When you employ an apprentice, and help them to start or further their career, you will benefit from the enthusiasm and loyalty they give you in return for your investment in them.

## Are you making the most of government financial incentives for training your workforce?

Employers of apprentices can already qualify for an incentive payment of £1000 when they take on an apprentice. In addition to this, the Chancellor's Plan for Jobs has introduced an additional incentive payment of £2000 per new apprentice (or £1500 if the apprentice is over 24).

The government also pays for a substantial part of apprenticeship training costs:

- If you have fewer than 50 employees the government will pay all of the training cost for eligible apprentices.
- If you have over 50 employees but are not a levy payer, you will only pay 5% of the cost of training your apprentice.
- If you are a levy payer, your contribution to the cost of training your apprentice will be met from your levy pot.

Employers who are not levy-payers can also take advantage of levy-sharing arrangements. If you would like to discuss levy-sharing, please contact our Business Development Manager:



[Jacquie.Higgs-Howson@oaklands.ac.uk](mailto:Jacquie.Higgs-Howson@oaklands.ac.uk)

Employers pay their apprentice the national minimum wage for apprentices.

### Not ready to take on an apprentice yet?

You could benefit from offering a placement to a Trainee. There is a government incentive of £1000, per Trainee, for employers who provide a placement. Trainees are not paid a wage and employers have no other financial commitment.

The Oaklands team supports each Trainee on their placement, helping them to develop the skills and knowledge to be ready for work when they finish. The employer placement and final 'exit interview' is a key part of this process. If you would like to discuss this further please contact the Head of Work-Based Learning:



[Lee.Howarth@oaklands.ac.uk](mailto:Lee.Howarth@oaklands.ac.uk)

