

WHAT ARE APPRENTICESHIPS?

Apprenticeships combine paid on-the-job training with study, so apprentices get quality work experience and essential qualifications. They take between one and four years to complete and are offered from Level 2 to degree level.

WILL I HAVE TO HIRE A NEW MEMBER OF STAFF?

No. You can use apprenticeships to train and develop your existing employees, whatever their age or experience.

HOW CAN AN APPRENTICE HELP MY BUSINESS?

- › Improve productivity
- › Fill skills gaps
- › Boost staff morale
- › Improve staff retention
- › Reduce training and recruitment costs

WHAT KINDS OF APPRENTICESHIPS DOES CRAWLEY COLLEGE PROVIDE?

Crawley College is one of the largest apprenticeship training providers in Sussex and has been supporting apprentices for more than 50 years. We offer Apprenticeships in more than 25 sectors, including:

- › Accountancy, Business and IT
- › Management and HR
- › Construction and Building Services
- › Engineering and Motor Vehicle
- › Health and Social Care and Childcare
- › Hairdressing and Dental Nursing
- › Service Industries

NEW APPRENTICESHIP STANDARDS

The current apprenticeship frameworks are gradually being replaced by new standards, designed by industry experts to focus on the skills, knowledge and behaviour needed for specific job roles.

WHAT'S NEXT? HOW DO I TAKE ON AN APPRENTICE?

Talk to our Skills Advisers, who will explain all of your options, devise the perfect programme for your organisation and answer any questions you have.

Call: 01293 442200 (Press 4)
Email: employers@crawley.ac.uk
Visit: crawley.ac.uk/apprentice



THE NEW APPRENTICESHIP FUNDING MODEL

THE APPRENTICESHIP LEVY

Since April 2017 employers with an annual payroll above £3 million pay 0.5% of their payroll into an apprenticeship levy, to fund apprenticeships.

ALLOWANCES AND TOP-UP

All employers have an allowance of £15,000 to offset against their levy spend. In addition, the Government will add a 10% top-up when the funds enter your digital account. So, for every £1 levy payment, you get £1.10 to spend on apprenticeship training.

DON'T DELAY

You have 24 months to spend the funds in your apprenticeship service account, after which they will expire.

NON-LEVY PAYERS – PAYE UNDER £3 MILLION

For employers with a PAYE of less than £3 million, funding will be by co-investment, with the employer typically paying 10% of the cost of apprenticeship training, and the government funding 90%.

Non-levy payers with fewer than 50 employees do not need to contribute towards the training of an apprentice aged 16 to 18.

LEVY AND NON-LEVY PAYERS

There is a £1000 incentive available for ALL employers who take on a 16-18 year old apprentice or one aged 19-24 with an Education Health and Care plan or who was formerly in care.

