Apprenticeships: TechNet

July 2018
What’s changed?

The government is committed to significantly increasing the quantity and quality of apprenticeships in England and achieving 3 million starts by 2020.

Defined core principles of quality for an apprenticeship:
- It is a job in a skilled occupation
- It requires substantial and sustained training, lasting a minimum of 12 months and involving at least 20% off-the-job training
- It develops transferable skills, and English and Maths, to progress careers
- It leads to full competency and capability in an occupation, demonstrated by the achievement of an apprenticeship standard
- It trains the apprentice to the level required to apply for professional recognition where this exists

The levy will be set at 0.5% of an employer’s pay bill. It will only be paid on any pay bill in excess of £3m. Employers will have an allowance of £15,000 to offset against their levy payment.

The University has to pay circa £1.3 million into the apprenticeship levy annually...

...which can only to be used towards the training of new or existing staff undertaking apprenticeships
Why employ an apprentice?

- University values
- Strategic reasons: recruitment for skills gap, career progression, development/upskilling, succession planning
- Benefits to the department & team: new ideas & skills

“Whilst we already recognise their value, it is important for us to now elevate apprenticeships even further and explore the new possibilities available to us and how they can benefit our faculties, departments and University.”

Wyn Morgan & Tracy Wray
Successes
Managers’ Toolkit

https://www.sheffield.ac.uk/staff/apprenticeships/employing-apprentices/sheffield-support-for-managers
What does UEB want?

- Keep considering apprenticeships as a valuable succession planning and recruitment option
- Consider apprenticeships for staff development