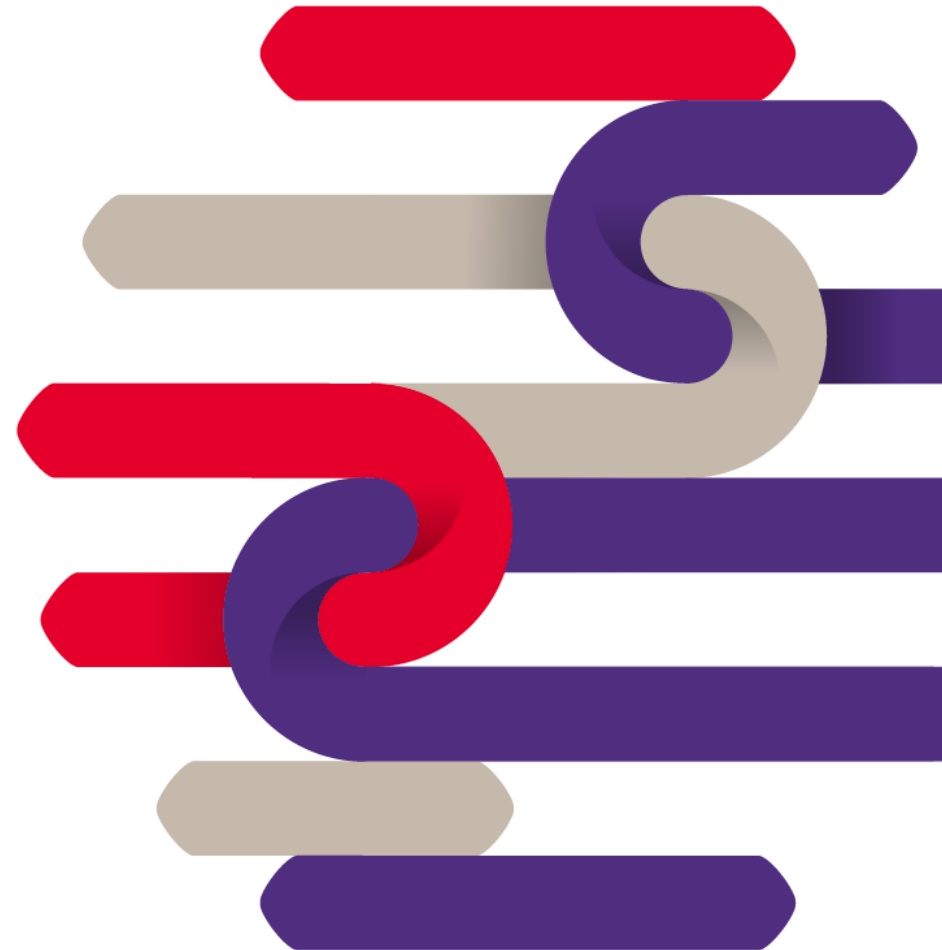


Frome Town Council

Apprenticeships

Tom Pearce

Talent Solutions, July 2018



Levy funding and 9:1 'co-investment'

- Getting 'more out than you put in':
 - a 10% 'top-up' on levy contributions
 - £1,000 incentive payment for 16-18 year olds and some up to 21
- 90% funding through the Government 9:1 'co-investment' model for any overspend on training

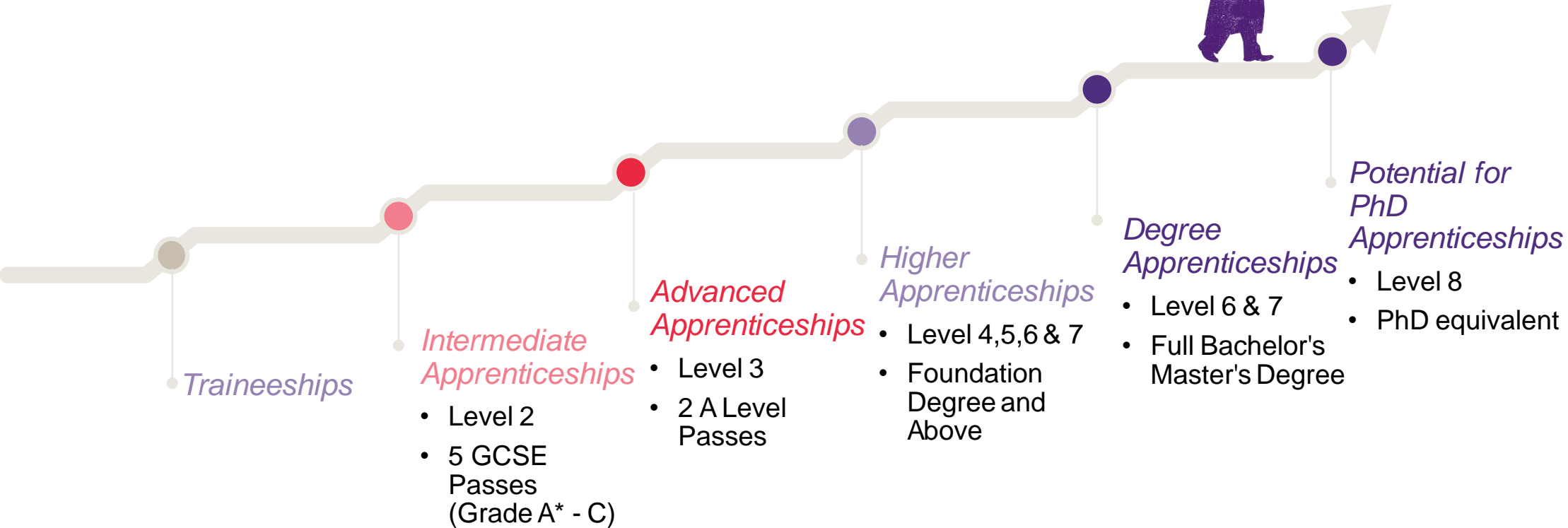
£3m 

Since May 2017, employers with an annual pay bill of over £3m have been required to pay a 0.5% levy on their pay bill amount each month, which can be reclaimed to fund apprenticeship training

SME Funding Focus

- Non-levy funding:
 - 90% funding with Government 9:1 ‘co-investment’ for apprenticeship training and assessment
 - Full funding for <50 headcount employers of 16-18 year old apprentices and some up until the age of 21
- 0% Employer NIC rate extended for 22-25 year old apprentices (usually 13.8%, meaning an approx. £2,500 saving per person based on average salaries at that age)

Apprenticeship Levels



Unpacking use of training: school leavers, grads, existing employees and 'returnships'

Accessing new talent pools:

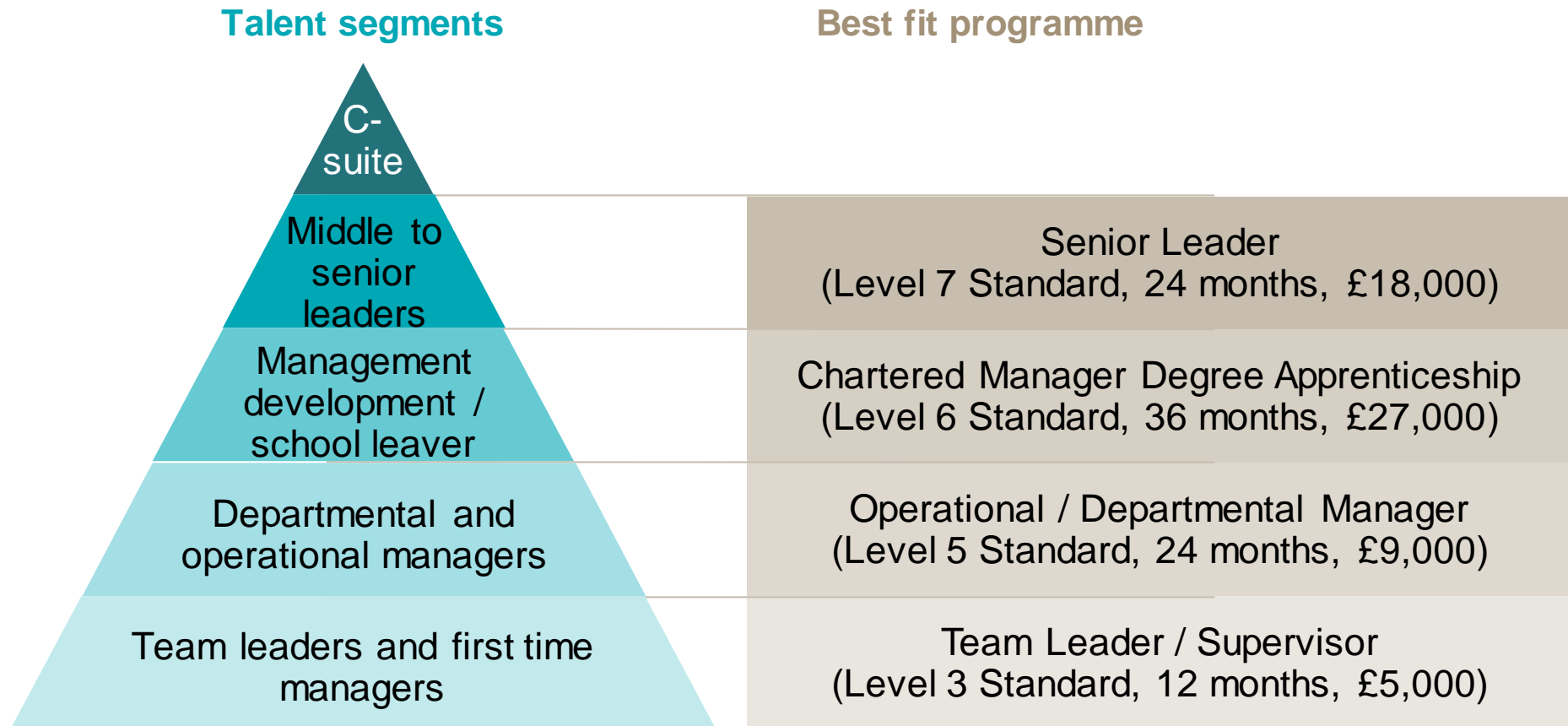
- ❑ Sourcing high quality talent
- ❑ Fill skill gaps, future proof the workforce
- ❑ Increasing diversity and social mobility

Existing employees and returners:

- ❑ Develop knowledge and skills
- ❑ Increase capabilities in new areas
- ❑ Encourage a balanced culture
- ❑ Employee engagement and retention



Leadership and Management Training

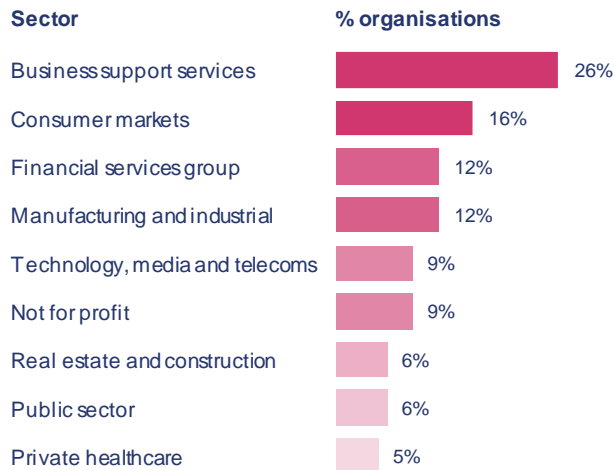




Cranfield Executive MBA with Grant Thornton: Sep 17 - April 18

141 Leading organisations

Key sectors

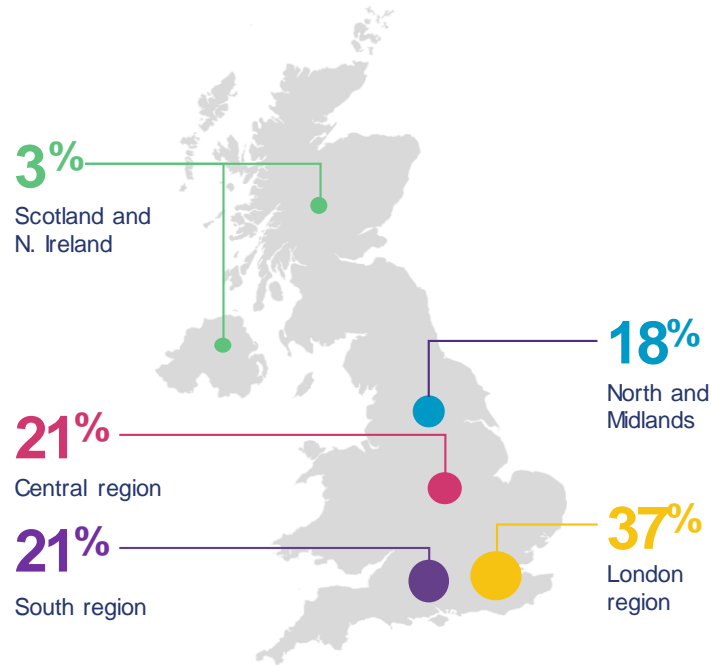


Including:



85% Candidates funded through the Apprenticeship Levy

Size and structure



291 High-performing people

Candidates

25-65

Age range of attendees

37

Average age

14

Number of nationalities

Individuals benefit from the opportunity to work alongside other professionals from other organisations to share best practice

Delivery Options

Training Provider

- Register of Training Organisations
- 75% of providers are independent
- 25% are colleges and universities

Managed Service Provider

- Responsible for managing contracts with other providers
- Manage apprentice recruitment, on-boarding and reporting

Self-delivery

- Prove capability and experience to deliver training in specified areas
- Ofsted assessment required



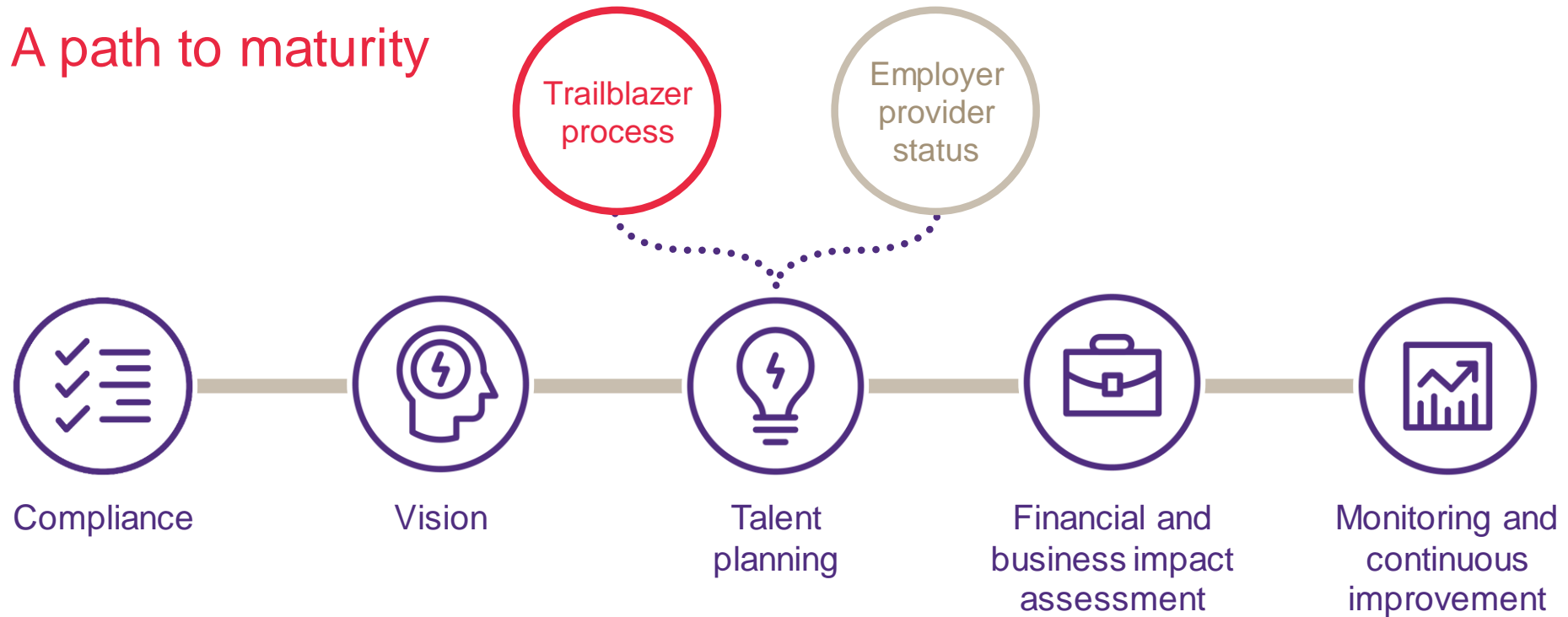
10% Transfer of Levy Funds

- Since April 2018, employers have been able to transfer up to 10% of levy funds to one other employer per annum
- The Government have recently confirmed they are extending this to more than one employer
- Think about:
 - Supply chain
 - Partner organisations
 - Community organisations



Mapped out considerations

A path to maturity



Grant Thornton Training offers

Co-designed and co-delivered programmes:

- Activate Business School on junior to middle management
- Babington on Level 3 to 7 accountancy training
- Cranfield School of Management on a MBA and master's



Thank you and I am happy to take any questions



Tom Pearce

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