

1st February 2024

Apprenticeship
Levy
Awareness
Webinar



welltraining
develop | transform | grow

Housekeeping

- Name
- Video/Mic – off
- No chat available
- Q&A
- Recording



Introductions to the team

The session will be delivered to you today by our expert Apprenticeships team



Adrian Cousins-Cuckson
Training Solutions Partner



Lisa Parkinson
Training Solutions Partner



Karen Mellor
Head of Apprenticeships

Today's Agenda

-  Understanding the Apprenticeship Levy
-  How to effectively utilise the Levy
-  Use it or lose it!
-  Benefits of Apprenticeships for your organisation
-  How WELL Training can support you
-  Our Apprenticeship Training Offer
-  WELL Training: we're unique – our promise – our impact
-  Interactive Q&A session

Understanding the Apprenticeship Levy

Tax paid via
PAYE - monthly

Wage bill of more
than £3M

0.5% (minimum
£15,000 pa)

Service Account
via GOV.uk

Spent on
apprenticeship
provision per
month

Funding bands

2% of employers

24 months
returned to the
Treasury

Recruitment
& upskill existing
staff

Minimum
apprenticeship
wage

Non-levy payers
have co-investment
at 95% / 100% if
below age 19 & less
than 50 employees

How to effectively use the Levy



Identify current & future needs & identify skills gaps of the organisation



Identify which apprenticeship standards could fill these gaps



Manage your Levy funds, find training providers for the Standards in scope, advertise vacancies



Review skills of existing employees, use training needs analysis, advertise internally perhaps with information sessions



Consider Matchmaking for unused Levy (up to 25% for local businesses, charity, support your suppliers, LA initiatives & general)



Review as part of your ongoing business planning & strategy



Progression – L3 Team Leader moving to L5 Operations Manager

<https://www.gov.uk/guidance/transferring-your-apprenticeship-levy-to-another-business>

Use it or lose it!

Over £3 billion unused Levy – funds that can be used to train & develop employees in a variety of job roles

Could this be a lack of understanding & knowledge about how the Levy works?

Levy funds expire 24 months after the date submitted - unused funds will default back to the government

Why is this?
What barriers are Levy-paying organisations facing?



Benefits of Apprenticeships for your organisation

- **Workforce development** - skill acquisition / tailored training
- **Employee retention & loyalty**
- **Increased productivity & improved skills** = positive return on investment
- **Adaptability & innovation** - fresh perspectives & ideas contributing to innovation
- **Succession planning** - apprenticeships can help cultivate a pipeline of skilled workers ready to move into more advanced roles
- **Meeting diversity & inclusion goals** - attract a diverse range of individuals to the workforce
- **Enhanced employer reputation, brand & commitment** = employee development
- **Long-term talent investment** - building a competent workforce long-term will contribute to the organisation's sustainability.

How WELL Training can support you

- **Provide support** to identify training needs that meet an organisational development plan
- **Regular meetings** with a designated training solutions partner
- Create **bespoke delivery** solutions
- **Robust onboarding** process
- **Blended learning** approach
- Pre-session **in-sights**
- **High impact** delivery
- **Embedded theory** learning to meet practical requirements
- **1:1 support** with highly skilled Senior Skills Coaches
- **Monthly** Teaching or Coaching sessions
- **Additional study** skills sessions and Hot topics.



Our Apprenticeship Training Offer



- Level 7 Senior Leader
- Level 6 Improvement Leader
- Level 5 Operations Departmental Manager
- Level 5 Coaching Professional
- Level 3 Team leader or Supervisor
- Level 3 Learning & Development Practitioner
- Level 3 Business Administration

What Makes WELL Training Unique?



We become your biggest expert

- Understand your business, drive, direction & strategy
- We will work on business barriers to achieve results.



We don't do off-the-shelf

- Your values, strategy & behaviours will be built into the content
- Using your values & priorities means our service will be unique to your business.



We deliver transformation not just training

- We identify & measure areas of impact
- We will ensure everything we do for you makes a difference.



We become your trusted invisible partner

- Become your trusted partner
- We build capacity & capability with you to continue your journey to sustainability.



Innovation is in our DNA

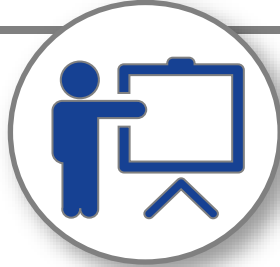
- We continually innovate, develop & transform our business
- We will continually invest in new staff & technologies.

WELL Training: what we do



Leadership & Management

- Accredited qualifications
- Bespoke leadership programmes
- Leadership talent academies.



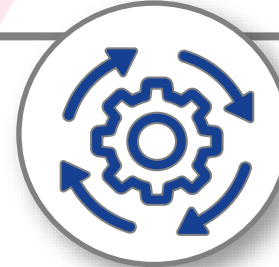
Coaching & Mentoring

- Coaching programmes
- 1:1 Business coaching



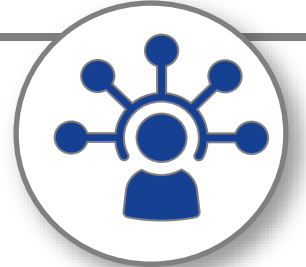
APPRENTICESHIPS

Supporting employers with your apprenticeship programmes, WELL designs, & delivers programmes that will add maximum value to your business.



Organisation Development

- Bespoke support
- Business transformation



Academy Development

- Career pathways
- Support succession planning
- Succession support management

WELL Training, Our Vision: to inspire & transform futures

Our Strategic Priorities



Outstanding People



Core Excellence



Global Growth



Digital Innovation

Our Values & Behaviors



We Care



We make a difference
every day



Driven by you, realizing
your potential

Our Impact

Increase
workplace
productivity



Increase
Staff Retention



Deliver
outstanding
training sessions



Progression
for individuals



Achieve
business growth



Enhance
employer
proposition



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Our unique 3-step approach



1

Pre-session Insights

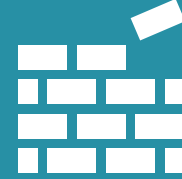
- Prior to each session we build A pre-session insight task to engage with the subject content.
- individuals will understand the session content & have an insight around their starting point.



2

High impact delivery

- Our teaching team hold individual specialties to ensure the WOW factor is delivered
- Every session is engaging with high impact, transformative content delivered face-to-face or virtually.



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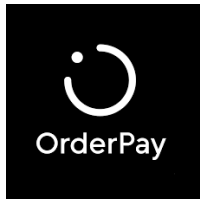
Embedding theory in practice

Whilst we explore recognized best practice and theoretical principles, we look at everything in terms of how this can be applied practically by individuals and how they can embed this into their roles and practices as leaders.

WELL Client Portfolio



Birmingham Museums



Q&A



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Thank you!

for joining us today, we hope you found the session useful.

For any enquiries & further information about our Apprenticeships please contact our Training Solutions Partners:

Lisa Parkinson & Adrian Cousins-Cuckson

solutions@welltraining.co.uk

Let's be social!

Keep up-to-date with our news & offers



www.welltraining.co.uk

www.welltraining.co.uk/apprenticeships/