

Believe to Achieve

Training new and existing staff in Schools

The Apprenticeship Reforms

From April 2017 the way Apprenticeships are funded is changing.

Employers with a pay bill of more than £3m will be required to pay an **Apprenticeship Levy**, which will enable them to access funding via a new Apprenticeship Service. This can be for existing staff as well as new starters.

Schools that pay the Apprenticeship levy

1. **Community schools** (including voluntary controlled schools) Local authorities will typically be responsible for paying the levy in community schools they maintain, where the local authority employs the staff and pays National Insurance contributions (NICs). Such staff will be counted as part of the local authority's payroll. Local authorities are able to pass on the cost of the levy to schools in the same way that employer National Insurance and superannuation is. Where the local authority is the employer, schools will have access to funding for apprenticeship training, via the local authority's apprenticeship service account.
2. **Foundation and voluntary aided schools** typically employ their own staff so they will be responsible for paying the levy.
3. **Standalone academies** The Trusts of standalone academies will typically be responsible for paying the levy where they are the employer responsible for paying Class 1 secondary NICs.
4. **Academies that are part of multi-academy trusts** Multi-academy trusts (MATs) generally employ the staff in their academies, and will be responsible for paying the levy.

Guidance on paying the Apprenticeship Levy has been published by HMRC and is available on this website:
<https://www.gov.uk/government/publications/>

Schools that do not pay the levy

The government will pay 90% of the cost of apprenticeship training and assessment for:

- employers that have a pay bill of less than £3m
- those that have used all the funds in their digital account.

The employer will be required to pay the remaining 10%, please ask for details.

You'll need a Training Provider who is on the **Register Of Approved Training Providers**, such as Vocational Training Services. We can deliver training and assessment on your premises for Apprenticeships that include:

- Supporting Teaching and Learning in Schools level 2 and 3
- Business and Administration levels 2-4
- Customer Service Levels 2-3
- Child Care level 2
- Early Years Educator level 3
- Team Leading & Management level 2-4

If you have staff who would benefit, let us know and we'll get things organised.

If you have staff who may not be eligible for government funding, they may be able to apply for a 19+ Learning Loan for level 3 training.

