



Apprenticeships for SMEs in Haringey

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The London Progression Collaboration.

- Who are The London Progression Collaboration
 - What an apprenticeship is – the basics
 - How apprenticeships can aid diversity
 - Employer Incentives
 - How to get started with apprenticeships and what help is available
 - Levy Transfer



The London Progression Collaboration.

We're on a mission to make sure low-paid Londoners can secure better-quality, higher-paying work, and to make sure London's businesses can develop the skills they need to thrive and grow.

We support businesses to create great apprenticeships which meet both these needs.





Supported over **700 new**
apprenticeship starts



Secured over **£9.1 Million**
levy transfer funds for
small businesses



Enabled more than **170**
small businesses to offer
new apprenticeships



Cited by OECD as an
example of best-practice

Our Impact



The Basics; What is an Apprenticeship?

- A job with structured formal training
- Full Time – 30+ Hours
- Paid as a regular employee with the same benefits
 - We recommend London Living Wage
- Working in-role 80% of the time and learning 20% of the time
- Clear training syllabuses which are formally assessed
- Can be offered to a new recruit OR an existing staff
- Can be from Entry Level (Level 2) right up to Masters Level (Level 7)

Diverse Workforce through Apprenticeships

- Apprenticeships are a great way to diversify your workforce
- Can be a way to get talent from under-represented groups
 - Some specific projects to help BAME and female candidates into sectors like tech and marketing where they are underrepresented
- Suitable for SEND candidates
- There are some training providers that specialise in helping under represented groups into certain careers





LONDON PROGRESSION COLLABORATION

Employer Incentive Matrix

	SMEs with under 50 employees	SMEs with over 50 employees	Levy Paying Organisations
Age 16-18*	Fully-funded Training	5% Government co-investment	Spend own Levy
		Levy Transfer via LPC	5% Government co-investment if own levy exhausted
			Levy Transfer via LPC if own levy exhausted
	£1,000 Age Incentive Payment	£1,000 Age Incentive Payment	£1,000 Age Incentive Payment
	No Employer NI Contributions	No Employer NI Contributions	No Employer NI Contributions
	Total Grants of £1,000	Total Grants of £1,000	Total Grants of £1,000
Age 19-24	5% Government co-investment	5% Government co-investment	Spend own Levy
	Levy Transfer via LPC	Levy Transfer via LPC	5% Government co-investment if own levy exhausted
			Levy Transfer via LPC if own levy exhausted
	No Employer NI Contributions	No Employer NI Contributions	No Employer NI Contributions
Age 25+			Spend own Levy
	5% Government co-investment	5% Government co-investment	5% Government co-investment if own levy exhausted
	Levy Transfer via LPC	Levy Transfer via LPC	Levy Transfer via LPC if own levy exhausted

*16-18 benefits available to 19-24 year olds with EHCP. NIC reduction on earnings below £827 a week. Limit of 10 Co-investment apprenticeships per employer

Getting started with Apprenticeships

1. Register for a DAS account on the .GOV website
 - The LPC can share a step by step DAS set up guide with you
 - The LPC can walk you through the process via a video call
2. Identify which apprenticeship standards will help you meet your objectives
 - The LPC can discuss your business needs and talk you through some options
3. Select a Training Provider
 - The LPC can provide a shortlist of providers for your selected apprenticeship with good Ofsted, good employer satisfaction and good completion rates
 - The LPC can coach you around what to ask a provider, or join one of your calls
4. Support your apprentices to enrol, they will need time to complete.
5. Select funding option for your apprentice – Co-Investment or Levy Transfer



Funding Apprenticeship Training for SMEs

Two main options for SMEs to fund apprenticeships –

1. Co-Investment this is where the Government will pay 95% of the cost of up to 10 apprentices' training.
2. Levy Transfer this where a large organisation (Like Haringey Council) shares some of their apprenticeship levy to **pay for 100% of the cost of your apprentices' training**

The Apprenticeship Levy

Large organisations with a wage bill over £3M pay 0.5% as an apprenticeship levy that can only be spent on apprenticeship training. These organisations can choose to share up to 25% of this levy to fund apprenticeship training at smaller organisations.

The LPC works with over 40 large employers who are keen to share their unspent levy to support small businesses. Haringey Council is one our key partners

Levy Transfer Process

Once you have set up your DAS account, chosen your apprenticeship and training provider you can follow these steps to secure a levy transfer –

1. Contact the LPC (rob.singh@ippr.org)
2. We will check that you meet Haringey's Levy Transfer Criteria
 - If you do not meet this, The LPC will be able to match you with a corporate funder
3. Complete The LPC's levy transfer form so Haringey can see what apprenticeship you want to fund, what wages you are paying, whether it is an upskill or new start etc.
4. If successful Haringey will send you a connection request in the DAS
5. You will need to accept the connection request.
6. You/your training provider can begin to upload your cohort of apprentice(s) to the DAS
7. Haringey will check and approve the cohort
8. Then the levy funds will be paid to the training provider on your behalf each month

Haringey Council's Levy Transfer Criteria

- The Business and/or the apprentices must be in Haringey
- Pay National Living Wage - £8.91 or more



QUESTIONS

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 www.thelpc.uk

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