Are you ready for the apprenticeship levy?
Apprenticeship Policy in England and the way forward
Why Apprenticeships matter
Apprenticeship Policy
‘Trailblazer’ Apprenticeship Standards
Apprenticeship Levy
Why apprenticeships matter

There will be a need for some

182,000 new Science, Engineering and Technology technicians per year
to meet employer demand – apprenticeships are a vital route

Apprenticeships have traditionally been seen as a “badge of honour” across Advanced Manufacturing and Engineering – employers value them

Apprentices can net a business between 150% and 300% return on investment
Why apprenticeships matter

Retention rates are better
Apprentices are more committed to the business
26% of the AME sector have carried out an apprenticeship
APPRENTICESHIP POLICY: NEW GOVERNANCE ARRANGEMENTS
Nobody understands the skills employers need better than the employers themselves. That is why we are placing them in the driving seat. They are designing apprenticeships so that they focus on exactly the skills, knowledge and behaviours that are required of the workforce of the future.
Guaranteeing apprenticeship quality

The government wants to see 3 MILLION APPRENTICESHIP starts by 2020 – there were 2.4 million during the 2010-15 Parliament.

A new employer-led INSTITUTE FOR APPRENTICESHIPS (IfA) will monitor quality, approving and rejecting new apprenticeship standards.

The term “apprenticeship” will be PROTECTED IN LAW.

The government is introducing policies which it says will PROTECT THE QUALITY OF APPRENTICESHIPS.

The government, however, will not set sectoral or level-based targets – it says that it’s UP TO EMPLOYERS TO CREATE THE APPRENTICESHIPS THEY NEED TO MEET THEIR SKILLS NEEDS.
Institute for Apprenticeships (IfA)

The Institute for Apprenticeships will put in place **TRANSPARENT MECHANISMS** for the approval of apprenticeship standards and assessment plans, and maintain clear quality criteria so that **ONLY STANDARDS THAT ARE VALUED BY EMPLOYERS WILL BE APPROVED AND FUNDED**.

A new independent body, **LED BY EMPLOYERS**, to **REGULATE** the quality of apprenticeships.

It is the government’s intention that the IfA will be **FULLY OPERATIONAL BY APRIL 2017**, but it is likely to take on functions sooner than that in a phased approach during 2016.

As yet, there is no indication of how big the IfA will be.
Apprenticeship Delivery Board (ADB)

Chaired by NADHIM ZAHAWI MP, the Government’s Adviser on Apprenticeships, the Board will ENCOURAGE MORE BUSINESSES TO DEVELOP APPRENTICESHIPS – members will act as “apprenticeship champions” within their sectors.

Membership of the Board will be time limited and rotate amongst employers.
Apprenticeship Delivery Board (ADB)

Present board:

David Abraham
Chief Executive
Channel 4

Mike Thompson
Head of Apprenticeships
Barclays

Alderman Andrew Parmley
City of London

Rami Ranger
CBE
Chairman
Sun Mark Ltd

Melanie Hayes
Resourcing & Development Director
Compass Group

Simon Blagden
MBE
Non-Executive Chairman
Fujitsu

James Wates
CBE
Chairman
Wates Construction
How the IFA & ADB will work together

“...

It will be for the Chair of the Institute for Apprenticeships, when appointed, to determine through discussions with Government and the Apprenticeship Delivery Board how they should interact. The permanent Chair will be appointed through a public appointments process in 2016.

NICK BOLES MP
SKILLS MINISTER
Apprenticeship Levy
## Present Trailblazer Apprenticeship Funding Caps

<table>
<thead>
<tr>
<th></th>
<th>Cap 1</th>
<th>Cap 2</th>
<th>Cap 3</th>
<th>Cap 4</th>
<th>Cap 5</th>
<th>Cap 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum core government contribution (£2 for every £1 from employer)</td>
<td>£2,000</td>
<td>£3,000</td>
<td>£6,000</td>
<td>£8,000</td>
<td>£13,000</td>
<td>£18,000</td>
</tr>
<tr>
<td>Employer contribution if the cap maximum is required</td>
<td>£1,000</td>
<td>£1,500</td>
<td>£3,000</td>
<td>£4,000</td>
<td>£6,500</td>
<td>£9,000</td>
</tr>
<tr>
<td>Co-payment for training and assessment if the cap maximum is required</td>
<td>£3,000</td>
<td>£4,500</td>
<td>£9,000</td>
<td>£12,000</td>
<td>£19,500</td>
<td>£27,000</td>
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<tr>
<td>Additional incentive payments</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruiting a 16 to 18-year-old</td>
<td>£600</td>
<td>£900</td>
<td>£1,800</td>
<td>£2,400</td>
<td>£3,900</td>
<td>£5,400</td>
</tr>
<tr>
<td>For a small business (&lt;50)</td>
<td>£500</td>
<td>£500</td>
<td>£900</td>
<td>£1,200</td>
<td>£1,950</td>
<td>£2,700</td>
</tr>
<tr>
<td>For successful completion</td>
<td>£500</td>
<td>£500</td>
<td>£900</td>
<td>£1,200</td>
<td>£1,950</td>
<td>£2,700</td>
</tr>
<tr>
<td>Maximum total government contribution</td>
<td>£3,600</td>
<td>£4,900</td>
<td>£9,600</td>
<td>£12,800</td>
<td>£20,800</td>
<td>£28,800</td>
</tr>
</tbody>
</table>
Apprenticeship Levy

“A levy will put employers at the heart of paying for and choosing apprenticeship training, and place the funding of apprenticeships on a sustainable footing. Employers will choose between high quality education and training providers, or be able to train their apprentices themselves.”

ENGLISH APPRENTICESHIPS:
OUR 2020 VISION, UK GOVERNMENT
Apprenticeship Levy

A new Apprenticeship Levy is being introduced to replace the existing funding system (based on a 2:1 funding ratio of government to employer funding)

Intended to cover the costs of an apprentice’s training, assessment and certification
Apprenticeship Levy

- **0.5%**
  - Set at 0.5% of an employer’s payroll

- £3m
  - Only employers with a payroll over £3m pay

- **Not Paying**
  - Government says 98% of employers won’t pay anything
Levy paying employers will include charities, public sector and those in sectors with existing training levies (e.g. construction).

- The government will apply a 10% top-up to monthly funds entering levy paying employers digital accounts.
- All funds entering a levy payer’s account will be increased, so every £1 will be increased to £1.10 in value.

There is a £15k allowance to offset overall cost.
Apprenticeship Levy

Set to raise between £2bn-£3bn each year

3,000,000

Set at a level at which government intends to ensure three million starts by 2020 can be achieved
Apprenticeship Levy

Example 1
Annual Paybill - £3,015,000

Annual apprenticeship levy payment = £600

DAS account balance (to spend on apprenticeship training) = £660

<table>
<thead>
<tr>
<th>Month</th>
<th>Paybill</th>
<th>Levy Amount Due (0.5%)</th>
<th>Allowance</th>
<th>Levy Due to HMRC</th>
<th>10% Top Up from HMRC</th>
<th>Digital Account Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Month 1</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£55</td>
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<tr>
<td>Month 2</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£110</td>
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<tr>
<td>Month 3</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£165</td>
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<tr>
<td>Month 4</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£220</td>
</tr>
<tr>
<td>Month 5</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£275</td>
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<tr>
<td>Month 6</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£330</td>
</tr>
<tr>
<td>Month 7</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£385</td>
</tr>
<tr>
<td>Month 8</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£440</td>
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<tr>
<td>Month 9</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£495</td>
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<td>Month 10</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£550</td>
</tr>
<tr>
<td>Month 11</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£605</td>
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<tr>
<td>Month 12</td>
<td>£260,000</td>
<td>£1,300</td>
<td>£1,250</td>
<td>£50</td>
<td>£5</td>
<td>£660</td>
</tr>
</tbody>
</table>

Totals | £3,120,000 | £15,600 | £15,000 | £600 | £60 | £660
Apprenticeship Levy

### Example 2

**Annual Paybill - £18,000,000**

**Annual apprenticeship levy payment = £75,000**

**DAS account balance (to spend on apprenticeship training) = £81,875**

<table>
<thead>
<tr>
<th>Month</th>
<th>Paybill</th>
<th>Levy Amount Due (0.5%)</th>
<th>Allowance</th>
<th>Levy Due to HMRC</th>
<th>10% Top Up from HMRC</th>
<th>Digital Account Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Month 1</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£6,875</td>
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<tr>
<td>Month 2</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£13,750</td>
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<tr>
<td>Month 3</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£20,625</td>
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<tr>
<td>Month 4</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£27,500</td>
</tr>
<tr>
<td>Month 5</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£34,375</td>
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<tr>
<td>Month 6</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£41,250</td>
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<tr>
<td>Month 7</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£48,125</td>
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<tr>
<td>Month 8</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£55,000</td>
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<tr>
<td>Month 9</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£61,875</td>
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<tr>
<td>Month 10</td>
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<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£68,750</td>
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<tr>
<td>Month 11</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£75,625</td>
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<tr>
<td>Month 12</td>
<td>£1,500,000</td>
<td>£7,500</td>
<td>£1,250</td>
<td>£6,250</td>
<td>£625</td>
<td>£82,500</td>
</tr>
</tbody>
</table>

**Totals**

- Paybill: £18,000,000
- Levy Amount Due: £90,000
- Allowance: £15,000
- Levy Due to HMRC: £75,000
- 10% Top Up from HMRC: £7,500
- Digital Account Balance: £82,500
What you can spend the levy on

It’s for **APPRENTICESHIPS AT ALL LEVELS**

**LEGAL PROTECTION** of the term ‘apprenticeship’ will be introduced **TO GUARANTEE QUALITY**

The money can be used for **ANY APPROVED APPRENTICESHIP**

These range from **LEVEL 2 (INTERMEDIATE APPRENTICESHIPS)** all the way **UP TO LEVEL 6 & BEYOND (DEGREE APPRENTICESHIPS)**
What can’t you spend the levy on?

- Wages
- Statutory licences to practise
- Travel and subsidiary costs
- Managerial costs
- Traineeships
- Work placement programmes
- Costs of setting up an apprenticeship programme
The funding system

- **Employers**
  - with payroll of over £3M

- **HMRC Collect Levy**

- **Stakeholder Oversight**

- **Apprenticeship Funding**
  - Individual Voucher Accounts
  - Funding Claim & Proof of Training

- **Apprenticeship Design**
  - Employers
  - Providers

Money Flow

Information Flow
Digital Apprenticeship Service

Will help employers to:
• Select an apprenticeship Framework or Standard
• Choose the training provider you want to deliver training
• Choose an assessment organisation
• Post apprenticeship vacancies

From April 2017, if you pay the levy you will also be able to:
• See the funds you have available to spend in England
• Set the price you’ve agreed with your training provider
• Pay for apprenticeship training and assessment through the digital apprenticeship service

By 2020, all employers will be able to use the Digital Apprenticeship Service to pay for training and assessment for apprenticeships
Apprenticeships for non-levy payers

**ALL EMPLOYERS** will eventually use the new online Digital Voucher Service (non-levy payers by 2020 according to government)

**NON-LEVY PAYERS** will once using the Digital Voucher System be able to **CLAIM WHAT LEVY PAYERS DO NOT SPEND**

Levy is **NOT GOING TO BE RINGFENCED SECTORALLY** — so levy paid by advanced manufacturing and engineering employers could end up being spent in any sector

Government is looking at **WAYS FOR LARGER EMPLOYERS TO SPEND THEIR LEVY FUNDING ON SUPPLY CHAINS** in their sectors as many employers have mechanisms in place already.
Apprenticeships for non-levy payers

Non-levy paying employers will be required to co-invest a small proportion of funding towards the cost of their apprenticeships training.

“We are committed to providing financial government support to these employers to pay for their apprenticeships training. We will therefore contribute a large proportion of government funding to cover the majority of the costs of apprenticeships training.”

English Apprenticeships
Our 2020 Vision, UK Government
Next Steps

July 2016

- Provisional Funding Bands from April 17
- Provisional level of Government support for non levy paying employers from April 17
- Provisional additional payment for recruiting a 16-18 year old apprentice from April 17
- Provisional funding for English and Maths training for apprentices that have not met the minimum requirements from April 17
- Eligibility rules on where employers can spend their funding and with whom
- Who can provide apprenticeship training and how to set up an organisation to deliver apprenticeship training
Next Steps

October 2016
• Final levels of funding, government support, 16-18 payments, English and Maths payments for apprentices starting from April 2017

December 2016
• Final detailed funding rules and eligibility rules
• Further guidance from HMRC on how to calculate and pay the apprenticeship levy
• Institute for Apprenticeships (IFA) Board announced
Trailblazer Apprenticeship Standards
What are Trailblazers?

- New **employer designed** apprenticeship standards
- Must set out the requirements for ‘**full’** Occupational Competence
- Focused on the outcome of an apprenticeship
- Apprenticeships should be **graded**
- Delivered to recognise **Professional Standards**
- Level 2 English and Maths
- Digital account
Apprenticeships – The Standard

- The Apprenticeship Standard - Maximum 2 sides of A4 – now some flexibility

**Mandatory**
- Title of the Apprenticeship Standard – Occupation(s)
- Role profile/description
- Skills and knowledge to achieve full occupational competence
- Expected employer behaviours
- Duration of the Apprenticeship – min one year (Engineering Typ. 36 to 48 months)
- Level
- Review date

**Optional**
- Entry requirements
- Mandatory qualifications
- Professional Body recognition e.g EngTech, IEng or CEng
- Reference made to an Employer Occupational Brief
Apprenticeships – Assessment Plan

• A clear explanation/diagram to explain to an apprentice how they can expect to be assessed against the apprenticeship standard, including what they need to have achieved in order to apply for their apprenticeship completion certificate.

• Assessment - What you are planning to assess - (i.e. the content to be assessed)

• Assessment - How you are planning to assess it (i.e. the methods of assessment)

• Assessment - Who will be carrying out the assessment(s)

• Assessment must:
  • Have an end – point assessment
  • Be independent and carried out by an organisation that is on the Register of Apprenticeship Assessment Organisations (RoAAO)
  • Graded eg Pass, Merit and Distinction
  • Deliver consistent, reliable and valid judgements
  • Set out internal and external QA process
  • Apprenticeship Costing (on programme training and end point assessment)
Apprenticeship Standards

The Development and Approval Process

1) Employers produce and submit an Expression of Interest (EOI).

2) Produce Apprenticeship Standard and submit to BIS for approval

3) Produce Apprenticeship Assessment Plan and submit to BIS for approval

4) Produce Apprenticeship costing template

5) Trailblazer Apprenticeships - Ready for Delivery

For Apprenticeship Standards in development
Employer Led Development Groups

Large Employers

Semta

SMEs

GTA England

Professional Institutions

Awarding Organisations

NFEC

BIS/SfA Relationship Manager

ENGINEERING SKILLS FOR THE FUTURE
Advanced Manufacturing/Engineering Trailblazers supported by Semta

Key – SA – Standard Approved  RD – Ready for delivery

Aerospace and Aviation

• Aerospace Manufacturing Fitter Level 3 - RD
• Aerospace Electrical and Mechanical Systems Fitter Level 3 - RD
• Aircraft Maintenance Fitter Technician (Fixed and Rotary Wing) Level 3 - RD
• Airworthiness Planning, Quality & Safety Technician Level 3 - RD
• Survival Equipment Fitter Level 3 (Military) - RD
• Aviation Maintenance Mechanic Level 2 (Military) - SA
• Aircraft Certifying Engineer Level (Fixed and Rotary Wing) Level 4 - RD
• Aerospace Engineer Level 6 - RD
• Aerospace Software Development Engineer Level 6 - RD
Advanced Manufacturing/Engineering Trailblazers supported by Semta

Automotive

• Mechatronics Maintenance Technician Level 3 - RD
• Product Design and Development Technician Level 3 - RD
• Electrical/Electronic Support Engineer Level 6 - RD
• Control/Technical Support Engineer Level 6 - RD
• Manufacturing Engineer Level 6 - RD
• Product Design and Development Engineer Level 6 - RD
Advanced Manufacturing/Engineering Trailblazers supported by Semta

Maritime/Yacht and Boat
- Maritime Mechanical Fitter Level 3 - SA
- Maritime Pipeworker Level 3 - SA
- Maritime Maintenance Mechanical/Electrical Mechanic Level 2 - SA
- Maritime Fabricator Level 3 – SA
- Maritime Electrical Fitter Level 3 - SA
- Boatbuilding Level 3 – RD

Rail Engineering
- Rail Engineering Level 2, 3 and 4 (Track, Overhead Line, Electrification, Traction & Rolling Stock, Signalling, Telecoms, Rail Systems) - RD
Advanced Manufacturing/Engineering Trailblazers supported by Semta

Sector Wide

- Machining – Advanced Manufacturing Engineering Level 3 - RD
- Technical Support Technician – Advanced Manufacturing and Engineering Level 3
- Composite Technician Level 3 - SA
- Welding Level 2 and 3 - RD
- Tool making, Tool & Die Maintenance Level 3 - SA
- Non Destructive Testing Level 2 and 3 – L2 SA - L3 RD
- Manufacturing Technology Development Engineer Level 6
- Advanced Systems Engineering Level 7 - RD
Advanced Manufacturing/Engineering Trailblazers in Development supported by Semta

New/Recent Expressions of Interest

• Advanced Manufacturing Technician Level 4 – EOI submitted
• Manufacturing Fitter Level 3 – EOI submitted

Expressions of Interest being considered for development

• Level 3 Mechanical and Electrical/Electronic Maintenance Level 3 (two roles)
• Level 2 Advanced Manufacturing Operative
• Level 2 Engineering Operative
• Level 3 Advanced Manufacturing Engineering Technician
• Level 3 Manufacturing/Engineering Team Leader
• Level 4 Manufacturing/Engineering Production Manager
• Level 3 Problem Solving (Green Belt)
• Level 4 Problem Solving (Black belt)
• Level 3 Engine Tester
• Level 4 Engine Test Technician
How can the Semta Apprenticeship Service support you?
Semta Apprenticeship Service (SAS): About Us

- Owned and led by industry employers with a Board of top industrialists.
- SAS has been delivering apprenticeships and supporting employers for over 25 years.
- Proven track record specialising in delivering for the Engineering and Advanced Manufacturing sector.
- Flexible delivery capability.
- Not-for-profit organisation committed to transforming the skills and productivity of the people who power our engineering and advanced manufacturing sector.
Some of our Customers

BRITISH AIRWAYS

Johnston Sweepers

MARS

Acres

Creative Engineered Solutions

tyco

SHEFFIELD FORGEMASTERS INTERNATIONAL

THALES

ASMECH SYSTEMS LIMITED

MERCEDES AMG PETRONAS FORMULA ONE TEAM

BOSCH
We work with 200 Employers & 50 Delivery Partners

‘Our Learners are at the heart of all we do’
Working across

AUTOMOTIVE
AEROSPACE
ELECTRONICS
METALS AND METAL PRODUCTS
RAIL
MECHANICAL EQUIPMENT SECTORS
Our Apprenticeship Offer

• Engineering Manufacture
• Electro-technical
• Improving Operational Performance
• Laboratory and Science Technician
• Manufacturing Engineering
• Metal Processing and Allied Operations
• Operations and Quality Improvement
• Rail Engineering
• Rail Infrastructure Engineering
• Trailblazers - Systems Engineering Masters programme  L7
Why recruit an Apprentice?

• Skills Shortages
• Ageing workforce across the sector
• Engineering companies projected to need 182,000 people with engineering skills each year to 2022 (Engineering UK)
• Need to double the number of apprentices entering the sector (Engineering UK)
• Proven return on investment
• Increased productivity
Recruitment Process

• Agree Job specification / vacancy details
• Get My First Job
• Advertise widely (GMFJ; NAS; Telegraph App; Semta website; social media; schools; etc)
• Sifting and screening / phone interviews
• Potential for online testing and assessment centres
• Arrange interviews
• Advise candidates of selection / non selection
• Advise on / help access any funding incentives
Registration / Enrolment

- Conduct pre-start checks - H&S assessment
- Arrange learner registration and enrolment - agree and confirm programme and units to be followed.
- Agree Learning Plan, so all are clear on all aspects of training programme, timescales and expectations.
Apprenticeship Delivery

- 5 x elements of Framework:
  - Technical Certificate (e.g. BTEC) - knowledge
  - NVQ (Competency qualification)
  - Functional Skills (English; Maths; ICT)
  - Employment Rights & Responsibilities
  - Personal Thinking & Learning Skills

- All managed by SAS - all except Technical Certificate delivered by SAS.
Apprenticeship Delivery (2)

- Technical Certificate - generally day release at college
- All other elements - monthly assessor visit
- Learner Review - every 10 weeks with assessor, employer & learner
- Completion - arrange certification
- Ongoing support and communication to keep you informed (e.g. learner progress; college attendance; apprentice reforms / changes; progression routes).
Current Funding

• Current Apprentice Frameworks:
  • Aged 16-18 at enrolment: framework fully funded
  • Aged 19+ on enrolment: 50% employer contribution

• Incentives
  • AGE Grant (some local variations, e.g. Sheffield)
  • Removal of Employer NI Contribution (apprentices under 25)
  • Some local initiatives
So what does the future hold?

- Complex and rapidly changing skills landscape
- New Apprenticeship standards (Trailblazer)
- Funding changes - national and local
- Introduction of Levy
- New administration systems
- Digital voucher system
- Semta can help you through the maze!
- Our Vision for the future .............
“Engineering” Apprenticeships for over 60 years
Let the Experts help you to get the best return on your levy investment

Information, Advice & Guidance

Tailor-made Consultancy

Creating High Quality Apprenticeships

Turning apprentices into valuable business assets

End to End Managed Service

The levy is your money and Semta can make it work for you
In Summary

• Information, advice & guidance on Levy and Apprenticeship reforms
• Tailor-made consultancy to make the Levy work for your business
• Identification of Apprenticeship standards that meet your business needs
• Recruitment and training of your Apprentices
• Manage the administration of the Levy for you via the digital voucher system
• Ongoing support during the life of the Apprenticeship
• End to End Managed Service for all
Next Steps

Contact us to discuss your requirements and arrange a 1-2-1 consultation with one of our team:

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