



Apprenticeships

A guide for employers

A GUIDE FOR EMPLOYERS

This guide has been put together to help employers understand the changes to apprenticeship funding and the impact it has on their business. It also sets out the support and guidance Thatcham Research can give to employers' apprenticeship programmes.

Thatcham Research is on the Register of Apprentice Training Providers (ROATP) and has been through a rigorous and robust process with the ESFA to assess its capability for delivering high-quality apprenticeship training.

Thatcham Research is an Ofsted 'good' provider and eligible to deliver apprenticeship training services to both levy and non-levy employers.



WHY PARTNER WITH THATCHAM RESEARCH?

When apprentices train at Thatcham Research Automotive Academy they have access to the following:

- Industry leading training demonstrated through 92% achievement rate.
- World class facilities for instructor led learning.
- Access to advanced industry knowledge via our online learning platform academy.
- Training that has been developed using direct insight from our repair technologies centre and Bodyshop of the Future research.



A leading provider of apprenticeships for the UK body repair industry since 2004, Thatcham Research's Automotive Academy has successfully trained over 1,500 apprentices.

Thatcham Research is an Ofsted 'good' provider and eligible to deliver apprenticeship training services to both levy and non-levy employers.

From September 19th 2019, Thatcham Research will be offering apprenticeship training aligned to the latest standards developed by 'Trailblazers' in paint, panel and M.E.T. (mechanical, electrical and trim).

Thatcham Research Automotive Academy is IMI accredited, IAEA approved and has maintained its Ofsted 'good' status for the last five years.

Apprentices receive a blended programme of practical, theoretical and online learning. They attend technical training at our Automotive Academy on a block release basis – usually five consecutive days – allowing them to gain the in-depth knowledge they need to apply in the workplace.

Apprentices also have access to an online learning management system called ecademy. This provides them with the flexibility to learn at their own pace and at a time that suits them.

Each apprentice is supported by a Thatcham Research assessor, who meet and speak to them on a regular basis. For additional on-the-job support, the apprentice is also coached by a workplace mentor. The apprentice, assessor and employer meet every 12 weeks to review and track progress.





CHANGES TO THE APPRENTICESHIP FUNDING SYSTEM

Introduction of the Apprenticeship Levy

A new funding system for apprenticeships came into effect in May 2017. Employers with a PAYE bill of more than £3m per annum now pay a 0.5% levy to fund the training and assessment of apprentices in their organisations.

Employers access these funds monthly via a new digital apprenticeship service (DAS) account. A top-up of 10% from the government is also applied to the account, so for every £1 an employer enters, £1.10 is available to spend.

Employers can pay training providers from the funds in their account. Any funds not spent expire after 24 months from the time they enter the account.

Extra funding is available for apprentices with additional learning needs or those with a local authority education, health and care plan (EHC).

To spend funds in the digital apprenticeship service account, employers need to select a training provider, agree a price and payment schedule, and then pay for the apprenticeship training via their DAS account.

From April 2019 employers with excess levy funds have the ability to transfer up to 25% of the value their levy to other employers (including smaller employers in their supply chain) or apprenticeship training agencies. Receiving employers must be aware of the state aid rules when receiving funds.

NON-LEVY PAYING EMPLOYERS

Employers who do not pay the levy, having a PAYE bill of less than £3m, have to contribute directly to the training of apprentices. This contribution in 2019 has been reduced to just 5% of the cost of training and assessment.

THE MOVE FROM FRAMEWORKS TO STANDARDS

By 2020, all frameworks will be replaced by new apprenticeship standards. To maintain industry relevance and offer a wider choice for apprentices, the new standards have been developed by employer groups known as 'Trailblazers'.

Standards will include a new assessment for the apprentice to complete at the end of the programme. The end-point-assessment will ensure that apprentices have all the necessary competencies and skills required to progress in their chosen field.

Thatcham Research are pleased to confirm that employers and learners will be able to undertake training to these new single skill standards from September 2019.





WHAT NEXT?

The government is still evolving its new apprenticeship programme and the way it is funded. Thatcham Research can help employers stay up-to-date with changes and advise how to make the best use of the funds available. To help employers recruit apprentices, Thatcham Research can support employers through each stage of the apprenticeship process.

Inform	Attract	Develop	Retain
Expert advice	Vacancy matching service	Training plans	Post-apprenticeship development plans
Funding rules explained	Recruitment support	On-programme coaching	Career path options
Learner journey options	Eligibility checking	Workplace support	Succession planning
Onboarding processes covered	Functional skills evaluation	Apprentice forums	Pay and rewards



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