

# **INCREASE BUSINESS EFFECTIVENESS THROUGH APPRENTICESHIPS**

**Did you know that employers with apprentices  
report a 76% improvement in productivity?**

An apprenticeship is a genuine job with an accompanying assessment and skills development programme. It is a way for individuals to earn while they learn, gaining valuable skills and knowledge in a specific job role.

## **Why hire an apprentice?**

Hiring an apprentice is a productive and effective way for you to grow talent and develop a motivated, skilled and qualified workforce.

Recent government reforms to the way apprenticeships are delivered and funded have created more high quality apprenticeships, more aligned to employers' needs.

## **How will you benefit?**

Out of those employers who have embraced apprenticeships, 75% have reported that they have improved the quality of their product or service. All employers report a 76% improvement in workplace productivity.

Other apprenticeship benefits include:

- ✓ increasing employee satisfaction
- ✓ reducing staff turnover
- ✓ reducing recruitment costs

## **Who are they for?**

Anyone over the age of 16 and not in full-time education can apply for an apprenticeship, providing they spend at least 50% of their working hours in England throughout their apprenticeship.

Levels range from intermediate (equivalent to 5 GCSE passes) right up to degree level. As an employer, you could offer apprenticeships to new entrants or use them to grow talent among your current employees.

### How do they work?

Apprentices spend around 80% of their time learning 'on-the-job'. The remaining 20% (or more) is spent doing off-the-job training, such as shadowing, mentoring, industry visits and attending competitions. You can choose how this training is delivered, which might include regular day release, block release and workshops.

### What do you need to pay?

If you're an employer with a pay bill over £3 million a year, you must pay the apprenticeship levy. If your pay bill is less than £3 million a year will not need to pay the levy however you the government will ask you to make a 10% cash contribution towards training and assessment costs.

### If you have fewer than 50 employees...

The following incentives are available for employers with fewer than 50 employees:

- ✓ no need to pay National Insurance Contributions for apprentices under the age of 25 earning below the higher tax rate of £827 a week (£43,000 a year)
- ✓ £1,000 when you train a 16-to-18 year-old
- ✓ £1,000 payment when you train a 19- to 24-year-old who has previously been in care or who has a local authority education, health and care plan

### The apprenticeship service

The government's apprenticeship service lets you plan and manage your apprenticeship programme in terms of working out costs, choosing a training provider, recruiting and, for levy-paying employers, overseeing your account.

**FIND OUT MORE**

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