

# Attack the Skills Opportunities – Department for Education Incentives Webinar

Thursday 10th September 2020

London and South East Localities Team

National Apprenticeship Service – Department for Education

Presenters: Subash Sachania, Monique Lavers, Karen Chudleigh

Panellists: Subash Sachania, Monique Lavers, Karen Chudleigh



Education & Skills  
Funding Agency



# Attack the skills opportunity

A = Apprenticeships

T = T Levels

T = Traineeships

A = Academic route

C = Courses of high value

K = Kickstart from DWP

Please ask any questions within the chat window, or raise your hand and you will be invited to ask your question

If you cannot access the chat window please try leaving and re-joining the webinar to resolve the issue

– This is a known MS Teams Bug -



Education & Skills  
Funding Agency



**Apprenticeships**



# Poll 1

**How would you rate your current level of understanding of the new ESFA incentives?  
(1- Low, 5 – High)**

1. Low
- 2.
- 3.
- 4.
5. High

Please submit your answer 1-5 in Teams Chat



# Plan for Jobs

Apprenticeships, Traineeships, investment in the National Careers Service, and a new 'Kickstart Scheme' are the crucial elements of a new '[Plan for Jobs](#)' announced by the Chancellor, the Rt Hon Rishi Sunak MP.



# Job Retention Bonus

A Job Retention Bonus will be introduced to help firms keep furloughed workers.

Employers will receive a one-off bonus of £1,000 for each furloughed employee who is still employed as of 31 January 2021.

## Job Retention Bonus

---

**2.2** The unprecedented Coronavirus Job Retention Scheme (CJRS) has so far supported over one million employers to protect over 9 million jobs. The scheme has been open since March, and will wind down flexibly and gradually, supporting businesses until October. It is important that people who have been furloughed are supported back to work. It is beneficial for everyone,

including the individual, to prevent skills from fading and to maintain strong employment relationships. Therefore, the government is introducing a new Job Retention Bonus to reward and incentivise employers who keep on their furloughed employees.

## Policy decision

**2.3 Job Retention Bonus** – The government will introduce a one-off payment of £1,000 to UK employers for every furloughed employee who remains continuously employed through to the end of January 2021. Employees must earn above the Lower Earnings Limit (£520 per month) on average between the end of the Coronavirus Job Retention Scheme and the end of January 2021. Payments will be made from February 2021. Further detail about the scheme will be announced by the end of July.



# Apprenticeships

The Chancellor announced that for the next six months, the Government will pay businesses to hire apprentices, with a new payment of £2,000 per apprentice for those under the age of 25 and £1,500 for those aged 25 and over.

This money is in addition to the existing £1,000 payment the Government already provides for new 16-18 year old apprentices and those aged under 25 with an Education, Health and Care plan.



The Apprenticeship Service (AS) can be used to claim incentive payments for hiring a new apprentice from 1 September 2020 (Apprenticeship start date must be between 1<sup>st</sup> August 2020 and 31<sup>st</sup> January 2021 inclusive)

Non-levy employers – can access the incentive payments via AS for any new apprentice they recruit with a start date from 1 August 2020. This is for both apprentices recruited and managed through the reservation process and by accessing transferred funds from a levy paying employer.

New apprentices cannot be existing employees but *can be existing apprentices* who have been made redundant by another employer – allowing access to a wider talent pool

**Increase in the number of reservations** available per employer account from 3 to 10 for FY 20-21. This change will come into effect on Wednesday 15 July (subject to review based on monitoring of activity through the service).

**Greater flexibility on transfers:** Individual employers have control over where apprenticeship funds are spent to meet their current and future skills needs. Combined Authorities, sector bodies and Local Enterprise Partnerships can work with large employers to encourage more effective use of their uncommitted levy funds.

Levy-paying employers: can transfer up to 25% of the annual value funds in their apprenticeship service accounts to other employers, including Apprenticeship Training Agencies. This is done through the apprenticeship service and does not detract from the number of reservations provided to smaller employers through the service.

**Support with AS account:** Employer choice for level of involvement in AS to access incentives. Training providers can help SMEs do this.

Employers can use the incentive funding to help meet any of the costs associated with supporting a new apprentice in their workplace: including facilities, uniforms, and apprentice travel.

It can also contribute towards meeting the costs of an apprentice's wages. Individual employers can choose how to spend the money to support their apprentices depending on their individual circumstances.

The money will be paid in instalments, with 50% of the total paid at roughly 90 days from the apprentice's start date, and the remaining 50% paid roughly 365 days from the apprentice's start date, subject to the apprentice still being in employment (with the same employer) and undertaking their apprenticeship at these times.

Only starts funded through the apprenticeship service will be eligible for this payment, so smaller employers who have previously accessed apprenticeship funding through legacy contracts will need to register for an account, and access funding through the reservation process, in order to benefit from it. We have recently streamlined the registration process to minimise the administrative burden for employers.

Regardless of their levy-paying status, all employers will be required to register their financial details in order to receive the two instalments directly. Further information on the registration process will be available in due course.

Employers will be able to make a claim from 1 September 2020, and once there is a contract of employment and apprenticeship agreement in place, as for any other funding support we currently offer.

There is no overall limit to the number of payments each employer can claim for apprentices eligible to receive funding, provided each apprentice meets the criteria, including being a new employee.

# Apprenticeships – Call to Action

<https://www.apprenticeships.gov.uk/real-stories/employer#>

National Apprenticeship Service

Telephone : 0800015 0600

Monday to Friday, 8am to 8pm



Education & Skills  
Funding Agency



# Poll 2

**How do you intend to utilise the new Apprenticeship incentive?  
(please select all that apply)**

1. To recruit more apprentices
2. To widen participation
3. To help others e.g. support SMEs/supply chain
4. To support retention of apprentices e.g. pay for wages
5. Other
6. Not applicable

**Please submit your answer 1-6 in Teams Chat. Choose as many as you need.**

# Traineeships

The Government will provide an additional £111 million this year for Traineeships in England, to fund high-quality work placements and training for 16-24 year olds. Employers will receive 1k per trainee.

The Government will also improve provision and expand eligibility for Traineeships to those with Level 3 qualifications and below, to ensure that more young people have access to high-quality training.

The information on the next two slides apply to all traineeships from September 2020. Current traineeship rules apply until then.

# Traineeships

**More placements** to be made available for 16-24 year olds who are not ready or able to secure an apprenticeship or job, but who are looking for a work-based rather than classroom-based offer. The new additional funding will pay for 30,000 Traineeship work placements in 2020/21

**Greater flexibility for the programme** for learners, providers and employers: Increased maximum programme duration increased from 6 to 12 months, allowing learners more time to achieve a full qualification (a minimum of 6 weeks on programme and expectation of a 6 month minimum Traineeship programme still in place)

Reduction in required work experience from 100 to 70 hours (where a provider is satisfied learner has gained sufficient work skills) therefore appealing for more employers to offer a placement. The work placement element of a traineeship will last between min 70 and max 240 hours over the course of the traineeship.

**Prior attainment flexibility:** Post September 2020, Young People who already have a Level 3 qualification are eligible for the programme if they require support to access apprenticeships or employment (this was previously set at prior attainment at Level 2)

**Employer incentives:** New or expanding employers can claim incentive payments of £1,000 for up to 10 learners to help with employer costs (such as administration, equipment, set up costs for example)



# Traineeships continued

Traineeships have positive outcomes. Evaluation (2019) found that:

- 75% of trainees started in further learning, employment or an apprenticeship within 12 months of starting the traineeship;
- 33% of trainees started an apprenticeship within 12 months of starting a traineeship, compared with 7% of a matched group.

We are also upgrading the content of Find A Traineeship so that young people can search for Traineeships that best suit them.

The new incentive payment will only apply during the 2020/21 academic year.

# Traineeships CALL TO ACTION

<https://www.gov.uk/guidance/traineeship-information-for-employers>

Contact the National Apprenticeship Service (NAS) on [nationalhelpdesk@findapprenticeship.service.gov.uk](mailto:nationalhelpdesk@findapprenticeship.service.gov.uk) or 0800 015 0600 for advice and support on traineeships.

The NAS can help you set up a traineeship and put it on [Find a traineeship](#).

You can [contact a local training provider](#) directly to design a traineeship. They will publicise the traineeship for you.

# Poll 3

**Will the new Traineeship Incentive increase your number of future Traineeships?**

- Yes
- No
- Maybe

Please submit your answer in Teams Chat



# Kickstart Scheme

The Kickstart scheme is for those aged 16-24, claiming Universal Credit and at risk of long-term unemployment.

It is worth £2 billion and will give hundreds of thousands of young people, in every region, the best possible chance of getting on and getting a job. There is no cap on the number of places per employer.

Funding available for each six month job placement will cover 100% of the National Minimum Wage for 25 hours a week and employers will be able to top this wage up.

More information on Kickstart Scheme can be found in this link:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/913209/kickstart-scheme-employer-guide.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/913209/kickstart-scheme-employer-guide.pdf)



# High value courses for school and college leavers

The Government will provide £101 million for the 2020-21 academic year to give all 18-19 year olds in England the opportunity to study targeted high value Level 2 and 3 courses when there are not employment opportunities available to them. These courses are for work “in high-demand sectors including engineering, construction and social care.”



# High value courses for school and college leavers

**Increasing learner choice:** These academic courses are for those who are not able to take up a job or work-based learning offer. The funding will support another year of classroom-based study in high value skill areas to support young people's progression into employment

**Enhancing employment prospects:** High value courses to be offered for up to 12 months aligned to priority areas for economic recovery. Courses at Level 2 and Level 3 to be funded in areas such as; *engineering, manufacturing technologies, transportation operations and maintenance, building and construction, ICT, health and social care, medical, dentistry and nursing and allied professions*

**Regional priorities reflected:** The Adult Education Budget (AEB) element of the funding for high value courses for school and college leavers and sector-based work academies is devolved to MCAs and the GLA, allowing local and regional needs to be accounted for

**Supporting Providers:** Providers will be supported to put on courses and funding rules will be varied for this group, for one academic year only, to minimise the penalties where a student leaves a course to get a job or an apprenticeship.



# Additional

The Chancellor highlighted:

- £17 million of funding to triple the number of sector-based work academy placements in 2020-21;
- Nearly £900 million to double the number of work coaches in DWP to 27,000;
- Over a quarter of a million more young people to benefit from an extra £32 million investment in the National Careers Service.

# The Apprenticeship Programme response to COVID-19 guidance V7 and V8

# Version 7 changes

Published 30<sup>th</sup> July driven by the need to extend flexibilities ending in July

- The Institute announced that all End Point Assessment (EPA) flexibilities put in place due to coronavirus (COVID-19) will be extended until the end of the year.
  - The Institute for Apprenticeships and Technical Education put in place a new temporary flexibility that enables apprentices to take EPA ahead of receiving their calculated FSQ results.
  - The flexibility enables apprentices, who would otherwise be stuck at gateway pending their calculated FSQ, to pass through gateway and take their EPA.
  - The cut off point for awarding organisations to collect calculated grades is the 31 July 2020. We do not expect calculated results to be issued after 31 July 2020
  - Where calculated results for FSQs are issued, this flexibility only applies to assessments which would have been taken by apprentices between 20 March and 31 July 2020.
- We introduced a temporary flexibility to allow apprenticeship certificates to be sent to an alternative address.

# Version 8 changes

Published 2 September driven by information on returning to educational settings from September.

- Information on the actions that training providers should take for the return of apprentices from September
  - We ask that as apprentices return to work, assessment centres and educational settings, training providers, employers and EPAOs should consider how best to minimise the risks of coronavirus (COVID-19) transmission when determining how and when training and assessment takes place.
  - We confirm that apprenticeship delivery can be extremely flexible and it is up to training providers, employers and EPAOs to agree how apprenticeship training is delivered, and how assessments are undertaken. We ask that they consider whether they want to take advantage of more than one delivery method to balance minimising any risks from coronavirus (COVID-19) with providing a full educational experience.
  - We ask that training providers, employers and EPAOs also consider how much apprentices from different employers mix with other learners and staff when training in an educational setting or undertaking assessment.
  - As well as rewriting the guidance on returning to educational setting we've updated the sections on workplaces and assessment centres.
  - We've added information on local outbreaks, contingencies for outbreaks and links to the wider FE guidance.



# Version 8 changes

- Confirmation that we are planning to restart routine funding audits from September 2020.
- Information on how apprentices who have been made redundant, or who are at risk of redundancy, can access online and telephone support through the Redundancy Support Service for Apprentices.
- Information on the new incentive payment for hiring a new apprentice.

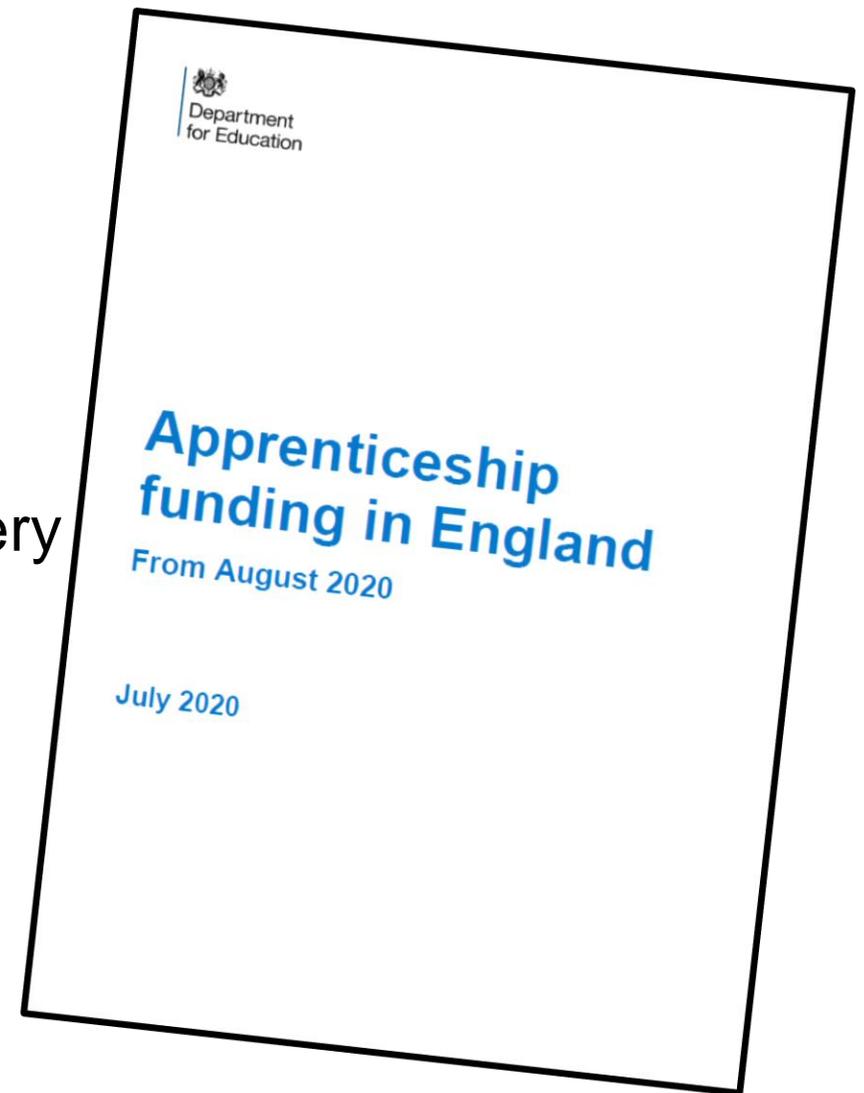
# 20/21 Funding Policy Updates

## Supporting current apprentices

- Refers to the existing COVID-19 guidance re flexibilities

## Supporting employers during the economic recovery

- Incentive payment for hiring a new apprentice
- Increasing the number of reservations for non-levy employers
- All new starts on standards from 1<sup>st</sup> August.



# Supporting Redundant Apprentices

Service to support redundant apprentices launched on 1 August 2020.

Three elements:

- advice and guidance
- signposting to other services
- vacancy sharing service.

We need the support of employers to make the vacancy sharing service work and for businesses to register vacancies.

Simple form to be completed.

Employer incentive applies to hiring redundant apprentices.



# Supporting Redundant Apprentices

We will be sharing the first wave of vacancies with redundant apprentices who have registered for the service on 17 August.

To be included in the first set of vacancies, employers need to log opportunities by 12 August.

Subsequently, we will share new vacancies every 2 weeks.

<https://apprentice-support.apprenticeships.education.gov.uk/employer>

Good early response from large and SME employers.



# T-Levels



Education & Skills  
Funding Agency



**Apprenticeships**

# WHAT ARE T LEVELS?

- In the Skills Plan (July 2016), the government accepted the independent Sainsbury Panel's recommendations to reform technical education
- The aims of the reforms are to tackle longstanding problems with our skills system:

**Complicated** (over 12,000 publicly-funded qualifications for 16-19 year olds)

**Lack of direct employer involvement** in qualification design

**Lack of clear progression routes**

- Technical education will be streamlined into 15 routes, which group together occupations with shared knowledge, skills and behaviours.
- T Levels have been developed in collaboration with employers, so that the content meets the needs of industry and prepares students for work.

T Levels are new, two year technical education courses that will follow GCSEs and will be equivalent to 3 A Levels

They will offer students a mixture of classroom learning (80%) and 'on-the-job' experience (20%), providing the knowledge and experience needed to open the door into skilled employment, further study or a higher apprenticeship.

Will provide students with a mixture of:

- English, Maths and Digital Skills
- Practical skills and knowledge specific to their chosen industry or occupation
- One or more occupational specialisms that are relevant to their T Level.
- **An industry placement of at least 315 hours in their chosen industry or occupation**

# ***WHICH T LEVELS WILL THERE BE, AND WHEN?***

## **AUTUMN 2020**

- Digital production, design and development
- Design, surveying and planning
- Education

## **AUTUMN 2021**

- Building services engineering
- Digital business services
- Digital support services
- Health
- Healthcare science
- Onsite construction
- Science

## **AUTUMN 2022**

- Legal
- Financial
- Accountancy
- Maintenance, installation and repair
- Manufacturing and process
- Design, development and control
- Human resources
- Management and administration

## **AUTUMN 2023**

- Animal care and management
- Agriculture, land management and production
- Craft and design
- Cultural heritage and visitor attractions
- Media, broadcast and production
- Hair, beauty and aesthetics
- Catering

# Poll 4 - T level

In what time scale do you envisage being able to take on a T Level Industry Placement (315hr)?

1. 0 - 3 months
2. 3 - 6 months
3. 6 - 9 months
4. 9 - 12 months
5. > 12 months



# ***CALL TO ACTION***

- <https://www.tlevels.gov.uk/employers/next-steps>
- Industry Placement Hotline - 08000 150 600 (choose option 4)
- T-level email address - [tlevel.placement@education.gov.uk](mailto:tlevel.placement@education.gov.uk)

# Apprenticeships - communications latest

## National Apprenticeship Awards

- launch on 1st September 2020.
- regional ceremonies broadcast online between 2<sup>nd</sup> and 6th November 2020.
- national ceremony 25th November 2020. Part virtual/part physical event.

We have produced two webinars to explain the awards process in more detail, including hints and tips on completing your application. These can be accessed here:

[Employer and Rising Star webinar](#)

[Apprentice and Apprenticeship Champion webinar](#)

Top 100 – to be announced in October 2020.

- over 300 entries.

## National Apprenticeship Week 2021

- date to be confirmed. February or March are options.



# Poll 5

**How useful did you find today's webinar?**

1. Extremely useful
2. Somewhat useful
3. Neutral
4. Somewhat not useful
5. Extremely not useful

**Please submit your answer 1-5 in Teams Chat**



# Discussion & Questions



# Get Involved

We need your support to share all of the messages covered in today's presentation with your networks. Our aim is to ensure that all employers have the right information to engage and create opportunities needed to support our economic recovery post covid.

***Maybe you could host a webinar with your members, or run an article in your next newsletter?***

We are here to support whatever activity you are able to develop to share our messages and we encourage you to get in touch with your Account Manager to start planning around this.

Your Account Manager will have shared the invitation to this webinar with you, if the invitation was shared by another source and you are not sure of your Account Manager can you please contact the email address detailed below and one of our team will be in touch.

[Intermediary.TEAM@education.gov.uk](mailto:Intermediary.TEAM@education.gov.uk)

***By working with us we can support your conversations, present at your events and be available for any questions.***

We are in the process of producing a one page document to bring all of the skills offers together for employers and will share this with you to support your activity.

