

# Get ready for the Levy

31<sup>st</sup> March 2016

## Post Event Questions

**Transforming  
lives National  
Apprenticeship  
Service**

### The Levy

- Empowering employers to purchase what they want, can they do this yet?
- Employers don't have time to get involved with trailblazers, could there be support to help with costs other than travel?
- Is there a strategic head line communication plan for roll out? Knowing when BIS/ Agency are doing things i.e. leaflets, toolkits, radio campaigns
- Providers are crucial to reach SME's but no clear messages at the moment what will be available to fund their apprenticeships.
- Confusion in the market place re: how long frameworks will continue to be delivered. Seems to be a push to deliver standards, but some still don't have an assessment org.
- Placing a vacancy takes at least 5 days employers will get frustrated
- Who will update DAS re: frameworks being removed?
- Clarification of interim arrangements – I am hearing different info regarding the launch of the Digital Service and new funding arrangements. Levy is applied from April 2017. Will new funding arrangements start from then? I had previously understood new funding would start in August, but since I have heard that it will be on a phased basis. If we can't access from April it will impact on our ability to meet the target and to recoup our levy
- Once the levy is introduced (April 2017) we will be able to recoup all the costs of training an apprentice. Under the trailblazer funding we will be required to contribute on a 1:2 ratio. This will mean that many employers will be discouraged from starting apprentices prior to April 2017 even if there is a standard in place. We have no budget for this
- Levy – are schools (LA maintained) still to be included in Levy calculation?
- Local HEE lead has said we can use some of the Levy funding for infrastructure costs – can you confirm or deny please?
- What is the position regarding Voluntary Aided schools which are not academies? – The LA is not the employer in law, the dioceses are the employer. Do we know if these schools will be included for the purposes of calculating the Levy? Is it something you can seek an answer to on our behalf? I cannot see anything in the documentation I have seen so far
- Levy – if a large employer wants to take on a tranche of apprentices in month 1 or 2 of the Levy, when there won't be enough funds in DAS – how will this be dealt with?
- At the moment there are different finding rates for different age groups – will this continue in new funding rules?
- If an apprentice leaves half way through an apprenticeship what will happen? Currently the training provider assists to find the apprentice a new employer – will this still be the case?
- Will there be incentives for taking on a priority group e.g. BMAE?
- Academies – where LA takes on payroll, will they be part of the target and implications?
- Where can we get more information about how the Devolved Authorities will be dealing with the funding collected through the UK wide levy?
- Is 10% Top Up paid before or after the allowance is deducted?
- If not a Levy payer – will the allowance appear in DAS as a cash allowance?
- EG Hospital Trusts – will pay bill include costs for Agency staff?
- Will training providers be capped for what they can charge employers?
- When will we know about apprentice eligibility criteria?
- Clarification on what Levy payment can be used on e.g. teaching & assessment? End point assessment? Does it include registration costs?
- In consultation paper it states Public Sector Target starts in September 2016. Can you clarify? Or will be in line with Levy in April 17?

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### Public sector targets

- The consultation on the public sector target closed on 4th March 2016. The consultation on schools funding reform opened on the 7th March 2016 and the announcement that all schools would be required to become academies was also made the same week. The public sector target consultation proposed that the target for maintained schools sat with local authorities. How do these policies fit together? Schools will become academies in increasing numbers and may not meet the threshold for the target (or the levy) once they do, and indeed some would not meet either if they are considered as individual employers. Maintained schools are responsible for their own recruitment and therefore local authorities are unable to influence this. The continuing conversion to academies would not offer a good basis for planning, nor potentially job security for any apprentices
- Public Sector Targets – is it based on headcount of FTE's?
- How does target for mainlined schools within LA fit with schools funding reform and compulsory acadamisation?
- Public Sector consultation ended 4th March – schools funding reform consultation opened 17th March - how does this fit?
- Public Sector Targets – what are the penalties for not reaching 2.3% target/ Schools want to be different – the targets will be a challenge for them
- Public Sectors – do we have information on the % age NOT engaged and what % age of public sector is liable for the Levy?

### Digital apprenticeship service

- Concern that SME's may be switched off having to self-serve through DAS
- What and will there be more information, tool kits for employers and parents YP will there be and how will it be marketed?
- What and will there be more communication from BIS/Agency on campaigns what we are doing i.e. young ambassadors
- The slide showing the process for the digital payment assumes that employers will use a third party lead contractor to deliver the apprenticeships. How will this work where the employer is also the provider?
- Will the digital service enable us to search for approved assessment organisations and for specific courses that are required in an apprenticeship standard rather than just for whole apprenticeship programmes (linked to the previous question i.e. for employers wishing to deliver the apprenticeship in house but wanting to purchase individual components as required)

### Other

- The waiving of NIC contributions is welcome to incentivise recruitment of under 25s. Has an equality impact assessment been undertaken? Will we be able to legally take positive action to recruit this age group (we will of course seek our own legal advice on this also)
- What will be the inter relationship between Ofsted and the Institute as both will have a remit to oversee quality?