



**Social
Value**

Festival

#EssexSocialValue

**Day 4: Social Value for employment
opportunities and skills**

Thursday 22 July • 11am – 12:15pm



Essex County Council

Toni Marshall

Employer Engagement Officer
Adult Community Learning (ACL)



ACL

APPRENTICESHIPS



Welcome to our ACL Apprenticeships and The
Essex Levy Transfer Service

[aclessex.com](https://www.aclessex.com)



WHAT ARE APPRENTICESHIPS?

Apprenticeships are a way to gain skills, knowledge and work experience. They combine work, training, and study, allowing employees to earn while they learn.

Anybody can be an apprentice in almost any profession regardless of age or level of study.

An apprentice can be a new entrant into an organisation, or an employee who is looking to upskill or retrain.

There are four levels of apprenticeships from intermediate to degree level.

How are apprenticeships funded and what funding can you receive?

Levy Paying Employers :- Employers with a pay bill over £3 million each year will contribute towards the apprenticeship levy. The full cost for the apprenticeship comes out of your levy funding.

Non – Levy Paying Employers:- If your business does not pay the levy - you pay 5% towards the cost of training. The government will pay the rest (95%) up to the maximum funding band.

Both Levy and Non Levy Paying Employers can access The Essex Apprenticeship Levy Transfer Service.

Incentive Payments for Hiring a New Apprentice.

Both levy and non levy businesses can receive financial incentives of up to **£4,000** to support them to take on a new apprentice. This is only available until **30th September 2021.**

Employers have full control over where this funding is spent, including using it to help meet any costs involved with taking on a new apprentice.

In order to claim this incentive and to access apprenticeship funding you must register for a Digital Apprenticeship Account, our Business Development Team can support you with this.

Any organisation with a payroll of more than £3m pay an Apprenticeship levy of 0.5% of their pay bill. This levy is used to pay for the cost of apprenticeship training.

There are levy paying organisations within Essex who are not fully utilising their funds. Levy-paying employers can now transfer a maximum of 25% of their annual funds to employers looking for funding to pay the full cost of their apprenticeship training without the need to pay the 5% co-investment cost.

Are you looking for funding to cover apprenticeship costs? Are you a levy paying employer with unspent apprenticeship levy funds? We can help you to make connections with other organisations across the county and support with the transfer of funds.

Access this free service at the Essex Apprenticeship Levy Transfer Service website www.essexalts.co.uk or contact the team at [**acl.businessdevelopment@essex.gov.uk**](mailto:acl.businessdevelopment@essex.gov.uk)

Apprenticeship Myths Busted

Apprenticeships are for school leavers

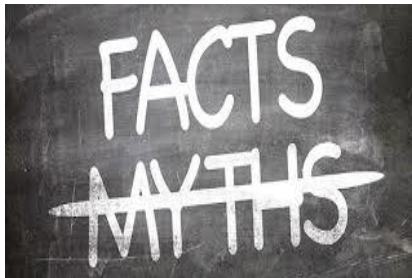
- ✓ Apprenticeships can be accessed by anyone aged 16 and over! Apprenticeships are not just for those starting out in their career, learners may be looking for a career change, trying to upskill, looking to secure a new role or receive a promotion.

20% off the job training means a day per week at college

- ✓ 20% off the job training does not necessarily mean college learning, other forms of training also count towards the percentage. Shadowing employees and attending online training can be included, meaning learners don't have to be off site. This will mostly depend on the agreement set with the college or training provider, on what the course expectations are.

Apprentices don't add value to a business

- ✓ Apprentices can add lots of value to a business, from spreading the workload out from overstretched employees to boosting productivity. They may also raise staff morale and bring diversity to the team.
Those who are full-time employees and decide to take on an apprenticeship to further up-skill offer lots of value to the business as they are often completing the apprenticeship to fill a skill gap the business needs.



CASE STUDIES



NHS apprentice Sofia Goodchild has been shortlisted for a national 'Our Health Heroes' award for her work with NHS Southend and NHS Castle Point and Rochford Clinical Commissioning Groups. The good news doesn't end with the shortlisting. Sofia has been so successful in her apprenticeship she has now secured a full-time role with the CCGs as a Partnerships and Integration Administrator.

Sofia said:

"To be nominated for this award so early in my career is such an incredible honour and I'm so grateful to be shortlisted. I feel so fortunate and privileged to work with such inspiring people, especially at this extremely challenging time. I hope this achievement inspires future individuals to apply for an apprenticeship, especially in the NHS".

Leon joined the ACL Commercial team as a Business Administration Apprentice and has been supporting the Business Development team to engage with businesses, learners, and organisations to promote ACL opportunities

"When I started my apprenticeship, I didn't fully know what I wanted to be and do as a career. So, I came in wanting to learn all about business and marketing. The great thing about this apprenticeship is the fact I'm seeing and learning all different job roles within the industry, and what each person does for the company. My manager is also allowing me to work with different teams in different departments, so I get the full experience of participating in different tasks. "

"I think people should start apprenticeships! I continue to learn new things each day. I'm glad I chose an apprenticeship because I'm gaining qualifications as well as working. You don't have anything to lose, only experience and knowledge to gain! It's the perfect time to start one."



Our Apprenticeship Employer Engagement Team Provide:

A fully supported free recruitment service for employers.

Dedicated account management throughout to ensure the best outcome for both the apprentice and the employer.

A professional and competent programme delivery team.

An in-depth initial assessment to ensure the selected programme is appropriate for your business and current circumstances.

A fantastic range of add-on courses to support the apprenticeship.

Support to help you claim your financial incentives if applicable.

Apprenticeships available at ACL



Business School

- Accounts/Finance Assistant Level 2
- Assistant Accountant Level 3
- Business Administration Level 3
- Customer Service Practitioner Level 2
- Customer Service Specialist Level 3
- Professional Accounting / Taxation Technician Level 4
- Associate Project Manager Level 4
- Team Leader/Supervisor Level 3
- Operations/Departmental Manager Level 5
- School Business Professional Level 4



Early Years & Education

- Early Years Practitioner Level 2
- Early Years Educator Level 3
- Teaching Assistant Level 3
- Children, Young People and Families Practitioner (Residential) Level 4
- Children, Young People and Families Practitioner (Community) Level 4 *Coming Soon
- Children, Young People and Families Manager Level 5 *Coming Soon
- Learning Mentor Level 3 *Coming Soon
- Assessor/Coach Level 4 *Coming Soon



Health, Medical & Care

- Adult Care Worker Level 2
- Lead Adult Care Worker Level 3
- Healthcare Cleaning Operative Level 2
- Healthcare Support worker Level 2
- Healthcare Assistant practitioner Level 3
- Lead Practitioner in Adult Care Level 4
- Leader in Adult Care Level 5



Science & Digital

- I.T. Solutions Technician (Hardware) Level 3 *Coming Soon
- I.T. Solutions Technician (Software) Level 3 *Coming Soon

The ACL logo is a green pentagon with the letters 'ACL' in white, bold, sans-serif font.

APPRENTICESHIPS

Thank you for listening.

Any questions?

For full course details and enquiries please email
ACL.BusinessDevelopment@essex.gov.uk

aclessex.com



The logo consists of three overlapping circles in a triangular arrangement. The top circle is green, the bottom-left is purple, and the bottom-right is pink. To the right of the circles, the text "Social Value" is written in a bold, dark blue sans-serif font, and "Festival" is written below it in a bold, pink sans-serif font, tilted slightly upwards.

**Social
Value
Festival**



Thank you for joining us!

Follow #EssexSocialValue



For more information:

Visit the Social Value Catalogue at <https://www.livingwellessex.org/social-value/>

Contact the team at Social.Value@essex.gov.uk

