

Grow your business with apprenticeships



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Introduction

Thank you for joining us today.

Small and medium-sized enterprises are the lifeblood of our economy.

Apprenticeships can help to ensure you have the skills you need for the future.

Grow your business with apprenticeships

For more information visit: <https://hireanapprentice.campaign.gov.uk/> or call 08000 150 600

Introduction

Hiring an apprentice is a cost-effective way to recruit and upskill your workforce.

You can grow your own talent and develop a motivated and qualified team.

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What is an apprentice?

Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.

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— **Thousands** —
of **SMEs**
benefit from
❖❖❖ **apprenticeships** ❖❖❖

Business benefits to SMEs

78% of employers state that productivity has improved.

86% of employers saying that apprenticeships developed skills relevant to their organisation.

We also know that apprenticeships contribute towards:

- increasing employee satisfaction
- reducing staff turnover
- saving on recruitment costs

To see apprentices in action visit:

<https://www.youtube.com/user/ApprenticeshipsNAS>

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A quick view of ACCA



We offer the world-leading accountancy qualification



We set the highest ethical standards



We produce well-rounded, future-ready professionals

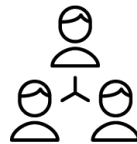
The **world-leading** accountancy qualification



We create the best careers



We build valuable global partnerships



We actively shape the profession

208,000
Members

504,000
students

SME perspectives

- ✓ Provides a way of creating structured programmes without the need for big company resources.
- ✓ Ability to offer high quality development programmes at low and sometimes no cost means you can compete with larger employers for talent
- ✓ A cost effective way to build capability, grow the business and connect with local talent.
- ✓ With access to quality online training and coaching the 20% off the job can be planned and managed
- ✓ A great way to build management capability in your business

Tips:

- Make sure of the support and advice on offer
- Understand all the training options available to you and flexibility on offer
- See it as a mutual opportunity

Case studies



Over half of young people take alternate paths instead of university

Published on August 17, 2017



Morlai Kargbo | [Following](#)
 Chair of ACCA (Association of Chartered Certified Accountants)
 North London Members Network
[1 article](#)

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“Being a small charity, our budgets do not easily enable us to provide significant staff benefit packages. The Apprenticeship Scheme has provided an excellent way for us to provide this. In signing up our staff member to an ACCA apprenticeship, we give them a personal development opportunity with long term benefits for both the staff member and our charity.



Quality apprenticeships

- Institute for Apprenticeships.

<https://www.gov.uk/government/publications/institute-for-apprenticeships-strategic-guidance-2018-to-2019>

- Working with employers to create standards and trailblazers.
- Around 290 trailblazers have developed over 270 standards that are approved for delivery, with a further 260 in development.

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Recruitment

Apprentices can be new or current employees.

You must pay the apprentice at least the minimum apprentice wage, and many employers pay more.

Apprentices must be 16 or over – no upper age limit.

Your apprentice must:

- work with experienced staff
- learn job-specific skills
- study during their working week (for example, at a college or training organisation).

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Steps to taking on an apprentice

- 1) Choose an apprenticeships standard in your industry and at a suitable level.

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Standards

Standards are developed by employers to describe the skills, knowledge and behaviours an apprentice needs to be competent in a defined occupation.

All occupations and sectors covered.

<https://www.instituteforapprenticeships.org/apprenticeship-standards/>

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Steps to taking on an apprentice

2) Find an organisation that offers training for the apprenticeship standard you've chosen.

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Register of Apprenticeship Training Providers

A list of organisations from which employers can choose to buy their apprenticeship training.

There are 2,600 providers – all over England, nationwide and local.

Ensures high-quality training.

<https://www.gov.uk/guidance/register-of-apprenticeship-training-providers>

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Steps to taking on an apprentice

3) Advertise your apprenticeship.

Your training organisation can do this for you through the Find An Apprenticeship service.

<https://findapprenticeshiptraining.sfa.bis.gov.uk/>

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Steps to taking on an apprentice

4) Check what funding is available.

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Funding

Funding is available for SMEs. The government pay for 90 per cent of apprenticeship training.

You could get 100% of the apprenticeship funded:

- If you have fewer than 50 employees.
- If you employ a young apprentice (16 to 18 years old).
- If you employ a 19 to 24 year old with an Education and Health Care Plan.
- Work with a large employer which can transfer its apprenticeship levy.

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Steps to taking on an apprentice

5) Select your apprentice and make an apprenticeship agreement and commitment statement with them.

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Find out how an
apprenticeship
could work for your organisation
go to

••••• hireanapprentice.campaign.gov.uk •••••

Q&A



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