

Brooklands College
**APPRENTICESHIP
AND PARTNERSHIP**

**Employer guide to
Apprenticeships**

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What is an apprenticeship

An apprenticeship is a genuine job with an accompanying assessment and skills development programme. It is a way for individuals aged 16+, who want to earn while they learn; gaining valuable skills and knowledge in a specific job role. The apprentice gains this through a wide mix of learning in the workplace, formal off-the-job training and the opportunity to practise new skills in a real work environment. Apprenticeships benefit employers and individuals, and by boosting the skills of the workforce they help to improve economic productivity.

Did you know 98% of Apprentices were satisfied with their apprenticeship overall, and 97% of apprentices said their ability to do the job had improved.

(Source: <https://www.gov.uk/government/publications/key-facts-about-apprenticeships/key-facts-about-apprenticeships>)

Who are apprenticeships for

Individuals over the age of 16, spending at least 50% of their working hours in England over the duration of their apprenticeship and not in full-time education can apply for an apprenticeship. Employers can offer apprenticeships to new entrants or use them to grow talent from among current employees. Apprenticeships equip individuals with the necessary skills, knowledge and behaviour they need for specific job roles, future employment and progression

Apprenticeship Levels

Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
GCSE level	A Level	HNC Level	HND Level	Bachelors or Master's degree	

Benefits of Hiring an Apprentice

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

Employers who have an established apprenticeship programme reported that productivity in their workplace improved by 76%, whilst 75% reported that apprenticeships improved the quality of their product or service.

Other benefits that apprenticeships contribute towards include:

- Increasing employee satisfaction
- Reducing staff turnover
- Reducing recruitment costs

Employer Responsibilities

There must be a genuine job available with a contract of employment long enough for an apprentice to complete their apprenticeship. Employers must pay an apprentice's wages and the role must help them gain the knowledge, skills and behaviours they need to achieve the apprenticeship with support from the employer.

Employers can select a training provider from the Register of Apprenticeship Training Providers and agree a total price for the cost of training and assessment. For an apprenticeship standard, this should include the

cost of the end-point assessment which must be agreed with the provider selected from the Register of End-Point Assessment Organisations.

Employers need to have:

- ✓ An apprenticeship agreement in place with their apprentice for the duration of the apprenticeship
- ✓ A commitment statement signed by the apprentice, their employer and the provider
- ✓ A written agreement with providers, for employers who pay the apprenticeship levy and use the apprenticeship service, they will need to have a contract for services with the main provider
- ✓ An apprenticeship in place for at least one year
- ✓ The apprentice on the correct wage for their age, for the time they are in work, in off-the-job training and doing further study; updates on progression and average weekly hours and changes to working patterns must be logged and checked with the training provider.

The government is offering additional support to organisations with fewer than 50 employees. Please refer to the 'Additional Payments and Funding' section for more details.

Apprenticeship Reforms

In May 2017, the government reformed the way apprenticeships are delivered and funded in England. Its ambition is to increase the number of high-quality apprenticeships that meet the needs of employers. As part of the reforms, apprenticeships are more rigorous, better structured, independently assessed and more clearly aligned to the needs of employers.

The annual level of apprenticeship spending between 2010 to 2011 and 2019 to 2020 will be doubled to £2.5bn. This will be funded by the new apprenticeship levy.

The reforms address the skills shortages reported by many industries and help keep the UK internationally competitive. Most importantly, apprenticeships offer high-quality opportunities for people to develop their talents and progress their careers.

Recent legislation has come into effect which changes the minimum English and Maths requirements needed to complete an apprenticeship for people with a learning difficulty or disability.

The changes will lower the English and maths requirements for these apprentices to entry level 3. It will make completing an apprenticeship more achievable for those who are able to meet all the occupational requirements to be fully competent in their role, but who may struggle to achieve English and maths qualifications at the level normally required.

Additional Funding Opportunities

Employer Incentive Payment

Employers will be entitled to a £1,000 incentive payment for recruiting a 16-18 year old apprentice or 19-24 year old apprentice with an Education, Health and Care (EHC) plan. This will be paid to employers in 2 instalments by their training provider – £500 after 3 months and £500 after 12 months. The Training provider will contact you once the payment has been received by the funding agency.

Apprenticeship Standards

There are lots of changes being made to the Apprenticeship programme, we have the levy this year in April and we also have Standards slowly being introduced and replacing Apprenticeship frameworks. With a lot of information being passed from the government, it can be hard to know what's what. Here is an overview of what you need to know.

What are Standards?

The new standard for Apprenticeships, which will come to replace the existing system over the next year. It sets new skill and assessment standards for Apprenticeships to ensure they maintain their reputation as high quality and relevant vocational qualification. The new standards were designed by employers for employers to include the sector specific skills needed for the future of the industry.

How are they different from current Apprenticeship frameworks?

The new Standards will be short (one or two pages) and set out the knowledge, skills and behaviours needed to thrive in a specific job role. They will include assessment criteria and qualifications designed to stretch Apprentices over at least 12 months of training. Unlike the 'general' frameworks of current Apprenticeships, every new Standard has to relate to a specific job role or occupation and provide a clear pathway to a career.

What are the benefits of Standards for your business?

The creation of the new Trailblazer Standards has been driven by participating employers to represent the needs of large and small companies, with support from the government, professional industry bodies, training providers like Just IT, and awarding bodies. This collaboration has ensured a new standard which correctly meets the demands of the industry and can evolve to keep up with latest technological developments. It is the ambition of Trailblazers to bring Apprentices to a new standard of career-focused vocational qualification.

When is this change to Apprenticeships happening?

All existing Apprenticeship frameworks will continue to be valid and can be used by new Apprentices until the new standards have been signed off and approved for delivery. It is intended that all Apprenticeships will be moved to Standards by June 2020.

What frameworks are available as Standards?

New Trailblazer Standards are being approved reflecting job roles across the IT and digital sector. Many are already available or coming very soon. Want to know if a Trailblazer option is available for your chosen specialisation? Just ask and we can let you know.

How flexible are these Standards?

The Standard has been created to be more flexible to the needs of employers. Standards are created to match the specific requirements of individual job roles and can be customised to suit a specific requirement. We will work with you to ensure that all training and qualifications provided match your real business need.

How will they be assessed?

As with the old system, Apprentices will be assessed throughout the duration of their Apprenticeship. However, Trailblazers also introduce a definitive end of programme assessment designed to provide a Distinction, Merit, Pass or Fail grade. This will give Trailblazer Apprenticeships an established standard of quality – similar to many other qualifications. If you want to know more about assessment, just let us know.

Can Standards be used to train existing employees?

Yes. You do not need to take on a new Apprentice to take advantage of the government supported Apprenticeship programme. Standards will allow you to create a training programme to support any member of staff to increase their skills and enhance their career development. It is anticipated that many employers paying the new Apprenticeship Levy will use their allowance to support existing staff through the Apprenticeship scheme.

Guidance for apprenticeship 20% off-the-job training

Policy Background:

An apprenticeship is a job with a formal programme of training. As set out in “English apprenticeships: our 2020 vision” published in 2015, the requirement for at least 20% off-the-job training is one of our core, and well established, principles that underpins a quality apprenticeship. The 20% threshold is the minimum amount of time that should be spent doing off-the-job training during an apprenticeship and this applies to both apprenticeship frameworks and apprenticeship standards. All apprenticeship standards have been developed under the guidance that they are sufficiently stretching to require at least a year of employment, with off-the-job training accounting for at least 20% of the apprentice’s employed time. This requirement applies to apprenticeships at all levels.

The importance of this training to a quality apprenticeship was emphasised in the Richard Review in 2012. Ofsted have also pointed to off-the-job training as a vital feature of a quality apprenticeship. Training is distinct from assessment and off-the-job training reinforces practical, work-based learning with technical and theoretical learning. The focus of off-the-job training is on teaching new skills rather than assessing existing skills. A key element of Ofsted’s inspection regime is a judgement about how well apprentices make progress from their starting points: what can they do because of their training and experience on the apprenticeship that they could not do before? HEFCE will also quality assess apprenticeships at Level 6 and above on the off-the-job training element, with input from the QAA.

Some employers may prefer that their provider offers all of the required ‘off-the-job’ training as part of the agreed cost for the apprenticeship training. Other employers may also undertake off-the-job training with an apprentice themselves. It is the responsibility of both the main provider and the employer to ensure that an apprentice spends a minimum of 20% of their employed time doing off-the-job training, as set out within the funding rule.

Definition of ‘off-the-job training

The definition of ‘off-the-job training’ is set out in the ESFA funding rules. This definition is reproduced below. This document is not intended to further define off-the-job training, rather it is intended to demonstrate the flexible ways that this definition can be applied.

The off-the-job training must be directly relevant to the apprenticeship framework or standard and could include the following:

- The teaching of theory (for example: lectures, role playing, simulation exercises, online learning or manufacturer training)
- Practical training: shadowing, mentoring, industry visits and attendance at competitions
- Learning support and time spent writing assessments/assignments.

Off-the-job training does not include:

- English and maths (up to level 2) which is funded separately
- Progress reviews or on-programme assessment needed for an apprenticeship framework or standard
- Training which takes place outside the apprentice's paid working hours.

Delivering off-the-job training

When the off-the-job training should take place

Apprenticeships must last a minimum of 12 months and involve at least 20% off-the-job training. This 20% off-the-job training requirement is measured over the course of an apprenticeship (as opposed to over an academic year). The off-the-job training is an essential part of an apprenticeship and therefore must take place during employed time. If training must, by exception, take place in an evening, or outside of contracted hours, we would expect this to be recognised (for example, through time off in lieu).

We recognise that some apprentices may wish to undertake study or training outside of their working hours, however training undertaken outside paid employment (and therefore outside the apprenticeship) cannot be counted towards meeting the 20% requirement.

It is up to the employer and provider to decide at what point during the apprenticeship the training is best delivered (for example, a proportion of every day, one day a week throughout, one week out of every five, a proportion at the beginning, middle or end). This will depend on what is best for the organisation and the apprentice and on the technical or theoretical requirements of the apprenticeship standard. In some apprenticeships this can include the day release at college but will not total the full amount of hours.

However the training is delivered, it is important to remember that the apprentice must receive off-the-job training for a minimum of 20% of the time that they are paid to work.

Example: Sarah is undertaking an apprenticeship in professional accounting. Her training provider informs her of a lecture taking place on Wednesday evening that will cover some of the knowledge that is fundamental to the apprenticeship standard that she is working towards. The lecture is taking place outside Sarah's core hours of 9am to 5pm from Monday to Friday.

Sarah's training provider contacts her employer and agrees that if Sarah attends the two hour lecture on Wednesday evening that she can leave two hours early on Friday to make up the time.

Where should the off-the-job training take place?

As set out in the funding rules, off-the-job training can take place at an employer's workplace or off-site (e.g. in a classroom or from home via distance learning, as part of a blended approach).

It is the activity, rather than the location that determines whether the training meets the funding rules definition.

Varied models of delivery:

- One retail provider has a programme of training that is not suited to the classroom – including till-work and visual merchandising. Therefore, they deliver off-the-job training at the employer's premises (away from the apprentice's day- to-day duties), using the employer's environment to develop the relevant practical skills
- One training provider in the automotive sector provides off-the-job training at the employer's workplace as the specialist equipment that they need is not available anywhere else
- Many construction and built environment providers deliver training offsite as the environment is safer. They provide appropriate and relevant tools, resources and support to develop the apprentice's skills before they are applied in the work place. This model allows more time, more intense direction and support and the opportunity for the apprentice to learn outside of the commercial constraints of the employer

Inductions

An induction does not necessarily count as off-the-job training, for example a tour of the office or picking up a building pass are not activities that would count as off-the-job training. However, inductions could include an educational element that provides some basics of the skills, knowledge and behaviours that are core to the apprenticeship. This would count as off-the-job training. As with all off-the-job training, we would expect any "induction" activities that were counted towards off-the-job training to adhere to the definition set out in the funding rules.

The role of progress reviews and assessment in off-the-job training

Off-the-job training must teach new knowledge, skills and/or behaviours that will contribute to the successful achievement of an apprenticeship.

By progress reviews, we mean reviewing, observations, assessment feedback and testing what an apprentice has already learnt, rather than teaching new knowledge, skills and behaviours. A progress review does not therefore count as off-the-job training. It is important that training providers monitor the progress of their apprentices and although progress reviews do not count towards the 20% off-the-job minimum requirement, they are fundable as an eligible cost in the funding rules.

Determining whether an activity should be classed as off-the- job training

Off-the-job training is anything that develops skills, knowledge and behaviours within the apprentices contracted working hours and normal working duties. These activities must link directly to the apprenticeship. It is possible to be undergoing training activities outside of normal working duties while physically at their normal workstation. For example, being taught how to operate a new machine or undertaking e-learning at your desk.

To decide whether a training activity constitutes “off-the-job” training, it may be helpful to consider it in comparison to activities undertaken by other staff that are fully occupationally competent

Example: (a) Lisa is an engineering apprentice. She has weekly training with interactive feedback while she learns to use a core piece of equipment. Learning how to use this equipment forms part of the knowledge, skills and behaviours she needs to achieve the apprenticeship. This activity would count as off-the-job training.

Example: (b) Lisa works with David who is a fully qualified engineer. As part of their health and safety requirements, they must each have an observation once a quarter, to ensure they follow the correct procedure when using the equipment that Lisa has trained on. Conforming to this requirement would not count as off-the-job training for Lisa as it is a compulsory requirement for all employees and is not part of her apprenticeship

Blended learning

Distance learning can be used effectively as part of the off-the-job training requirement, when it is used as part of a blended learning package. This can take place wherever it suits the apprentice and the employer. The funding rules do not permit all off-the-job training to be delivered via distance learning, it must be as part of a blended approach. The following illustrative examples demonstrate what a blended approach may consist of:

Example: Ayo is employed as an apprentice software development technician. The majority of his job is desk-based, at his computer. He has a suite of on-demand learning, including high-quality videos, animations, check learning questions, quizzes, case studies and external resources that are available to him. This is also supported by face-to-face learning.

Ayo’s employer likes that they can track his progress as he learns at his own pace and that he has the flexibility to use quieter periods of work to access his distance learning.

A record of Ayo’s distance learning is automatically recorded, so the training provider can monitor his progress and evidence his training. As Ayo works 40 hours per week, his training provider can ensure that at least 8 hours per week are spent on off-the-job training.

English and Maths

Apprenticeships are designed to have sufficient stretch to require 20% off-the-job training. They are designed on the basis that an apprentice already has the required levels of English and maths, and therefore, training for English and maths must be on top of the 20% off-the-job training requirement.

Measuring and recording off-the-job training

As well as being a core principle of a quality apprenticeship, the requirement for all apprenticeships to include a minimum of 20% off-the-job training is included in the ESFA funding rules. Compliance with this requirement will therefore be considered as part of normal audit arrangements. The provider will track and monitor the 20% off-the-job training monthly and any non-compliance will affect the achievement of the apprenticeship.

Example: A pharmaceutical company is looking to expand the number of existing staff that they offer apprenticeships to. They already have a successful learning curriculum that operates on a 70:20:10 system, where 70% of time is spent in work assignments, 20% of time is spent on developmental relationships and 10% is ‘classroom based’ coursework and training.

Examining the ESFA funding rules, the company identifies that their classroom based activities would all count as off-the-job training, as would many of the activities that sit under the 'developmental relationships' heading, such as shadowing and mentoring.

Calculating 20% off-the-job training

Number of weekly hours worked	Number of weekly off-the-job training hours
16	3.2
20	4
25	5
30	6
35	7
37.5	7.5

20% Off-the-job activity examples*

- ✓ Revision time
- ✓ Remote/online study that supports knowledge development relating to their job
- ✓ EPA preparation
- ✓ Shadowing/mentoring activities (with reflection evidence)
- ✓ Inductions – as long it contained knowledge, behaviours and skills development that link to apprenticeship core content
- ✓ Conferences, industry events that supports development of a wider understanding of their job role
- ✓ Observations (if aimed at developing understanding and knowledge)
- ✓ Teaching of theory
- ✓ Practical training and workshops
- ✓ Learning support
- ✓ Researching and writing assignments

*All of the above activity examples must be both evidenced and conducted during the apprentices contracted working hours.

Guide to end-point assessments (EPA)

End-point assessment (EPA) involves an organisation:

- Conducting synoptic and independent end-point assessment of apprentices
- Adhering to any specific arrangements or additional criteria set out in the assessment plan
- Quality assuring the end-point assessments they deliver
- Identifying and recording when the apprentice has passed the end-point assessment process
- Adhering to external quality assurance requirements

How the register will assist employers

- Employers will use the register to select an organisation to undertake end-point assessment for them
- Employers determine which organisation they will select and the process for selection.
- The lead training provider will contract with the end-point assessment organisation, on behalf of the employer.

The end-point assessment organisation (EPAO)

An end-point assessment organisation (EPAO) must:

- Have current and relevant occupational experience of the standard
- Have relevant assessment experience and expertise
- Have expertise and capacity to design, develop and deliver the EPA methods as set out in the assessment plan
- Undertake eligibility checks prior to apprentice undertaking EPA
- Robustly manage conflicts of interest
- Directly deliver EPA
- Notify employer of the outcome of EPA
- Apply for the apprentice certificate on behalf of the apprentice
- Provide quality assurance of their activity
- Adhere to EQA requirements.
- Promote itself to employers to support informed employer choice

The Apprenticeship Levy

Levy Employers:

- If you're an employer with an annual salary expenditure of £3 million, you must pay the apprenticeship levy from 6 April 2017. Read guidance on how to pay the apprenticeship levy. You will report and pay your levy to HMRC through the PAYE process.
- Less than 2% of UK employers pay the levy. Levy funds will create opportunities for young people across the country, delivering the skills British businesses need
- In England, the government will top up employers' levy with an extra 10%, paid directly to employers' apprenticeship accounts.

Non-levy Employers:

- Employers with an annual salary expenditure of less than £3 million will not need to pay the levy.
- For 19+ apprentices 95% of apprenticeship training and assessment costs will be paid for by the Government.
- For 19+ apprentices employers must contribute the remaining 5% of the training costs, directly to the provider.

The Apprentice Service

Through the apprenticeship service on GOV.UK employers can plan and manage their apprenticeship programme, giving them greater control over their apprenticeships and account funds with the following services:

Estimate my apprenticeship funding allows employers to calculate whether they will pay the apprenticeship levy or not, and how much they will have available to spend on apprenticeships. It also shows all employers how much the Government will contribute towards the cost of training.

Find apprenticeship training gives employers easy-to-digest information on the choices available to them. They can easily search for and find a standard, framework and training provider, and compare one provider with another.

Recruit an apprentice is a new platform through which training providers can post vacancies and manage applications for apprenticeships and traineeships. This will be opened up to employers at a later date.

Find an apprenticeship and Find a traineeship are the recruitment sites that enable employers to advertise their vacancies for free and find candidates who match their criteria.

Manage apprenticeships allows registered levy-paying employers to view their account balance, manage their apprentices and approve funds to pay for their apprenticeship training.

Create an Apprentice Service account

To access funds to pay for apprenticeship training you need to register on the [apprenticeship service](#). If your annual salary expenditure is more than £3 million you will pay the [apprenticeship levy](#).

You will need to work out how much apprenticeship levy you are [due to pay](#) each month and submit it to HMRC through the [PAYE process](#). If you do not pay the levy, you will [fund your apprentices](#) in a different way.

Before setting up your apprenticeship service account

To set up an account you will need:

- your organisation's Government Gateway user ID and password

Your payroll or finance department should have your organisation's Government Gateway information if you don't already know it.

If your organisation has a payroll agent, don't use the agent's login details.

You will need to register for [HMRC's online services](#) if you don't already have Government Gateway credentials.

Setting up multiple connected organisations in your account

You can add [multiple connected organisations](#) to the same account, if you want to manage all of your connected organisations in this way. You should register every organisation that will make an agreement with a training provider for apprenticeship training.

If you have set up your account with multiple connected organisations your transfers allowance will be worked out as a total of all the organisations within that account.

You cannot use a single PAYE scheme across multiple connected organisations.

You cannot move funds between the accounts once they are set up.

If you pay the apprenticeship levy

If you pay the apprenticeship levy, you will need to work with your:

- payroll department to understand how much apprenticeship levy you are [due to pay](#) each month and submit to HMRC through the [PAYE process](#)
- finance department for strategic decisions on how you will spend your levy funds
- HR or training department to discuss your apprenticeship strategy

How much funding you will receive if you pay the apprenticeship levy

The amount of funding entering your account each month is calculated by:

- the levy you declare to HMRC through the [PAYE process](#)
- multiplied the proportion of your pay bill paid to your [workforce who live in England](#)
- plus a [10% government](#) top-up on this amount, once you go over your Levy allocation

How funding works if you do not pay the apprenticeship levy

Non-levy paying employers share the cost of training and assessing their apprentices with the government - this is called 'co-investment'.

For new apprenticeships starting on or after 1 April 2019 you pay 5% towards the cost of apprenticeship training. The government will pay the rest (95%) up to the [funding band maximum](#) direct to your training provider.

All apprenticeships that started before 1 April 2019 will continue at the previous co-investment rate of 10%.

You will need to:

- agree a payment schedule with the training provider
- pay them directly for the training

You could be eligible for [extra funding](#) depending on both you and your apprentice's circumstances.

Apprenticeship account roles and permissions

You need to think about who you want to have access to your apprenticeship service account. You can control what each person can do.

You can give staff members permission to:

- approve apprenticeship data
- approve costs for training which are agreed with the training provider
- reconcile payments to training providers
- reconcile payments coming into the account
- sign the agreement with the Education and Skills Funding Agency (ESFA)

Registering on the apprenticeship service

Once you are ready to register on the apprenticeship service, you need to [set up your account](#).

Using your account

After you have registered, you will need to follow the instructions given in your apprenticeship account.

As an employer who pays the levy, you'll be able to:

- sign your ESFA employer agreement
- add PAYE schemes you want to use for apprenticeship funding
- add your organisations contracting with training providers
- invite other members of your team to join the account
- add apprentices (you can request your training provider does this)
- search for [apprenticeships and approved training providers](#)
- manage and view the transactions in your account
- [transfer a maximum of 25%](#) of your unused annual funds to other employers

You must approve apprentices added to your account before a learner is enrolled with your provider; this will ensure your training provider gets paid; the data submitted must match what you have approved.

Before the end of each month, you should agree with your training provider a deadline for adding, checking and agreeing apprentices, to make sure the data is correct.

As an employer who's in receipt of a transfer, you'll be able to:

- sign your ESFA employer agreement
- add apprentices (you can request your training provider does this)
- invite other members of your team to join the account
- manage and view the transactions in your account

Managing cohorts and apprentices

Before you approve your cohorts make sure that:

- you're checking the correct cohort or apprentice
- the apprenticeship details are what you agreed with your training provider
- the total price for training and end-point assessment are correct (excluding VAT)
- you are able to pay the difference from your own budget if the price of training is more than the [funding band maximum](#)

Changing apprentice details

You can make changes to apprentices' details:

- before you've approved the cohort with your training provider
- before the apprentice starts

Once the apprentice has started, you can only change:

- the cost of the training, but only in the first month and your training provider will need to change the information they submit to the ESFA
- the date of birth and name of the apprentice

If the apprentice wants to change apprenticeship, you will have to stop the current apprenticeship and start a new one. You, or your training provider, will need to add the new apprenticeship details and cost.

Make sure that you and your training provider approve any changes that have been made.

Advertising apprenticeship vacancies

If you pay the apprenticeship levy you can use the recruitment section of the apprenticeship service to create adverts for your vacancies. These will be posted on [find an apprenticeship](#) for candidates to apply.

How payments work if you pay the apprenticeship levy

Payment process for apprenticeship accounts:

- 19th of the month - declare your levy to HMRC.
- 23rd of the month - funds appear in your account.

By 4th working day of the following month - approve apprentices. This approval is authorisation for the release of funds.

By 4th working day of the following month - providers submit their Individualised Learner

Record (ILR) data returns - which will show the actual training that's taken place.

On or after 5th working day of the month - funds released from your account.

11th working day of the month - providers receive payments from the ESFA.

If you don't see the correct funds in your account, check that:

- you're logged into the correct account
- the correct PAYE schemes are added to the account
- your HMRC declarations are submitted by the 19th of the month

Help

You can contact the National Apprenticeship Service for advice or help using the service.

Telephone: 0800 015 0600 - Find out about call charges

Or email us: helpdesk@manage-apprenticeships.service.gov.uk

Useful links

Apprenticeship funding:

<https://www.gov.uk/guidance/apprenticeship-funding-rules>

Institute of Apprenticeships:

<https://www.instituteforapprenticeships.org/apprenticeship-standards/?levelTo=3&includeApprovedForDelivery=true>

Information on the trailblazer process and individual standards and their assessment plans can be found on GOV.UK.