

Apprenticeship

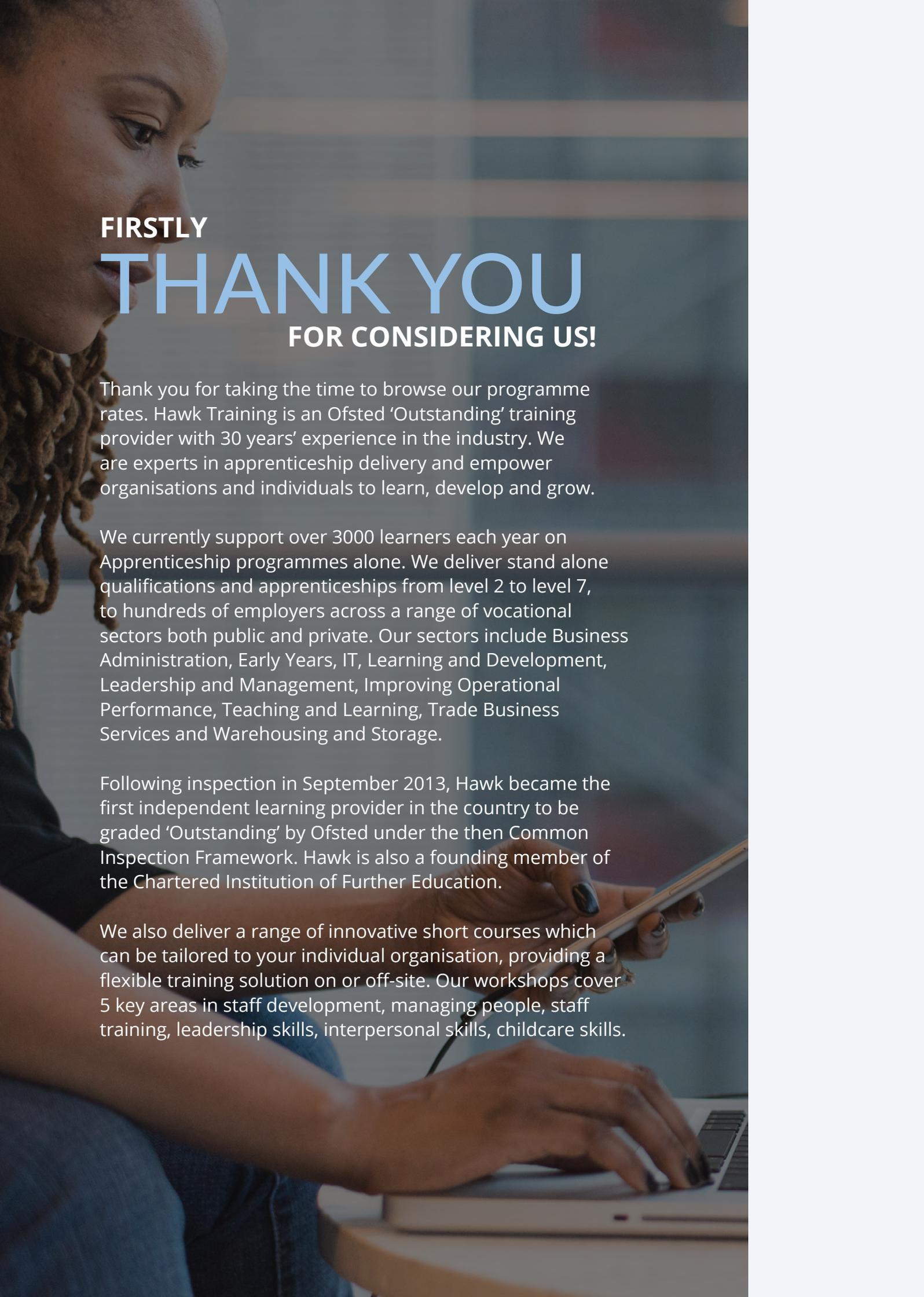
| Programme Rates 2019



HAWK TRAINING

LIFE'S ADVENTURE IS TO LEARN



A woman with braided hair is shown in profile, looking towards the right. She is sitting at a desk with a laptop. Her right hand is on the laptop keyboard, and her left hand is holding a smartphone. The background is a blurred office setting with windows.

FIRSTLY

THANK YOU

FOR CONSIDERING US!

Thank you for taking the time to browse our programme rates. Hawk Training is an Ofsted 'Outstanding' training provider with 30 years' experience in the industry. We are experts in apprenticeship delivery and empower organisations and individuals to learn, develop and grow.

We currently support over 3000 learners each year on Apprenticeship programmes alone. We deliver stand alone qualifications and apprenticeships from level 2 to level 7, to hundreds of employers across a range of vocational sectors both public and private. Our sectors include Business Administration, Early Years, IT, Learning and Development, Leadership and Management, Improving Operational Performance, Teaching and Learning, Trade Business Services and Warehousing and Storage.

Following inspection in September 2013, Hawk became the first independent learning provider in the country to be graded 'Outstanding' by Ofsted under the then Common Inspection Framework. Hawk is also a founding member of the Chartered Institution of Further Education.

We also deliver a range of innovative short courses which can be tailored to your individual organisation, providing a flexible training solution on or off-site. Our workshops cover 5 key areas in staff development, managing people, staff training, leadership skills, interpersonal skills, childcare skills.

Our Approach

Passion

We firmly believe that everyone wants to learn and our people are dedicated to igniting that spark for learning and empowering learners to reach their potential. Our passion is what drives us to deliver an outstanding service.

Innovation

Change challenges us to constantly innovate and seek out better ways to do things. Our approaches to teaching and learning combine agile technology with sector expertise to deliver programmes that engage and inspire.

Bespoke

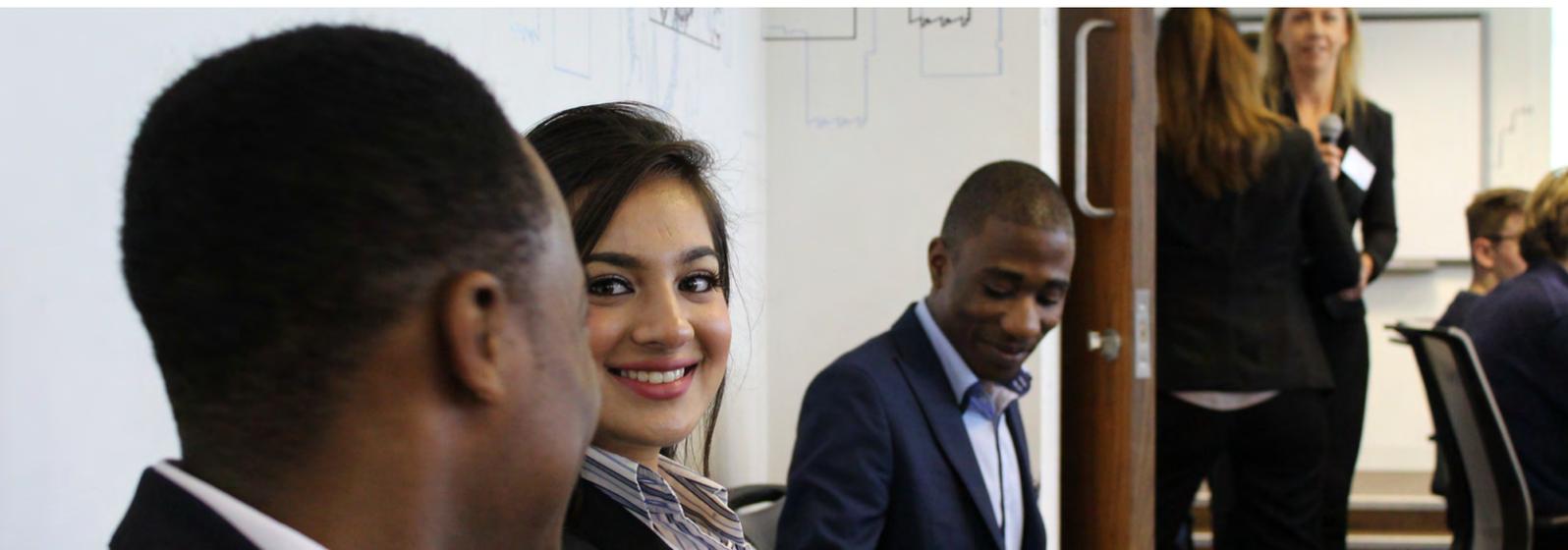
Our programmes and delivery models are flexible and designed for each employer. Rather than 're invent the wheel', we deliver cohesive provision that responds to the needs of your business and your employees.

Collaboration

Partnership working is key to our success – together we achieve better. Our consultative approach starts with building trust and sharing goals so we can align our services with your business needs and work with you to achieve results.

Communication

Dedicated account management, performance reports, employer events and 24/7 access to our e-Learning portals provides effective and transparent channels of communication.



Apprenticeship Levy and Funding Reforms

The Richard Review was commissioned by the Department for Education (DFE) and was published in November 2012. It proposed a radical overhaul, including giving employers ownership of the development of apprenticeship standards.

Since then, the government have held apprenticeship curriculum consultations, a separate consultation on funding and in April 2017, implemented a large employer levy-based funding system. The levy is expected to increase spending on apprenticeships to £3 billion a year by 2020. Around 2% of UK employers are eligible to pay the levy.

The government confirmed in their implementation plan that they would be replacing all existing apprenticeship frameworks by 2020 with those designed by employers ('trailblazer standards'). Not all new 'standards' include regulated qualifications and all include an End Point Assessment (EPA) which in most cases will be graded either fail, pass or distinction.

From May 2017, employers were categorised into three types, **levy payers**, **non-levy payers**, or a combination of the two.

Levy Payers

Levy payers are employers with an annual pay bill of over £3 million, paying the apprenticeship levy through PAYE.

The levy (a hypothecated tax) is set at a rate of 0.5% of the pay bill above £3 million calculated on the proportion of staff based in England. The HMRC then allocates a monthly amount to the employer's levy pot into the Apprenticeship Service (AS).

Once funds are in the Apprenticeship Service account, the government adds a 10% 'top-up'. These funds stay in the AS account until they are used to fund apprenticeships. After 24 months, unspent levy funds will be lost. **Levy employers can transfer 10% (25% from April 2019) of their funds to other employers of their choice, such as suppliers and partners.**

There may be instances where a levy payer doesn't have sufficient funds within their Apprenticeship Service account to pay for all of the apprenticeship delivery, in these circumstances the employer will switch to a 10% non-levied, co-funded method.

Please note that English and Maths Functional Skills will continue to be paid by the Government.

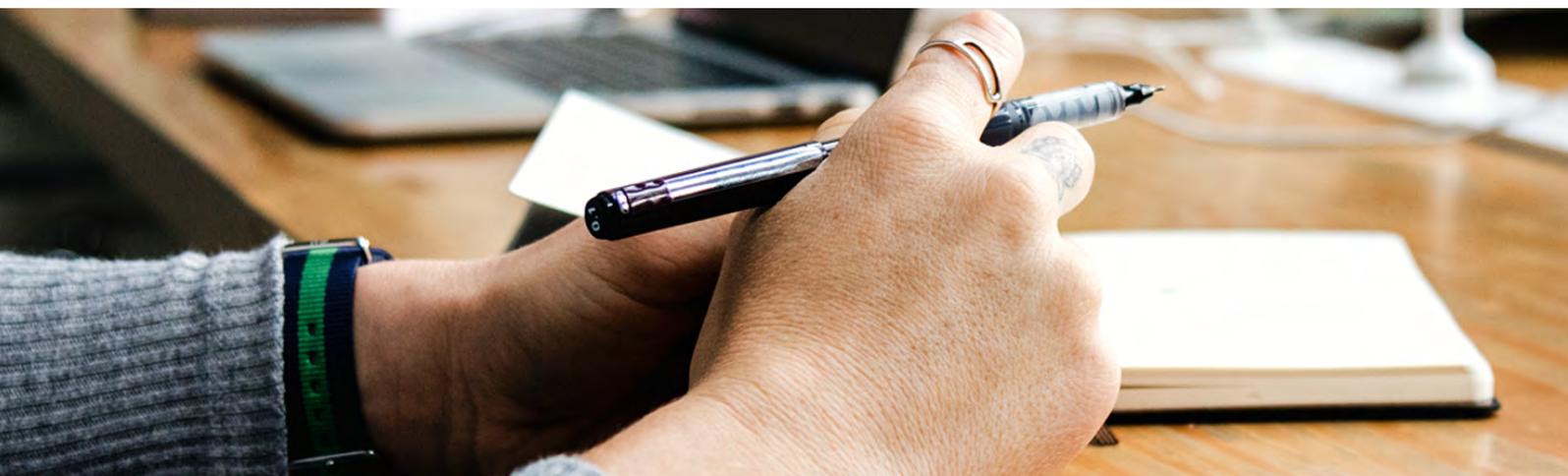
Levy Employer Price List

Frameworks	Duration (Months)*	Funding Band
Children and Young People's Workforce Level 2	12-15	£2,000
Children and Young People's Workforce (Early Years Educator) Level 3	14-18	£2,500
Business Administration Level 2	12	£2,000
Business Administration Level 4	18	£4,000
IT Users Level 2	12-15	£2,000
IT Users Level 3	16-18	£4,000
Improving Operational Performance Level 2	12-15	£3,500
Improving Operational Performance Level 3	16-18	£4,000
Warehousing and Storage Level 3	15-18	£2,000
Learning & Development Level 3	14-16	£2,500
Trade Business Services Level 2	12-15	£2,000

Standards	Duration (Months)*	Funding Band**
Supply Chain Warehouse Operative Level 2	13-15	£2,400
Customer Service Practitioner Level 2	13-15	£2,800
Business Administration Level 3	15-17	£4,000
Team Leader/Supervisor Level 3	16-18	£3,600-£4,000
Operations/Departmental Manager Level 5	19-21	£6,000-£7,200

**The duration of the apprenticeship may change, depending on the learner's prior learning and/or any additional learning needs*

***In the case that End Point Assessment services for Standards exceed 20% of the overall cost of an apprenticeship programme or if any resits are required, the employer will be responsible for paying the additional fees as required.*



Non-Levy Payers

Non-Levy payers are employers with an annual pay bill of less than £3 million and these employers will not need to use the Apprenticeship Service to pay for apprenticeships until at least 2020.

There will be a mandatory 10% contribution to the cost of this training and the government will pay the rest (90%), up to the maximum funding band. From May 2019, the contribution levels will change, the government will instead pay 95% of the apprenticeship and the employer will pay the remaining 5%.

The employer contribution (Currently 10%) will be paid in full directly to Hawk upfront or the cost can be spread out over the first 6 months of the apprenticeship. This will be collected by Direct Debit each month or by an agreed alternative payment method.

Full funding is available for those employers with fewer than 50 employees that take on an apprentice aged 16-18 or aged 19-24 and who have previously been in care or who have a Local Authority Education, Health and Care Plan.

Please note that English and Maths Functional Skills will continue to be paid by the government.

Employer Incentives

All employers who engage a 16-18 year old onto an Apprenticeship will receive a £1000 government incentive paid to employers by Hawk in two monthly instalments. This incentive will also apply to learners aged 19-24 who have previously been in care or who have a Local Authority Education, Health and Care Plan.

If a learner is still within these age groups after progressing onto a higher level apprenticeship then the employer will be eligible for another £1000 incentive.

100% Government Funding

If you are an employer with less than 50 employees, the government will fund 100% of the apprenticeship if the learner:

- is aged 16-18
- is 19 to 24 and has formerly been in care or has a Local Authority Education Health and Care plan.

Non-Levy Employer Price List

Frameworks	Duration (Months)*	Employer Contribution 10%
Children and Young People Workforce Level 2	12-15	£200
Children and Young People Workforce (Early Years Educator) Level 3	14-18	£250
Business Administration Level 2	12	£200
Business Administration Level 4	18	£400
IT Users Level 2	12-15	£20
IT Users Level 3	16-18	£400
Improving Operational Performance Level 2	12-15	£350
Improving Operational Performance Level 3	16-18	£400
Warehousing and Storage Level 3	15-18	£200
Learning & Development Level 3	14-16	£250
Trade Business Services Level 2	12-15	£200

Standards	Duration (Months)*	Employer Contribution 10%
Supply Chain Warehouse Operative Level 2	13-15	£240
Customer Service Practitioner Level 2	13-15	£280
Trade Supplier Level 2	13-15	£320
Business Administration Level 3	15-17	£400
Team Leader/Supervisor Level 3	16-18	£360-£400
Operations/Departmental Manager Level 5	19-21	£600-£720

To see the full funding band for an apprenticeship, see the levy payer price list (Page 4)

*The duration of the apprenticeship may change, depending on the learner's prior learning and/or any additional learning needs

**In the case that End Point Assessment services for Standards exceed 20% of the overall cost of an apprenticeship programme or if any resits are required, the employer will be responsible for paying the additional fees as required.





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