

Apprenticeships

| Overview brochure 2020



HAWK TRAINING

LIFE'S ADVENTURE IS TO LEARN



FIRSTLY

THANK YOU

FOR CONSIDERING US!

Thank you for taking the time to browse our apprenticeship brochure. A little bit about us, 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 2000 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 provision include Business Administration, Customer Service, Early Years, Leadership and Management, Improving Operational Performance, 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 and coaching and mentoring.

Our Approach

Passion

We firmly believe that everyone wants to learn and our people are dedicated to igniting that spark for learning and empowering individuals 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

We offer 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. 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. All apprenticeship frameworks are closed for new learner starts in July 2020.

From May 2017, employers were categorised into two types, **levy payers and non-levy payers**.

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 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 5% non-levied, co-funded method.

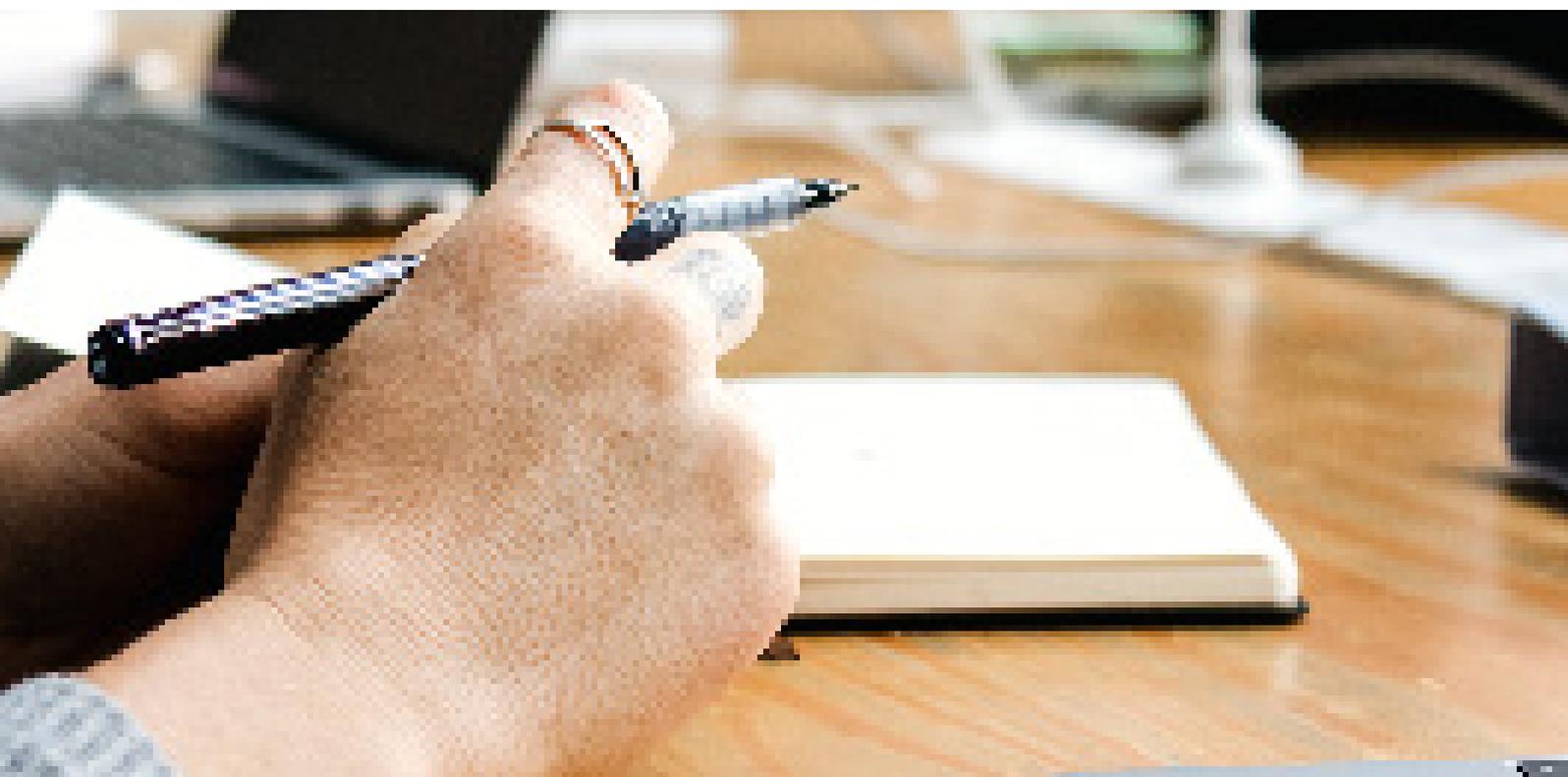
Please note that English and Maths Functional Skills support will continue to be paid by the Government where this is a need.

Levy Employer Price List

Standards	Duration (Months)*	Funding Band**
Customer Service Practitioner Level 2	13-15	£3,500
Business Administrator Level 3	15-17	£5,000
Team Leader/Supervisor Level 3	16-18	£4,500
Operations/Departmental Manager Level 5	19-21	£7,000
Early Years Educator Level 3	18-20	£6,000
Early Years Practitioners Level 2	12-14	£4,000
Trade Supplier Level 2	11-13	£4,000
Supply Chain Warehouse Operative	11-13	£3,000
Improvement Technician	18-20	£4,000

**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 August 2020.

There is a mandatory 5% contribution to the cost of this training against the funding band of the programme. The government will pay the rest (95%), up to the maximum funding band.

The employer contribution (currently 5%) will be paid in full directly to Hawk Training either, upfront or the cost can be spread out over the first 6 months of the planned 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 recruit a 16-18 year old onto an Apprenticeship will receive a £1000 government incentive paid to employers by Hawk in two instalments, month 3 on programme and on achievement. 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% (no 5% employer contribution) 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

Standards	Duration (Months)*	Employer Contribution 5%
Customer Service Practitioner Level 2	13-15	£175
Business Administrator Level 3	15-17	£250
Team Leader/Supervisor Level 3	16-18	£225
Operations/Departmental Manager Level 5	19-21	£350
Early Years Educator Level 3	18-20	£300
Early Years Practitioners Level 2	12-14	£200
Trade Supplier Level 2	11-13	£200
Supply Chain Warehouse Operative	11-13	£150
Improvement Technician	18-20	£200

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

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YEARS
HAWK
TRAINING

We welcome the opportunity to discuss our programme in more depth, and work with you to build apprenticeship programmes that meet your needs.

Get in touch

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