



**NATIONAL  
COLLEGE *of*  
EDUCATION**

# What we will cover today

- What is the apprenticeship levy
- What the apprenticeship levy means for schools
- Co-investment and levy transfer
- Creating a levy plan
- 20% off the job training
- Key support
- How to access the levy

# What is the apprenticeship levy?

- Any organisation with a wage bill of £3million or more is paying into the levy at 0.5% of their wage bill.
- This money leaves your account in monthly instalments and sits in a Digital Apprenticeship Service account.
- Good news! Government tops up your levy contribution by 10%. If you pay £10,000 into the levy, you will have £11,000 to spend
- More Good news! Funding rules mean levy can be spent on upskilling existing staff as well as new recruits
- Think of this as a Professional Learning Fund

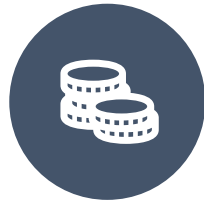
# What does the apprenticeship levy mean for schools?



ANY SCHOOL, LA OR MAT WITH A WAGE BILL OF £3MILLION OR MORE IS PAYING INTO THE LEVY



£2200M COLLECTED FROM SCHOOLS BETWEEN APRIL 17 AND JANUARY 18



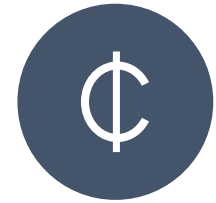
FUNDING RULES MEAN LEVY CAN BE SPENT ON UPSKILLING EXISTING STAFF AS WELL AS NEW RECRUITS



FROM APRIL 2019 UNSPENT APPRENTICESHIP FUNDS WILL GO TO HMRC "USE IT OR LOSE IT"



WHO 'HOLDS' THE LEVY POT AND HOW IS IT ALLOCATED? SCHOOL VS. LA VS. MAT VS. INDEPENDENT VS. FEDERATIONS



CO-INVESTMENT AND TRANSFER OF FUNDS CAN BE USED ONCE LEVY FUNDS HAVE RUN OUT



# Co-investment

- If a school or LA doesn't pay into the levy or has run out of levy, the government will contribute 90% of the shortfall
- The 10% that schools need to contribute is negotiated with the training provider but will need to be used monthly or quarterly
- Example
  - Level 5 Management Programme costs £7000 over 2 years.
  - Through co-investment, cost to school is just £700 (or £29.17 per month)

# Levy transfer

- Total levy collected in 2017/8 from all organisations = £1.4bn
- Total levy spent = £112m
- June 2018 – large companies can transfer up to 10% of their levy bill to multiple organisations
- April 2019 – large companies can transfer up to 25% of their levy bill to multiple organisations
- DfE levy spend = £1.2m per annum – they currently have £120,000 they could transfer (within 20 minutes) to schools for apprenticeship training.

# Suffolk Primary Schools - thoughts

- 200+ Primary Schools
- Wage bill of £154,000,000 including £6m of supply teachers
  
- **Apprenticeships**
- Currently paying approximately £750,000 into the levy each year
- That's an extra £3500 per school
- Next Step: Contact LA or your MAT CEO

# Suffolk Primary Schools - thoughts

## ➤ **Teacher Vacancies**

➤ Use the Government's website

➤ <https://teaching-vacancies.service.gov.uk/>

➤ But ... don't then link this your TES or eTeach job site

## ➤ **Supply**

➤ £6m of supply spend is £30,000 per school

➤ Next Step: hire a cover supervisor



# A Levy Plan – The basics

- Find out how much you have in your levy pot – School Business Manager
- Identify your professional learning needs – probably already done
- Look at both teaching and non-teaching staff
- Research available programmes
- Offer the programmes to your staff

# Our Beliefs

Raise the status of  
the profession

- Building leadership capacity
- A universal hallmark of quality
- Empowering teachers with autonomy, mastery and purpose

Reinvent  
professional  
learning in schools

- Best quality at revolutionary value
- Professional learning journeys for all
- Performance achievement and improved pupil outcomes

Tackle the talent  
challenge in  
education

- Help schools become DDOs
- Refresh the culture of British schools
- Invert the pyramid of leadership

# Our Partnerships



## University of Buckingham School of Education

- Full collaboration partner
- Trained over 300 teachers together
- Academic Partner



## Chartered Management Institute

- Accredited Centre
- Access to learning objects and speakers
- Our recommended End Point Assessor



# What matters to a school leader?

1

I need to strengthen my leadership bench

2

I need to attract more graduates for teacher training

3

I need to improve performance

4

I need to improve my employer brand

5

I need to retain staff better

# What matters to a teacher?

01

I need to feel valued by my employer

02

I need to make progress in my career journey

03

I need to keep learning

04

I need support

05

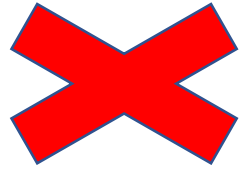
I need to feel my profession is valued by society

# Senior Leadership Programme

- Two year, work-based programme
- Masters in Educational Leadership from University of Buckingham + Level 7 Senior Leader Apprenticeship
- Education-focused modules: Leadership Theory, Leading the Culture and Departmental Strategy
- Advanced modules in Media, Finance, Talent Management
- Three 3-day residentials at Whittlebury Hall + four 1-day seminars
- Dedicated Senior Tutor for each cohort of 25
- Departmental audit and change management project
- Project showcase, dissertation and viva

The Virgin logo, featuring the word "Virgin" in a red, cursive script font, is centered within a white circle that has a grey border.The NHS logo, consisting of the letters "NHS" in a bold, white, sans-serif font, is centered within a blue rectangular box. This box is centered within a white circle that has a grey border.The BBC logo, featuring the letters "B", "B", and "C" in a white, sans-serif font, each contained within a black square. These three squares are arranged horizontally and centered within a white circle that has a grey border.The Barclays logo, featuring a blue eagle head icon to the left of the word "BARCLAYS" in a blue, sans-serif font, is centered within a white circle that has a grey border.

# Dispelling the Myth : 20% Off the Job Training

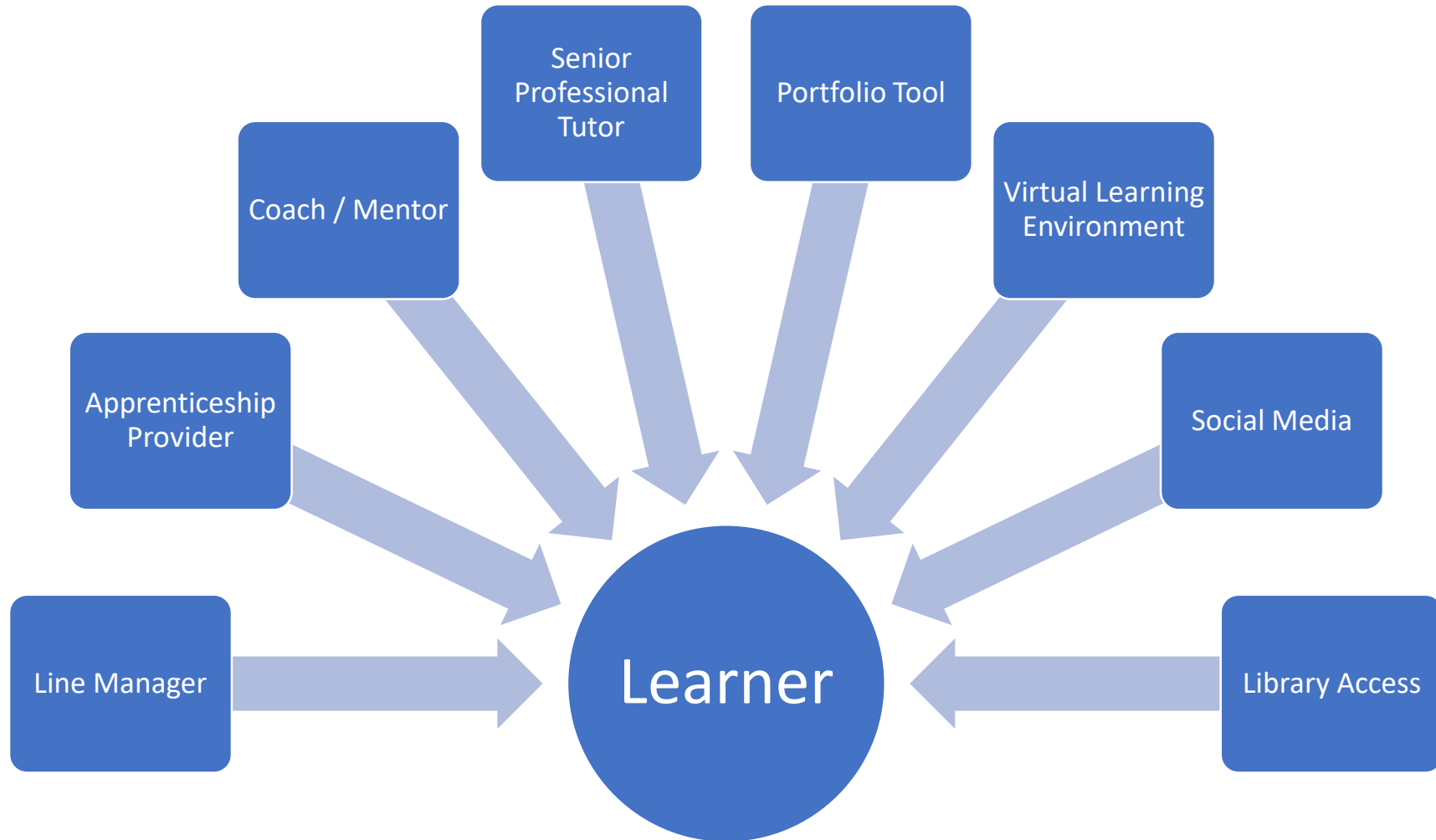


- 20% of contracted hours spent studying
- 1 day a week off-timetable
- Fixed time



- Programme training content
- Evidence gathering and portfolio building
- Work-based activities that either
  - Provide new learning (Insets etc)
  - Demonstrate skills and behaviours required by the standard:  
Implementing learning into practice

# Support





# The Whittlebury Experience

## Learning Experience

- Lectures for up to 500 learners
- 80 seminar rooms
- 250+ bedrooms
- Coffee, tea, dinner and bar



## Environment

- Spa and Conference Hotel
- 30 acres
- 2 golf courses
- Amazing food/service



# Application Stages



- Education and Employment History
- 500 word personal statement
- Line manager agreement
- Consultation Call and eligibility screen
- Levy holder and school sign off

- Skills Gap Analysis

- Compliance
- Proof of identity and qualifications
- Declaration and contracting

# Next Steps

Applications are now open for  
April 2019

Learners can apply at  
[www.nationaleducation.college](http://www.nationaleducation.college)

OR Book a consultation visit  
[info@nationaleducation.college](mailto:info@nationaleducation.college)

# Questions and Answers

- [www.ourncejourney.com/otherapprenticeships](http://www.ourncejourney.com/otherapprenticeships)

