



## **Three steps** to transforming your organisation's approach to apprenticeships

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# Introduction

## The apprenticeship levy

The UK government introduced the apprenticeship levy in April 2017. It affects all employers with a pay bill of over £3 million. The goal of the apprenticeship levy is to encourage employers to invest in apprenticeship programmes and improve the quality, profile and credibility of apprenticeship training.

## Not the smoothest of transitions

As with any new legislation, it sometimes takes a little time for the kinks to be worked out. Some companies say that they won't get out as much as they put in<sup>[1]</sup>. Some companies say that they don't understand the changes and that not enough education has been provided to help them do so<sup>[2]</sup>. Others say that although the levy is the right idea, so far apprenticeships have declined<sup>[3]</sup>.

## How we can help you with the apprenticeship levy

The reality is that the levy represents a much-needed change with the potential to transform how organisations provide apprenticeships – and deliver great benefits. Like any new game, the levy comes with new rules. We're here to help. We're a sector not-for-profit skills body, tasked with helping to improve skills in the private security industry. We can help organisations navigate through this change, and take full advantage of their apprenticeship levy fund.

## Undoing assumptions of old

Because we've all heard of apprenticeships, they come with some preconceptions – some of which not only aren't true, they're counter to how modern apprenticeships can operate. These assumptions are holding some companies back. We're here to address them. In doing so, we suggest three steps that can transform your approach to apprenticeships.

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[1] <http://www.telegraph.co.uk/business/2018/01/07/apprenticeship-levy-breaking-point>

[2] <https://www.ft.com/content/355ec298-a456-11e7-9e4f-7f5e6a7c98a2>

[3] <http://www.bbc.co.uk/news/business-42818613>

## Step 1: apprenticeships are for almost everyone

*The word apprenticeship comes from the old French, *aprentiz*, meaning: 'someone learning' and the Anglian suffix, *-scip*, meaning: 'state, condition of being'.*

### **Assumption:**

Apprenticeships are only for the young.

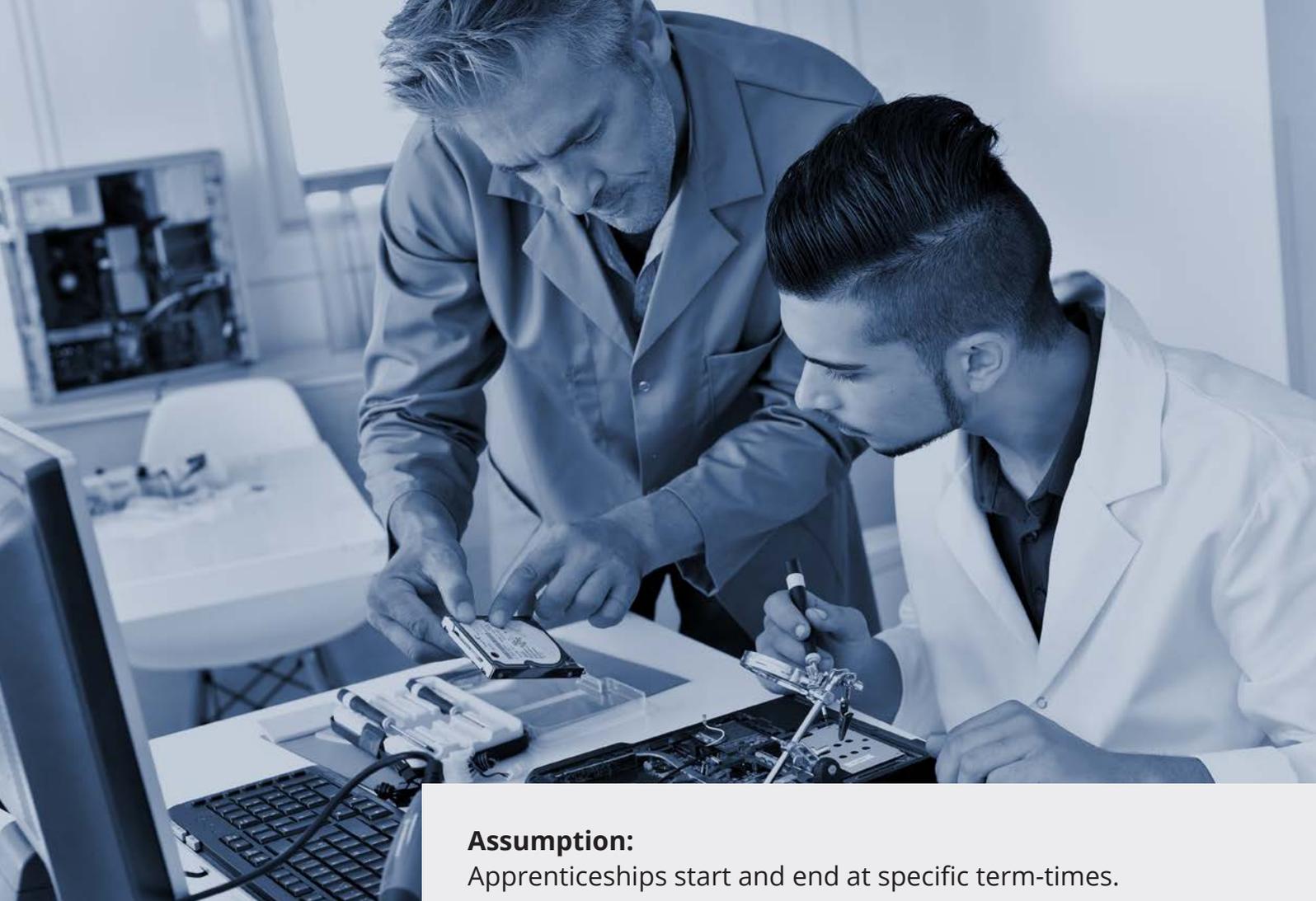
### **Reality:**

Apprenticeships are for almost any age.

It's true that apprenticeships have traditionally been in-work learning programmes for the young – to prepare them for work (usually while working) after leaving school.

But when it comes to using your apprenticeship levy fund, this isn't the case. Under the new legislation, apprentices can be almost any age. This fundamentally rewrites how an organisation should view apprenticeships and the benefits it can get from them. For example, instead of making those with unrequired skills redundant, you can retrain them in another skill, via an apprenticeship programme. This saves on the cost of redundancy and retains long-term know-how within the business. All via training that's funded.





**Assumption:**

Apprenticeships start and end at specific term-times.

**Reality:**

Apprenticeships run all year round.

It used to be that apprentices were taken on at specific times of the year, but that's tied to the now redundant 'apprenticeships are for the young' (since they were typically leaving education). Apprenticeships can start at any time. Just like your business, they run all year around.

This means that you can take on apprentices just like any other employment candidate, or indeed retrain someone who's already within the business, at any time. Companies providing apprenticeship training take on learners throughout the year and can typically work around your needs.

## Step 2: apprenticeships can run at any time



## Step 3: you can create your own academy

### **Assumption:**

Levy funds can only be spent with third-party providers.

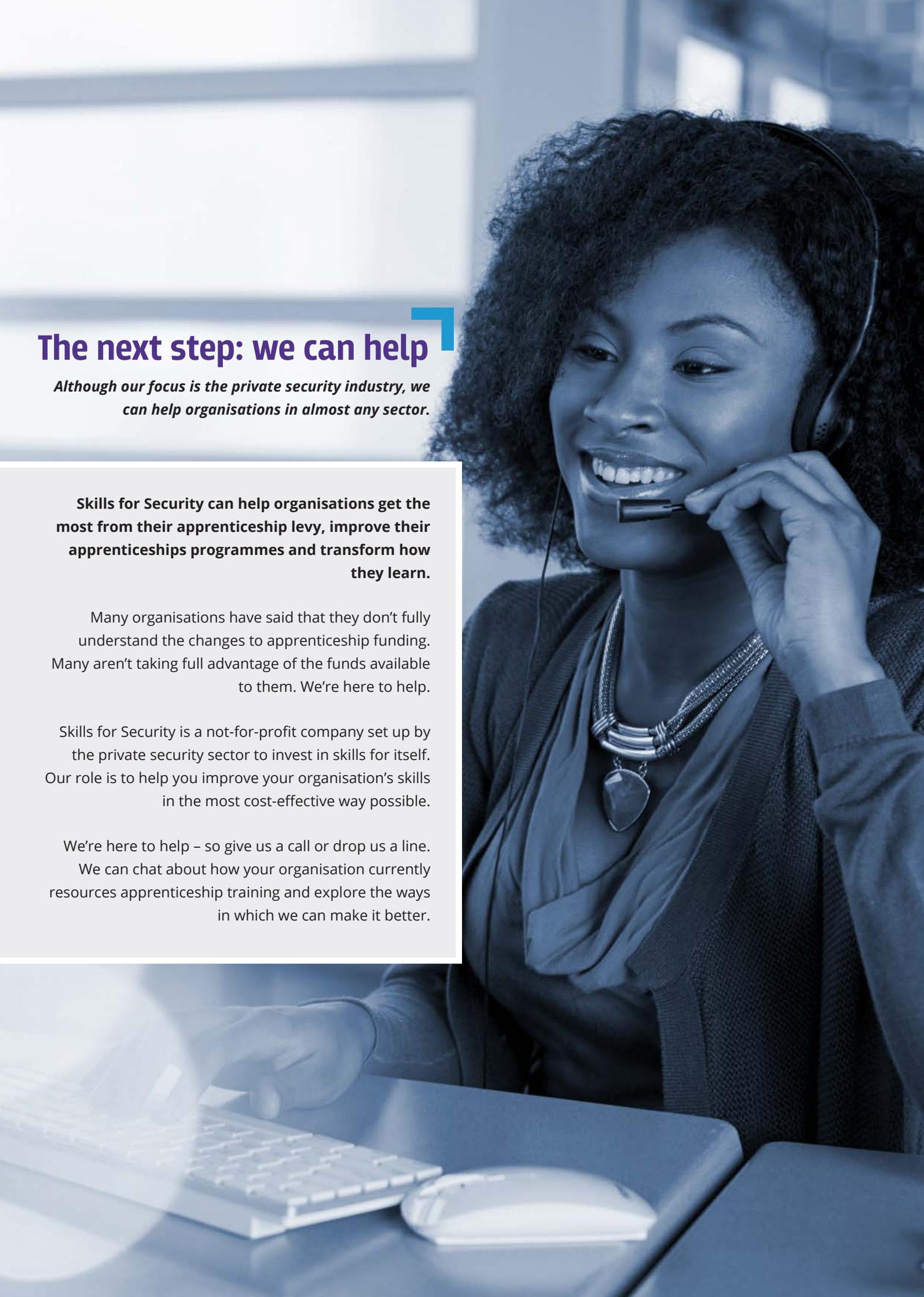
### **Reality:**

You can create your own academy.

Although you can't use your apprenticeship levy fund to 'simply pay for training' it is possible to establish your own learning academy, dedicated to providing apprenticeships for your own employees (and, should you wish, for others).

The academy would be regulated like any other apprenticeship provider and should operate autonomously. It will almost certainly require outside expertise to set up, gain approval and operate legally. While doing this doesn't make sense for some organisations, for others – perhaps large organisations or those with specialist learning needs – it can improve the quality of learning.





## The next step: we can help

*Although our focus is the private security industry, we can help organisations in almost any sector.*

**Skills for Security can help organisations get the most from their apprenticeship levy, improve their apprenticeships programmes and transform how they learn.**

Many organisations have said that they don't fully understand the changes to apprenticeship funding. Many aren't taking full advantage of the funds available to them. We're here to help.

Skills for Security is a not-for-profit company set up by the private security sector to invest in skills for itself. Our role is to help you improve your organisation's skills in the most cost-effective way possible.

We're here to help – so give us a call or drop us a line.

We can chat about how your organisation currently resources apprenticeship training and explore the ways in which we can make it better.



## **About Skills for Security**

Skills for Security is the sector skills body for the private security sector – providing information, advice and guidance to employers, employees and trainers. Skills for Security is a not-for-profit company set up by the private security sector to invest in skills for itself.

## **About Peter Sherry**

Peter is the chief executive of Skills for Security. Peter has extensive experience helping organisations improve the way they learn. He's worked in key roles, such as chief executive of the National Skills Academy Logistics and chief executive of the Diversity Training C2E Deaf Advocacy Fellowship.

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