



SKILLS FOR GROWTH SME

Suzanne McNicholas Apprenticeship Specialist

From Today's Apprentice to Tomorrow's Leader –
with Skills for Growth – SME Support

www.skillsforgrowthsmc.co.uk



Greater Manchester
Chamber of Commerce
Helping Business Grow for Over 225 Years



European Union
European
Social Fund



Good morning



My name is Suzanne McNicholas, I am Apprenticeship Specialist working on the Skills for Growth - SME Support programme.

I have a passion for working with businesses to show them how apprenticeships can help their business grow and for the personal and professional development of their employees, at all levels.

I guide employers through the process from initial enquiry, to employing an apprentice, including the application for local and government grants and funding for training.



Apprenticeships

“Apprenticeships are a fantastic way to become leaders in a wide range of exciting industries”

“They play a vital role in delivering the skills that Greater Manchester needs to recover and grow after the coronavirus pandemic”





Apprenticeships

- Apprenticeships are real jobs
- Combine practical on-the-job skills training with sustained off-the-job learning
- Available from entry level to master's degree-equivalent
- Training in the knowledge, skills and behaviours that are relevant to the job
- Paid salary
- 80% of their time in the workplace
- 20% undertaking off-the-job training





Benefits to your business

Long term employment = sustainable investment in the skills to support your business as the economy recovers

Improve a business' productivity; apprentices are motivated to learn new skills

A productive and effective way to grow talent

Capitalise on new ideas and a fresh perspective





Benefits to your business

- Apply for a payment of £3,000 for each apprentice you take on as a new employee between 1st April and 30th September
- Additional £1k payment already made to support specific groups of apprentices such 16 to 18-year-olds, those with disabilities, or young people leaving care
- 16 - 18 year olds training is fully funded by the government
- 19 – 65 year olds training is 95% funded by the government

Employers receive
£3000 to £4000
per new apprentice

Under the government's incentive scheme

Apprentice Age	Grant available
16-18	+ £4000
19+	+ £3000



Apprenticeship Standards

Employer-led - employers specify exactly what's required from an apprentice in each specific role

They outline the skills, knowledge and behaviours required to carry out a certain job role.





Apprentice pay rates

**OVER 90% OF
APPRENTICES REMAIN IN
EMPLOYMENT OR GO ON
TO FURTHER LEARNING**

- Employers pay apprentices for time spent on the job and in training
- Apprenticeship pay rate is £4.30/hr. Aged over 25 - £8.72/hr. Aged 21-24 - £8.20/hr. Aged 18-20 - £6.45/hr. Aged under 18 - £4.55/hr
- After the first year of the apprenticeship, people who are aged 19 and over must get paid the full National Minimum Wage for their age group
- Most employers tend to pay more than the minimum apprenticeship wage
- Apprentices have the same conditions as other employees





BETA This is a new service – your [feedback](#) will help us to improve it.

Find apprenticeship training for your apprentice

Find apprenticeship training for your apprentice if you're an employer.

There are 2 steps to choosing the right apprenticeship training.

1. Choose an apprenticeship training course

Choose a course at the right level and skills.

2. Find a training provider

Check the availability of training providers at the apprenticeship location.

[Start now >](#)



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[Home](#)

[View shortlist](#) 0

Apprenticeship training courses

Filter

Apply filters

Apprenticeship training course

Enter a job role or keywords

Qualification level

Level 2 - GCSE

610 results

Sorted by: **Name**

[Abattoir worker \(level 2\)](#)

Managing animals before and during the slaughtering process.

Apprenticeship category: Engineering and manufacturing

[Able seafarer \(deck\) \(level 2\)](#)

Working as part of the navigation department on ships and other vessels, keeping watch and maintaining safety and security, and carrying out a range of practical tasks.

A
G



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[View st](#)

Apprenticeship training course

Chartered manager (degree) (level 6)

Taking responsibility for long-term organisational success, managing people, projects, operations or services.

Qualification level	6 Equivalent to degree.
Typical duration	48 months
Apprenticeship category	Business and administration
Maximum funding	£22,000 Maximum amount government will fund for apprenticeship training.



Full information on [Chartered manager \(degree\),\(level 6\)](#) is available from the Institute for Apprenticeships and Technical Education.

Find training providers for this course

Apprenticeship location

Stockport, Greater Manchester [Remove location](#)

✓ 53 providers available for this apprenticeship location

[View providers for this course](#)



🏠 > Search the Apprenticeship Standards > Chartered manager (degree)



CHARTERED MANAGER (DEGREE)

Flexibilities agreed that are in line with the [Covid-19 guidance on our website](#)



It has been agreed due to Covid-19, that the panel can be hosted by the independent end-point assessment only. However, every effort should be made to ensure a sector expert is a part of the panel. If the decision is to have only the independent end-point assessment then this needs to be authorised by the employer.

Revision



This apprenticeship standard is being revised. The trailblazer group has not yet submitted a revised version for approval. Further details of this and other apprenticeship standards in revision are available in the [revisions status report](#).

Overview of the role

Taking responsibility for long-term organisational success, managing people, projects, operations or services.

Status: Approved for delivery

Level: **6**

Degree: non-integrated degree

Reference: ST0272

Version: 1.0

Approved for delivery: 8 October 2015

Route: Business and administration

Typical duration to gateway: 48 months (this does not include EPA period)

Maximum funding: £22000

Trailblazer contacts (for apprenticeship standard content and trailblazer membership queries only):

melanie.nicholson@serco.com

alison.cox@managers.org.uk

Employers involved in creating the standard:



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[Home](#) > [Apprenticeship training courses](#) > [Chartered manager \(degree\) \(level 6\)](#)

[View short](#)

Training providers for

Chartered manager (degree) (level 6)

Filter

Selected filters [Clear](#)

Apprenticeship location

Stockport, Greater Manchester ×

Apply filters

Apprenticeship location

Calculator

53 results

Sorted by: **Relevance**

Apprenticeship location

Stockport, Greater Manchester [Remove location](#)

Potential Realised

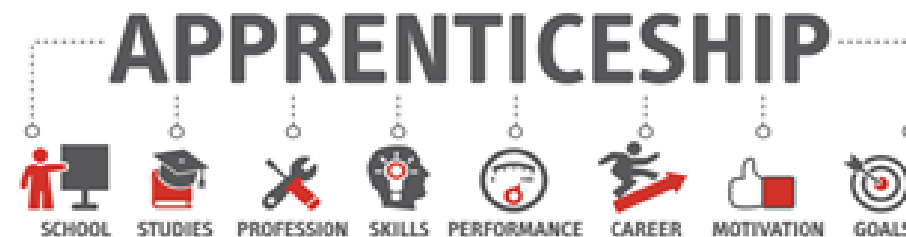
[Add to st](#)

- ✓ At apprentice's workplace (national)
- ✗ Day release
- ✗ Block release



Apprenticeships - when did they start ?

ONE BOUND BY LEGAL AGREEMENT
TO WORK FOR ANOTHER FOR A
SPECIFIC AMOUNT OF TIME IN RETURN
FOR INSTRUCTION IN A TRADE, ART
OR BUSINESS.



- Started back in the Middle Ages
- In 1563 the Statute of Artificers created a more regulated and prescribed system by setting out more precise conditions and terms
- Maximum of three apprentices
- At this time all apprentices were male
- Lasted for 2 to 7 years



Apprenticeship statistics for England

23 March and 31 July 2020

60,860 apprenticeship starts

That represents a **45.5% drop** compared to the 111,570 reported for the same period last year

The number of starts fell due to the impact of the coronavirus

Negative impact on apprenticeship starts for those aged under 19, and those starting an intermediate level apprenticeships.



**OVER 90% OF APPRENTICES
REMAIN IN EMPLOYMENT OR
GO ON TO FURTHER LEARNING**



Starts by apprentice characteristics



The age profile of people starting apprenticeships changed between 2019 and 2020

There was higher proportion of starts from apprentices over the age of 24.

47% of the apprenticeships started in 2020 were by people aged 25 and over.

Starts fell for all ages and the age group with the largest fall was by those aged 17, with 26% less starts than in 2019.

The number of women and men starting apprenticeships were almost at the same level, with slightly more starts by men (51.2%). In 2019, there were slightly more starts by women (50.1%).



Starts by apprenticeship characteristic

In 2019 and 2020 Apprenticeship starts were more likely to be at a higher level.

44% at advanced level
26% started at higher level

2018 and 2019

44% at advanced level
19% were at higher level.

Type of apprenticeship	Level	Level Equivalent
Intermediate	2	5 GCSE passes (grade A* - C or 9 - 4)
Advanced	3	2 A Level passes/ Level 3 Diploma/ International Baccalaureate
Higher	4/5/ 6/7	Foundation, Bachelor's or Master's degree
Degree	6/7	Bachelor's or Master's degree



Starts by apprenticeship characteristic

Number of starts on apprenticeship standards increased by over 170,000 between 2017/18 and 2019/20

75% of apprenticeship starts 2019/20 - up from 63% in 2018/19.

81% of all starts were in four subject areas:

- * Business, Administration and Law
- * Health, Public Services and Care
- * Engineering and Manufacturing Technologies
- * Retail & Commercial Enterprise





Apprenticeships are for anyone, of any age, any ability

Apprenticeships are not just for those starting out in their career, they are open to any one of any age.

New and existing employees





Apprenticeships cover many sectors

MARINE

Customer service and retail

Agriculture

Science

CONSTRUCTION

Chef de partie

Sporting excellence professional

Speech and language

Engineering construction pipefitter

Environmental

Train driver

BREWER

ANIMAL CARE

Energy

Marine engineer

CONSTRUCTION

HEALTH AND WELLBEING

Travel

Fashion and textiles

Animal technologist

Creative, media and the arts

FINANCE

HOSPITALITY

Investment operations technician



Government Grant



Until 30th September –

Apprentices who joined an organisation from 1 April 2021, employers will receive £3,000 for new apprentices of any age.

Plus - £1,000 incentive payment for recruiting a 16-18 year old apprentice

£1500 paid after 3 months

£1500 after 12 months

This grant must be applied for before 30 November 2021.

EMPLOYER INCENTIVE PAYMENTS

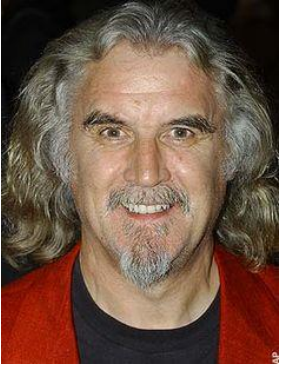




Famous Apprentices



#apprenticeshipwork





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SKILLS FOR GROWTH SME

Adrian Healey
Greater Manchester Levy Matchmaking
Service

www.skillsforgrowthsme.co.uk

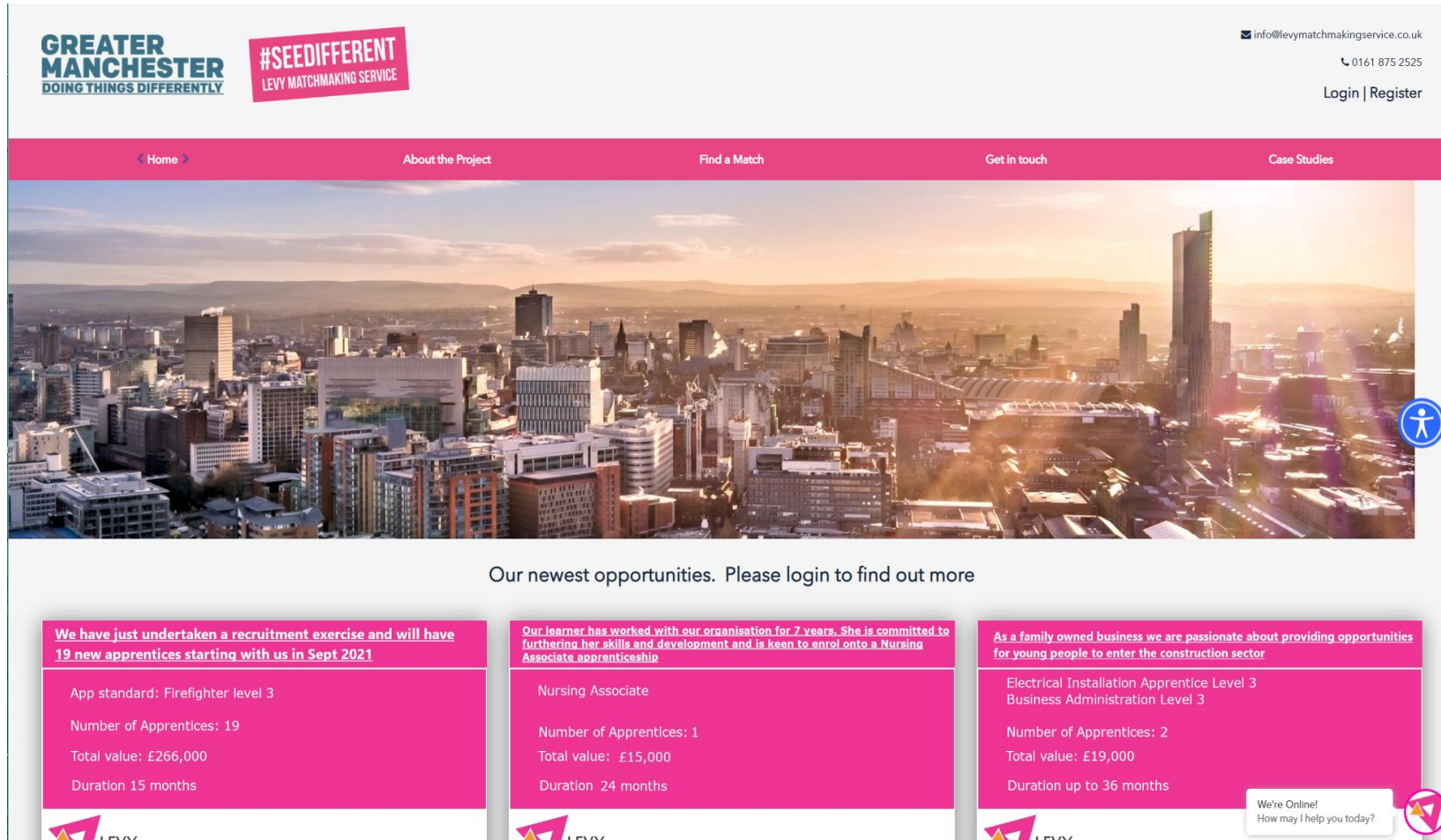


What is it?

- A service designed to match SMEs based in Greater Manchester looking for larger employers to support them with the cost of apprenticeship training programmes
- To date it has supported over 480 apprentices and seen 5 million pounds worth of levy transferred to small businesses within Greater Manchester

How do I use it?

Start by registering on the website <https://levymatchfinder.co.uk>



The screenshot shows the website's header with the Greater Manchester logo, a '#SEEDIFFERENT' badge, and contact information. A navigation bar includes links for Home, About the Project, Find a Match, Get in touch, and Case Studies. The main content area features a cityscape image and a call to action: 'Our newest opportunities. Please login to find out more'. Below this are three job opportunity cards, each with a brief description and key details.

GREATER MANCHESTER
DOING THINGS DIFFERENTLY

#SEEDIFFERENT
LEVY MATCHMAKING SERVICE

info@levymatchmakingservice.co.uk
0161 875 2525
Login | Register

Home About the Project Find a Match Get in touch Case Studies

Our newest opportunities. Please login to find out more

<p>We have just undertaken a recruitment exercise and will have 19 new apprentices starting with us in Sept 2021</p> <p>App standard: Firefighter level 3</p> <p>Number of Apprentices: 19</p> <p>Total value: £266,000</p> <p>Duration 15 months</p>	<p>Our learner has worked with our organisation for 7 years. She is committed to furthering her skills and development and is keen to enrol onto a Nursing Associate apprenticeship</p> <p>Nursing Associate</p> <p>Number of Apprentices: 1</p> <p>Total value: £15,000</p> <p>Duration 24 months</p>	<p>As a family owned business we are passionate about providing opportunities for young people to enter the construction sector</p> <p>Electrical Installation Apprentice Level 3 Business Administration Level 3</p> <p>Number of Apprentices: 2</p> <p>Total value: £19,000</p> <p>Duration up to 36 months</p>
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We're Online!
How may I help you today?

Post your opportunity

Create an opportunity ×

Apprenticeship standard/s and level *

The number of apprentices

Total cost of apprenticeship training you are seeking a transfer for. (This is the total cost not the cost of the co investment)

Your request is to support

- New Apprentice(s) being recruited
- Using an apprenticeship programme to upskill an existing employee(s)

Who is your training provider? (If you don't have one please indicate)

What type of apprenticeships are you looking for levy transfer support with?

- All
- Agriculture environmental and animal care
- Business and administration
- Care services
- Catering and hospitality
- Construction
- Creative and design
- Digital
- Education and childcare
- Engineering and manufacturing
- Hair and beauty
- Health and science
- Legal finance and accounting
- Management
- Protective services
- Sales marketing and procurement
- Transport and logistics

In which region of Greater Manchester will the apprentices be based?

- All
- City of Manchester
- Stockport
- Tameside
- Oldham
- Rochdale
- Bury
- Bolton
- Wigan
- City of Salford
- Trafford

Please use the box below to tell donating organisations how your opportunity will support your business growth and the apprentice/s

Close

Submit

What happens next?

Digital Account No: VWL98W

Date submitted: 15/07/2021 07:48 AM

App standard: Electrical Installation Apprentice Level 3 Business Admin Level 3

Number of Apprentices: 2

Organisation(s) providing the training: Wigan and Leigh College

Location: Wigan

Preferred Area: Business and administration, Construction

Your request is to support: New Apprentice(s) being recruited

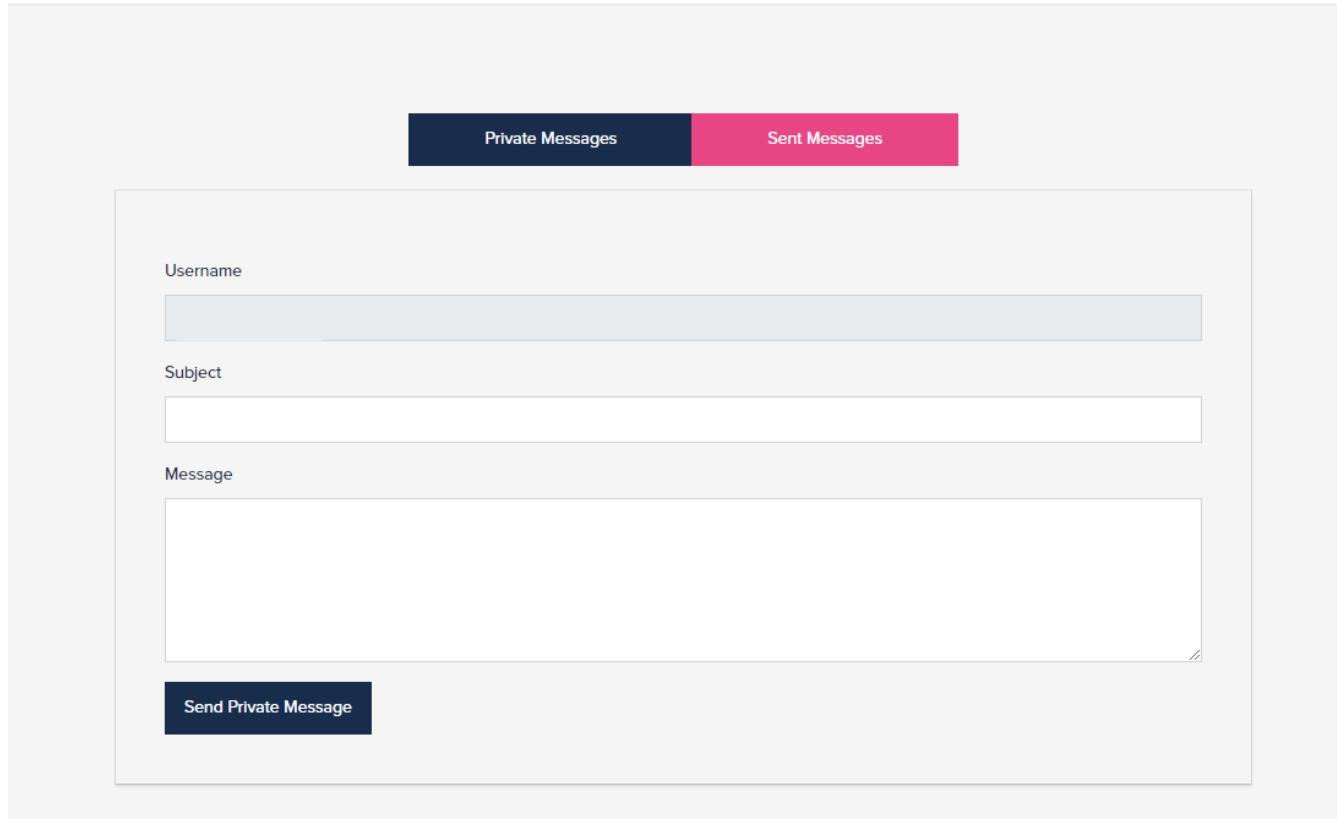
Total value: 19000

More information: As a family owned business we are passionate about providing opportunities for young people to enter the construction sector and continue to support and grow our service delivery to our clients. One of our key core values is community focus. We are an award winning company for social value and support all of our people to become involved in projects outside of core business activities. We work closely with both Wigan College, Wirral Met College and the COOP Academies Trust to actively recruit young people onto apprentice schemes. Further support from donating organisations will enable us to enhance and grow these opportunities even further and drive a key metric in our social value agenda.

Contact

Your opportunity is automatically shown to registered levy donors who have set preferences that match your opportunity. In addition the team will proactively market to prospective levy donors to ensure maximum exposure of your opportunity.

How do I know if a levy donor wants to support my opportunity?



The screenshot shows a web interface for sending private messages. At the top, there are two tabs: 'Private Messages' (dark blue) and 'Sent Messages' (pink). Below the tabs is a form with three input fields: 'Username' (a light blue text box), 'Subject' (a white text box), and 'Message' (a large white text area). At the bottom left of the form is a dark blue button labeled 'Send Private Message'.

- They can contact you via the messaging service within the site
- A member of my team will contact you to let you know that a donor has been found

A donor has agreed to support me. What do I do now?

- My team will liaise with you, your training provider and the donating organisation to ensure every stage in the process of you enrolling your apprentices happens with as little hassle as possible.
- We can support via interactive screen share or telephone to help at every stage.
- Once your apprentice\|s has started their programme we just need confirmation of the start date from you.
- No cost to you as an employer for this support as funded by the Greater Manchester Combined Authority

Andy Jamieson – Director of Jamieson Contracting

- **Hear how Andy used the levy matchmaking team to secure support for the cost of training his apprentices**





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What is Skills for Growth SME?

- Identify current and future skills gaps
- Specialist Support – Health and Wellbeing, Apprenticeship, Business Change
- Research and identify skills provision to match skill gaps





How to access the support

SME Organisation

- Under 250 Full time Staff
- Under €50million turnover
- Trading address in Greater Manchester
- No Restrictions on sectors other than Political, Faith & Tobacco

Not an SME

- Help SMEs in your supply chain/Business Community
- Have a voice in the future skills commissioning in Greater Manchester



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SME SUPPORT

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[@SkillsGrowthSME](https://twitter.com/SkillsGrowthSME)

LinkedIn
<https://www.linkedin.com/company/skills-for-growth-sme-skills-support/>

Facebook
<https://www.facebook.com/Skills-for-Growth-SME-Skills-Support-102144555013461>

