



ABP Academy

Amanda Viljoen – Group Training Manager

Agenda

- Overview of ABP
- Introduction to Associated British Ports
- Apprenticeships -
- Questions



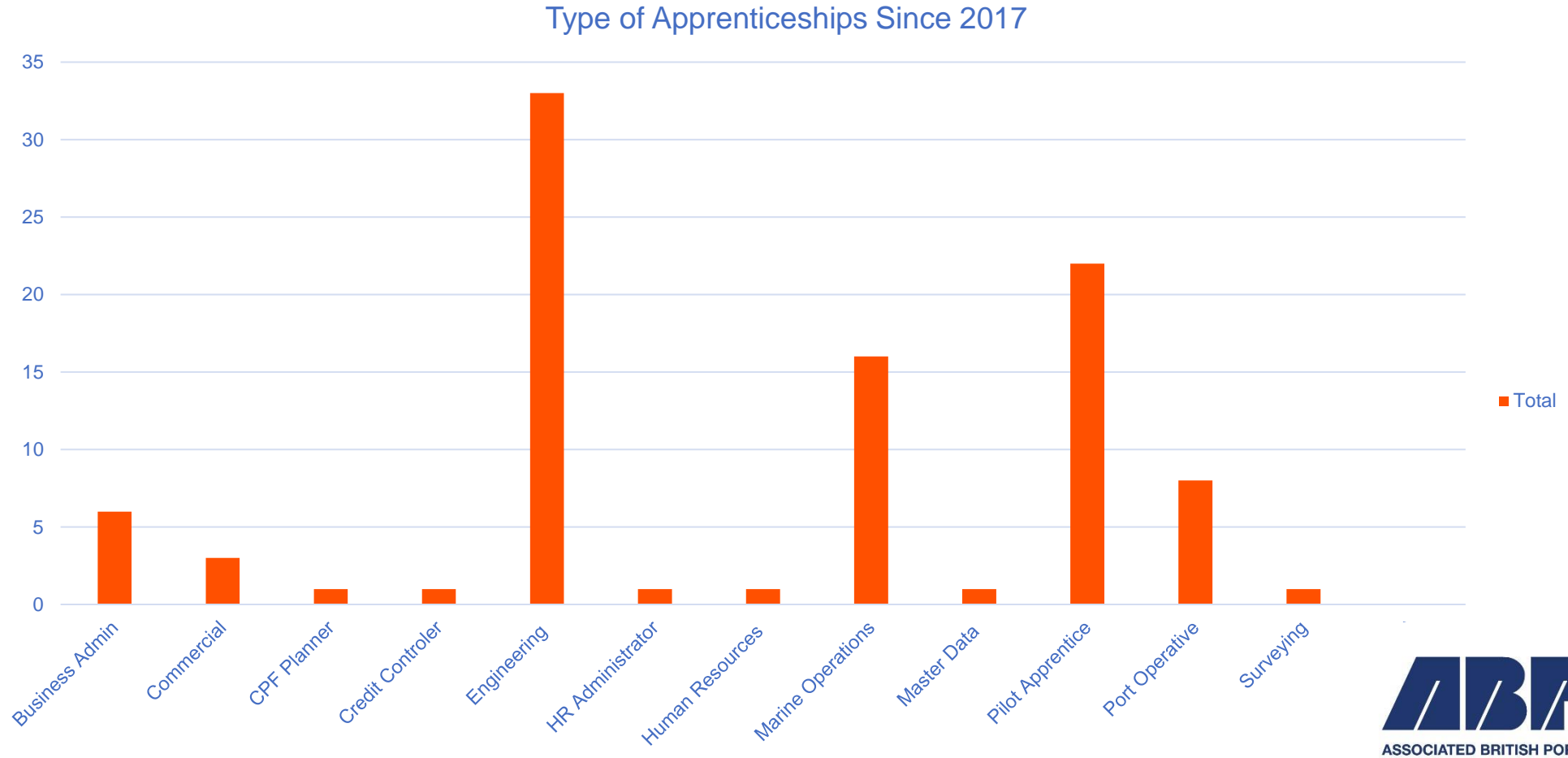
- ABP is a unique network of 21 ports across England, Scotland and Wales.
- The group's other activities include rail terminal operations (Hams Hall Rail Terminal), ship's agency, dredging (UK Dredging Ltd), and marine consultancy (ABPmer)..
- ABP and its customers handled 89 million tonnes of cargo. Together with our customers, we support 119,000 jobs and contribute £7.5 billion to the UK economy every year.

The Levy - So how does it work?

The Apprenticeship Levy, which officially came into effect on 6 April 2017, is a government led scheme designed to increase the number of apprenticeships on offer throughout the UK by levying funds from the businesses.

- Regardless of sector, all employers with a payroll of over £3 million per annum (around 2% of UK businesses) are required to pay the Apprenticeship Levy.
- These businesses are required to pay 0.5% of their paybill to fund the levy.
- Once a business has started contributing to the levy, it will get access to the Digital Apprenticeship Service (DAS); an online portal where funds can be used to recruit new talent and purchase training.
- The remaining 98% of UK businesses are still able to take advantage of the levy by working with training providers to create a suitable apprenticeship programme for your business.
- Non-levy paying business will need to contribute 5% towards the cost of the required apprenticeship and the government will pay the remaining 95%.

Types of Apprenticeships



1. Apprenticeship: Employers can receive up to £3,000 per Apprentice they take on. Apprenticeship training is either fully funded (using the levy) or 95% funded. Please note that this £3,000 government incentive can also apply to any staff member you have hired since 1st April 2021 (or planning to hire before 30th September 2021).
2. Traineeships: Employers receive £1,000 per Trainee (up to 10 Trainees per region).

Can the Apprenticeship Levy be used to train existing staff?

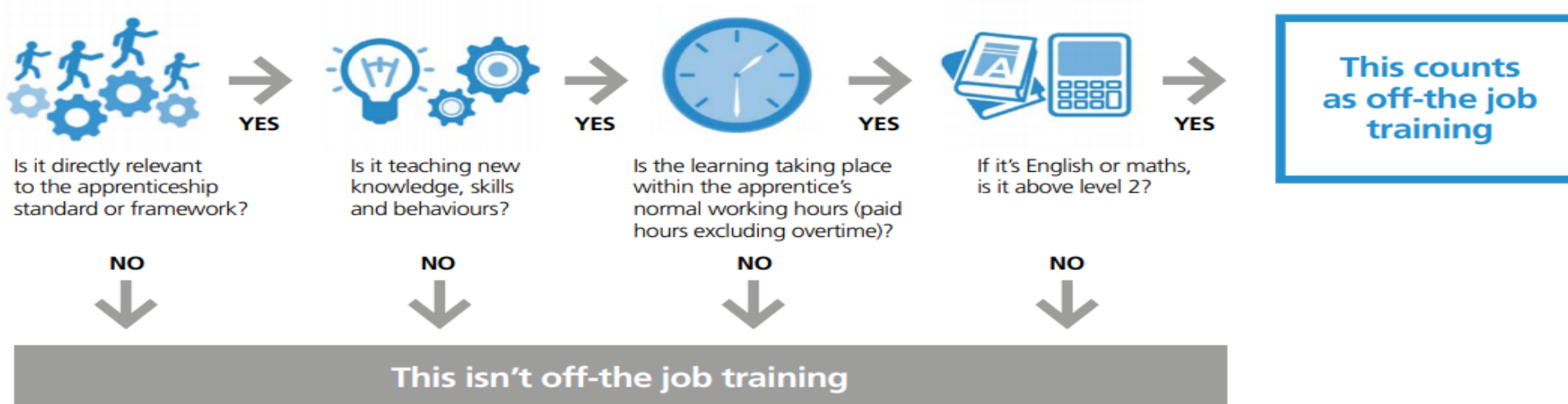
- While the levy is doing a fantastic job in motivating business owners to discover and invest in fresh talent, many employers are reluctant to take on new apprentices and would prefer to invest their levy funds in training their existing staff.
- There is a common misconception that apprenticeships are only available for school leavers or in manual industries, but apprenticeships in 2020 are completely different to what they were in years gone by.
- For example, apprenticeships in the UK are awarded at levels 1 to 7, which means a business could use the Apprentice Levy to send one of their current employees on a level 7 apprenticeship and they could come out with the equivalent of a Masters qualification.

Upskilling Apprenticeships



20% Off the Job Requirement.

Off-the-job training: steps to help you determine whether an activity counts as off-the-job training



Key facts

1 Off-the-job training must make up at least 20% of the apprentice's normal working hours (paid hours excluding overtime) over the planned duration of the apprenticeship.

2 You can deliver off-the-job training in the apprentice's normal workplace or at an external location.

3 Progress reviews and on-programme assessment do not count towards 20% off-the-job training.

Brought to you by
National Apprenticeship Service

You can find further details about off-the-job training including best practice examples in the [apprenticeship funding rules 2019 to 2020](#), and the [apprenticeships: off-the-job training guidance](#) on GOV.UK

Benefits of Apprenticeships.

Build the Future Apprenticeship Survey 2021 (600 employees) By the Open University.

- 66% of organisations report that apprenticeships have enabled their organisation to bounce back from the economic fall-out of the pandemic more quickly.
- 80% of all the businesses surveyed state that learn and earn opportunities make their organisation more agile.
- 74% of organizations report a boost in Retention.
- 78% report a transformative impact on their organisation.



Apprenticeships present an opportunity to bring in new and diverse talent to an organisation.

74%

of employers who hire apprentices say that they are an engine of social mobility.

Apprenticeships also enable organisations to 'build the future' from within. Nearly three quarters

69%

of employers have started to hire candidates without degrees, or lower educational attainment in order to build up skills.

Of these,

76%

did so to widen their company's access to talent, while a further

58%

wanted to upskill members of their community.

- In the workforce of tomorrow , the skills we need in the future are going to be very different from the ones we need today. As we look to recover economically, I believe Early Careers programs like - apprenticeships are going to be a key.
- WHY : Apprenticeships are tried and tested, they allow organisations to bring in new talent , upskill and reskill employees .

