

# GET IN THE KNOW !

Issue 5 – February 2015



## GET Apprentice Open Day

GET will be holding an open day on **Friday 6<sup>th</sup> March**. This will be held from 12 noon to 7pm and will be aimed at young people who have an interest in the engineering sector and apprenticeships as well as potential new employers. Emails and fliers will be sent to schools in Gloucestershire giving the learners who attend and their parents the opportunity to visit GET. We will arrange to distribute some fliers to you once we have received them from the Printers. We will also be placing an editorial in the local press and inviting someone to attend for media coverage. In addition, we will be advertising the Open Day on the GET Website and through social media.

This is an opportunity for you (GET's employers) to come along and display a stand with your literature, talk to the young people about apprenticeships and hand out application forms etc.

It will also be helpful if you could spare any apprentices during this time that are in their 2<sup>nd</sup> year onwards so they can talk about their experience and how they have progressed since starting at GET. If you cannot spare any staff to attend it may be worth asking if some apprentices could be at the stands willing to talk to parents and potential apprentices.

If you are interested in displaying a stand with your literature please contact Kelly White ([k.white@get-trained.org](mailto:k.white@get-trained.org))

## Revamp of the Reception area

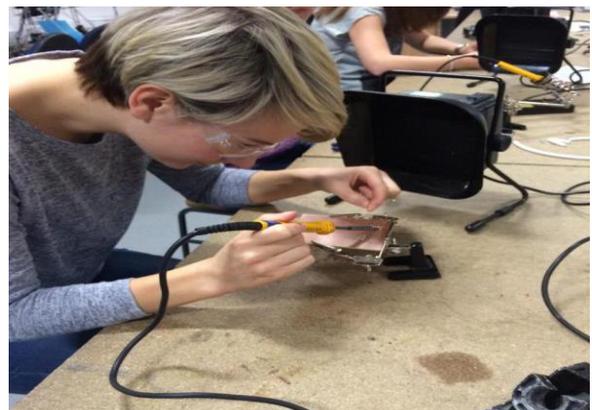
For a while now the reception area at GET has not been utilised and is an area that we can make far better use of. We are going to use this as an opportunity to show off the employers GET work with as well as giving some key information about GET as a business. We are planning on making the area more welcoming and putting in some TV screens to display certain information. There are also considerations to the following:

1. Converting part of the Reception Area into an office along with the possibility of a mezzanine floor to allow another office to be above. (Unit 2.7)
2. Convert an area by the Disabled toilets by the stairwell into a small meeting room (Unit 2.6)
3. Divide the Conference Room into 2, using the Concertina doors which were originally in the old Electrical Workshop (Unit 2.6)
4. Possibility of converting the Disabled toilet into a 'wet room' (Unit 2.7)

These alterations will be put forward to the Board for consideration once we are in receipt of the costs of same.

## Staff Development Day

On Friday 16<sup>th</sup> January GET used its inset day as a 'Staff development day'. This was an opportunity for staff to go down onto the workshop and have a go at a number of activities such as welding, milling and turning as well as some activities in the electrical/electronics workshop. Below are some photos from the day.



The day proved to be very successful with staff and will definitely be put on in again in the future.

## Apprentice Recruitment 2015

Our recruitment letter was sent out to employers in January and we are pleased to say that we already have near 70 places reserved for the 2015 intake. It is really important for us to have an indication of your recruitment numbers so that we can plan effectively to ensure we have sufficient resources for the coming year, therefore if you haven't already responded, we politely ask that you send this information across at your earliest convenience.

If you have started planning your recruitment, please make Jess aware of the number of apprentices you plan to recruit as well as their predicted discipline. To start booking in initial assessments please contact Jess who will be able to let you know the dates we have available.

Also to remind you that you can advertise your vacancies on the National Vacancy Matching Service as well as on GET's website both of which are free of charge.

If you have any questions about apprentice recruitment please contact Jessica Jones ([j.jones@get-trained.org](mailto:j.jones@get-trained.org))

## Abolition of National Insurance employer contributions for apprentices under 25

Employers who take on apprentices will no longer have to pay National Insurance, George Osborne has said in a move that will encourage work places to hire young trainees.

The Chancellor used his Autumn Statement to announce that an existing exemption from paying National Insurance on apprentices under 21 will be extended to those aged under 25.

It is hoped the move will encourage businesses to hire more than three million apprentices during the next parliament – 50 per cent more than over the last four years.

"At the moment we charge National Insurance on businesses who employ apprentices. I can announce that the jobs tax on young apprentices will be abolished altogether," Mr Osborne said.

<https://www.gov.uk/government/publications/national-insurance-contributions-abolition-of-employer-contributions-for-apprentices-under-25>

## Employer Ownership of Skills funding (EOS) to improve engineering skills in smaller companies

This offer is open to any small or medium sized company that employ people in engineering occupations. Its aim is to help companies grow and become more productive through investing in the skills of its current and future engineers.

This funding opportunity is open to application from 12 December 2014 to 27 February 2015. If you wish to apply you will need to register on the BIS e-Tendering Portal first:

<https://bis.bravosolution.co.uk/bis/index.html>

Once you have registered you must then complete an application form. Read the attached guidance document before registering:

<https://www.gov.uk/government/publications/employer-ownership-improving-engineering-careers-smaller-companies>

### AGE Grants focus on small business in 2015

Extra funding has been made available to support demand for **AGE** in 2015 and the scheme will focus entirely on small businesses (those with fewer than 50 employees).

£170 million of additional finance has been made available, made up of £85 million for 2014 to 2015 and £85 million for 2015 to 2016, split across the Department for Business, Innovation and Skills and the Department for Education, as the initiative covers the 16 to 24 age bracket.

The benefits include:

- removing any barriers to smaller businesses taking on new apprentices - AGE has been very successful at this
- employers, who have not had an apprentice in the last year, can receive a £1,500 grant for up to the first 10 apprentices they employ in their business
- the extension of the grant into 2015 to 2016 will ensure apprenticeship take-up by small businesses continues to be supported as we make the transition to reformed apprenticeships based on the new standards

Business Secretary Vince Cable said: “AGE has been very successful in encouraging smaller businesses to take on their first apprentices. With the appetite for apprenticeships growing, this new £170 million investment and programme expansion will give a boost to smaller businesses and enable us to meet the higher than anticipated demand for the scheme over the next 2 years.”

The AGE 16 to 24 grant for employers aims to support businesses, who would not otherwise be in a position to do so, to recruit individuals aged 16 to 24 into employment through the apprenticeship programme.

The Skills Funding Agency will provide AGE 16 to 24 to eligible employers, in respect of qualifying apprentices, with an individual value of £1,500.

AGE 16 to 24 is for employers with less than 50 employees, who are new to apprenticeships or haven't enrolled a new recruit or existing employee onto an Apprenticeship programme in the previous 12 months. Employers can be paid up to five grants in total.

The grant will be available, subject to availability up until December 2015.

Find out more about the AGE grant click the link below:

<https://www.gov.uk/government/publications/apprenticeship-grant-employer-fact-sheet>

## 100 Years of apprenticeship in the UK

Key facts have been released by government describing the current apprenticeship landscape as we head into 2015:

1,000 businesses are now involved in designing the new apprenticeship standards – the first new apprenticeships due to be delivered in 2014 to 2015

The government invested 1.5bn in apprenticeships in 2013 to 2014

Businesses report an average increase in productivity by £214 a week when they hire apprentices  
From April 2016, employers will no longer be required to pay employer National Insurance contributions for apprentices under the age of 25 on earnings up to the upper earnings limit

If you're a small business, you may get a £1500 grant to help cover the cost of starting a new apprentice aged 16 to 24 years old

84% of employers say they are satisfied with the programme

Nearly every employer that takes on an apprentice (96%) reports benefits to their business

72% reported that apprenticeships improved their productivity or the quality of their product or service

Apprenticeship reforms are putting employers in the driving seat

12 months minimum duration just one part of commitment to quality

There has never been a better time to employ an apprentice, or start an apprenticeship

To view more key facts about apprenticeships over the past 100 years, view the report:

<https://www.gov.uk/government/publications/key-facts-about-apprenticeships>

## Government outlines next step in apprenticeship reform

The government has this month outlined the next step in apprenticeship reform, making the pledge to give employers direct control of funding for the training of apprentices.

Publishing the response to **The Future of Apprenticeships in England: Funding Reform Technical Consultation**, the government outlined its continuing commitment to making England's apprenticeship system the best in the world.

Skills Minister Nick Boles said: 'Last month we celebrated the start of the two millionth apprenticeship since 2010. This was an important milestone in the government's long term economic plan. If we are going improve and expand our apprenticeship programme further we must put employers in the driving seat - and give them control of both the design and funding of apprenticeships. I look forward to

working with employer organisations and others to develop a funding model that is simple, transparent and easy for employers to use.'

Giving employers control of apprenticeship funding will enable them to select the training that best meets their skills needs and will drive up the quality of apprenticeships. The government response outlines, that while putting employers in control of apprenticeship funding is a non-negotiable part of the reforms, it is clear from the feedback received that further detailed design work is needed before there can be a final decision on how this would work in practice. The government is committed to delivering a simple, effective funding process which works for employers of all sizes and further collaboration with the sector will take place to ensure this is achieved.

The funding reforms will continue to be developed alongside the trailblazer programme - giving employers control over the design of apprenticeships. Over 1,000 employers, of all sizes, are now part of the trailblazers scheme in industries including engineering, legal services and health and social care. In December 2014 22 new standards were published, with employers leading the design of apprenticeships in data analysis, aircraft maintenance and construction management.

Find out more:

<https://www.gov.uk/government/consultations/apprenticeship-funding-reform-in-england-payment-mechanisms-and-funding-principles>

### **Number of apprenticeship in the South West soaring**

The Deputy Prime Minister is celebrating a 93.5 per cent increase in the number of people starting apprenticeships in the South West under this Government.

Official statistics show that in the four years to 2009/10 around 108,900 people began an apprenticeship programme in the South West compared to 210,700 over the past four years. This Government has nearly doubled the number of people starting apprenticeships, compared to the last parliament and we are now just days away from being able to announce the two millionth apprenticeship starting since 2010 in England.

At the Skills Show in Birmingham last year, the Deputy Prime Minister also announced that for the first time ever, the Government will revolutionise how 16-18 year olds can find out about and access vocational skills and training. A new and fully-comprehensive national database of post-16 skills and employer-led courses and opportunities will be in place at the beginning of the next school year in September 2015.

As part of the Government's review into 16-24 provision, it became clear that it's not always easy for young people to find full and detailed information about their post-16 options in one place, at the right time, to help them get advice and make decisions on their future. The aim is therefore to create a similar system to UCAS that can help all young students access information on the college courses, apprenticeships, traineeships and other work-based training programmes available in their area.

At the Skills Show in Birmingham, the Deputy Prime Minister met with both young people and businesses to promote the growing range of vocational opportunities available to young people when they leave education and are trying to get their foot on the career ladder.

Deputy Prime Minister Nick Clegg said: “Gone are the days when a vocational education is seen as the poor relation when it comes to choosing a career path. I’m delighted to be able to celebrate such a phenomenal rise in young people being given the opportunity to work as they learn in the South West. “In fact we are just days away from being able to celebrate the two millionth apprentice starting work in England since 2010. Good quality apprenticeships that give hard-working young people the chance to aim high for their dream job whilst playing their part in building a stronger economy for Britain.

Whilst it is truly exciting to be able to celebrate the tide turning with wider-ranging opportunities for our school leavers aside from university, more is needed to show young people that all the doors open to them. By creating a one-stop shop for the growing choices 16 year olds have, more young people will be able to access the options available to them and make better informed choices about their career paths.”

Find out more:

<https://www.gov.uk/further-education-skills/apprenticeships>

**Got anything you want to share with our learners and employers?**

If you have any news or information which you would like to circulate to our employers and apprentices within our newsletters please contact Kelly White ([k.white@get-trained.org](mailto:k.white@get-trained.org))