

A large background photograph of a man with a beard and long hair, wearing a plaid shirt and apron, smiling broadly while holding a potted plant. The scene is outdoors with warm, golden-hour lighting. A dark green curved shape overlaps the bottom of the image, containing the text.

THE FACTS ABOUT **APPRENTICESHIPS**

WHAT IS AN APPRENTICESHIP | HOW DOES IT WORK | WHERE TO START

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Introduction

Apprenticeships offer companies the opportunity to invest in both new and existing staff. They help develop skills in-house, provide the ability to grow organically and the tools you need to meet the challenges of the marketplace we operate in.

Apprenticeships provide support for school leavers and existing employees to work towards the achievement of nationally-approved qualifications and aim to develop knowledge and skills within the workplace for both individuals and the company.

All apprentices are employees of the company and the contract is therefore between the employer and the learning provider.

Apprenticeships are a route for work-based learning, the minimum age is 16 with no upper age limit. Each apprenticeship standard is allocated to a funding band.



The Apprenticeship Levy

The Apprenticeship Levy was initiated by the UK government in April 2017, for all employers paying a wage bill of more than £3 million per year.

However, all employers can access the levy and appropriate funding. Non-levy paying employers will share the cost of training and assessing their apprentices with the government, this is called 'co-investment'.



Employers with an annual band of more than £3 million are required to pay 0.5% of their payroll each month as a levy tax. This levy can then be reinvested back into their workforce in the form of apprenticeship training.

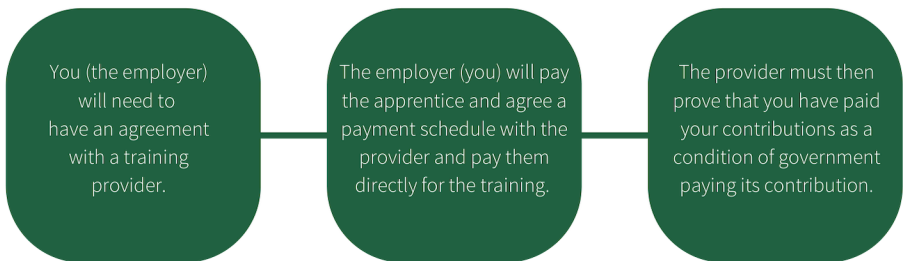
The Levy – Funding

For apprenticeships starting on or after 1 April 2019, employers pay 5% towards the cost of apprenticeship training. The government will pay the rest (95%) up to the funding band maximum.

All apprenticeships that started before 1 April 2019 will continue at the previous co-investment rate of 10%.

Non-Levy – Contributions

How do you access the funds as a non-levy paying employer?



Apprenticeships Levels

The levels range from 2 up to 7.

These levels are broadly split into 5 categories:

INTERMEDIATE LEVEL 2

The equivalent to 5 GCSE passes. No eligibility criteria apart from demonstrating the ability to complete the course. Minimum age 16.

ADVANCED LEVEL 3

The equivalent to 2 A Level passes. Completion of 5 GCSE passes or a level 2 apprenticeship. There may be instances where no formal qualifications are required based on work experience within the relevant industry.

HIGHER LEVEL 4

The equivalent to a foundation degree or Higher National Certificate (HNC). Completion of 2 A Level passes or an advanced apprenticeship. Hold a level 3 NVQ/SVQ qualification or have a BTEC national qualification.

HIGHER LEVEL 5

The equivalent of a full degree.
The same as Level 4 with some specific requirements. i.e. IT Apprenticeship may ask for a minimum of grade C, A Level in ICT.

DEGREE LEVEL 6 & 7

The equivalent of a full degree with the ability to gain a full bachelor's degree, (level 6) or a masters (level 7). The same as level 4 & 5 with additional specific prior qualifications.

Choosing an Apprenticeship

There are two different types of apprenticeships to choose from:

Apprenticeship Standards

Each standard covers a specific occupation and sets out the core skills, knowledge and behaviours an apprentice will need; they are developed by employer groups known as 'Trailblazers'.



Apprenticeship Frameworks

A series of work-related vocational and professional qualifications, with workplace and classroom-based training.

Why choose an Apprenticeship?

Apprenticeships provide employers with an opportunity to recruit and develop the right staff, ensuring they have the right skills and knowledge to do the job and leading to enhanced overall company performance.

Work-based training can provide your company with the following benefits:

- Continual development of a well-trained and motivated workforce
- Financial support to meet the cost of training
- Demonstrates an employer's commitment to staff development
- Cost effective recruitment

Working with the training provider, the employer can access the appropriate support and advice to develop a training programme which also aligns with academic, and work based requirements whilst monitoring and assessing the required skills and behaviours.

It is the responsibility of the employer of an apprentice to provide clear goals and milestones for the apprentice.

Employers also need to ensure they have the time and resource required to provide the appropriate support that will enable the apprentice to develop and be successful.

Apprenticeships in Horticulture

There is a trailblazer group specific to the horticulture sector, this group is responsible for developing apprenticeship standards, the group is made up of employers who represent the sector. All apprenticeships are based on occupations identified by employers. There are 15 occupational maps, and the horticulture sector is included in the Agriculture, Environment and Animal Care map.

There are two specific areas that are under continual review and development from the trailblazer group:



Recent apprenticeship reviews that have been submitted to the Institute of Apprenticeships are:

- Horticulture or Landscape Operative (Level 2)
- Arborist (Level 2) and Forest Operative (Level 2)
- Horticulture or Landscape Supervisor (Level 3)
- Horticulture and Landscaping Technical Manager (Level 5)

Alternative Apprenticeships

Within our industry there are of course a diverse number of occupational skills required and other occupational maps that may be relevant.

Some examples include: Business Administration, Catering & Hospitality, Legal Finance & Accounting, Sales Marketing Procurement.

The variety of occupations available provides employers with several options and these standards can also include specific bolt on qualifications that may be relevant to a particular employer.



SCAN FOR MORE INFO

Contact us

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More info: hta.org.uk/apprenticeship-careers