

# Employer's Guide to Apprenticeship Changes from May 2017

In May 2017, the way the government funds apprenticeships in England, changed.

Large employers are required to contribute to a new apprenticeship levy if their annual paybill is £3m or more while employers who have more than 49 employees, and a paybill lower than £3m, have to contribute 10 per cent. Even the smallest employers will see big changes to funding arrangements.

In addition to funding changes, the Government revised the requirements employers must follow to be eligible for apprenticeship funding so we have updated our Partner Salon Agreement to reflect these changes. If you have not yet done so, you will be required to sign a new Partner Salon Agreement.



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# Guidance for Employers with 1-49 Employees

## Funding for the Hair Professional Apprenticeship Standard

### 16 to 18-year-olds

Employers with 1-49 employees, including apprentices, will not be required to make any financial co-investment for 16 to 18-year-old apprentices. The government will pay 100 per cent of the training and end-point assessment costs\*, including English and maths up to level 2 and learning support.

*\*Charges will be incurred for End Point Assessment resits*

### 19+ apprentices

Employers with 1-49 employees, including apprentices, who take on an apprentice aged 19+, will be required to pay a 10 per cent co-investment to the cost of training/end-point assessment. The employer does not contribute to English and maths up to level 2 nor to learning support.

## Funding for the Level 3 Advanced Apprenticeship Framework

From May 2017, the funding was reduced for the level 3 hairdressing apprenticeship framework. Employers will therefore be required to contribute for all age groups. See your new Partner Salon Agreement for details.

## Hair Professional Apprenticeship Standard

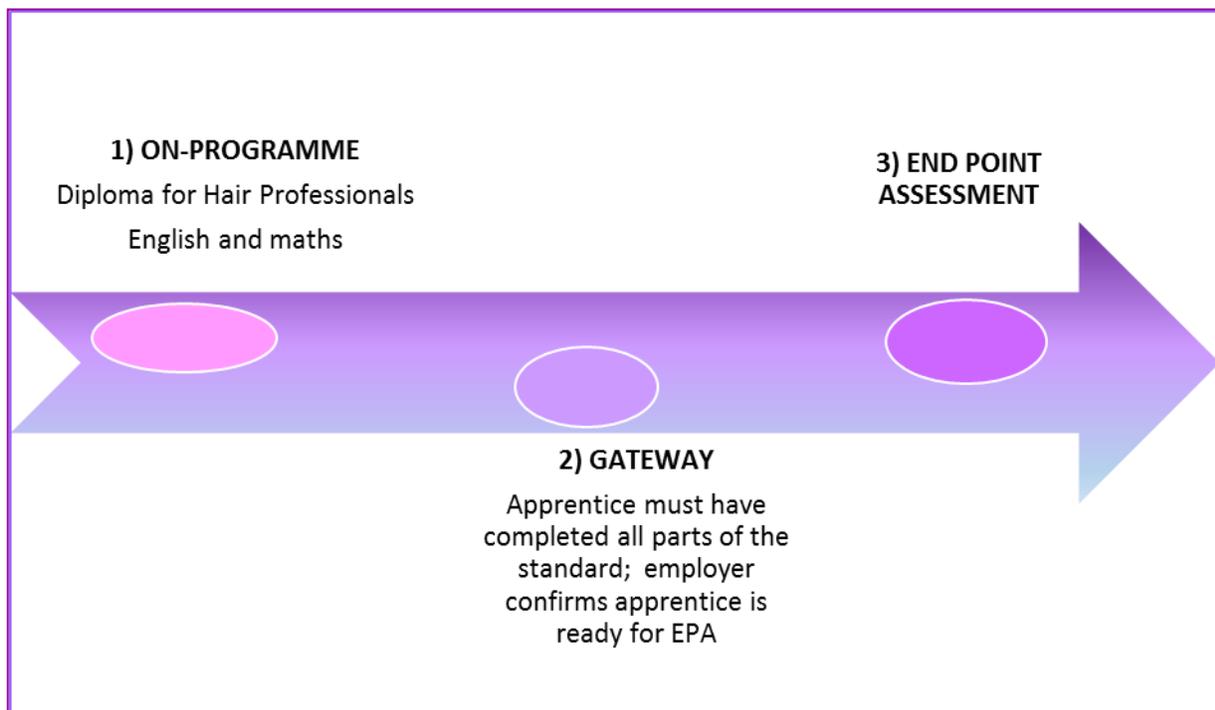
This replaces the level 2 intermediate apprenticeship framework

- The Hair Professional has two routes - hairdressing or barbering
- It is expected to take around 24 months to complete
- It has three main stages: 1) On-Programme 2) Gateway 3) End-Point Assessment (EPA)
- Level 2 functional skills in English and maths tests must be taken before the EPA
- Functional skills exemptions for level 2 are the same as before: GCSE grades A\*-C (9-4 for new GCSEs) in English and maths
- Contains mandatory core skills and knowledge – professionalism and values; behaviours and communication; safe working practices; consultation
- Four mandatory units plus 1 option from perming and extensions
- The EPA is graded as fail, pass, or distinction
- A 'Diploma for Hair Professionals' qualification is built into the Hair Professional standard

## End-Point Assessment (EPA)

- The EPA lasts up to 6-hours during which the apprentice will demonstrate their skills on two models - knowledge and understanding is assessed using oral questions
- It cannot be taken until the hairdressing qualification has been completed and the level 2 English and maths tests have been taken
- The employer decides when the apprentice is ready for the EPA in conjunction with ITS
- The cost of the EPA is estimated to be about 15 per cent of the total funding
- Employers will be required to make a financial contribution for resits

## Hair Professional – There are 3 Stages



## Level 3 Advanced Apprenticeship

This apprenticeship has not yet changed. The new Senior Hair Professional is expected to be available in 2018.

## Funding Payments and Charges

Details of the funding payments and charges from 1<sup>st</sup> May 2017 can be found by clicking on this link <http://www.its-ltd.net/about-us-and-what-we-do/course-information/>

### Equal Opportunities Statement

Inter Training Services Ltd will not tolerate discrimination of any kind and seeks to remove any barriers that do not support this principle.