

Employer Fact Sheet for Funding in England*

From 1st August 2023

(Small Employers with an annual paybill of less than £3 million)

Apprenticeships

Apprentice minimum wage to be paid to learner.

Please note after the first year this can change dependent on the age of the apprentice.

Apprenticeships typically last 13-18 months for L2, and 18-21 months for L3 depending on prior experience, including End Point Assessment.

If you employ a 16-18 year old apprentice:

£1000 government incentive* paid to the employer.

This is split into two payments, so you would receive one half at approximately five months into the learner apprenticeship programme, and the remaining half at approximately fourteen months into the programme.

As a small employer if you employ less than 50 employees, the 16-18 year old apprentice is fully funded by the government, but you must pay the correct salary for the learner.

If you employ 50 or more employees then the apprentice is co-funded by the government, so you would pay 5% of the apprenticeship cost and you must pay the correct salary for the learner.

If you employ a 19-24 year old apprentice:

As a small employer the 19-24 year old apprentice is co-funded by the government, so you would pay 5% of the apprenticeship cost and you must pay the correct salary for the learner.

If you employ a 25 year old apprentice or someone older:

As a small employer the 25 year old apprentice (or someone older) is co-funded by the government, so you would pay 5% of the apprenticeship cost and you must pay the correct salary for the learner.

*All incentive payments are subject to terms and conditions, including eligibility requirements.

If you are looking to secure funding to enable you to accommodate a new apprentice over 19 years of age, please contact us to discuss our Levy Share option that can potentially cover the 5% employer contribution fee.