

From 1st August 2024

(Small and medium-size employers with an annual payroll of less than £3 million)

## Apprenticeships

Apprentice minimum wage to be paid to learner. This is a minimum only, and employers can pay more if they wish. Please note after the first year this can change dependent on the age of the apprentice, and please be aware that minimum rates can change annually from 1st April. Always see the GOV UK for current rates: [National Minimum Wage and National Living Wage rates - GOV.UK](#)

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 16-21 year old apprentice:**

The government will fully fund small and medium non-levy paying Employers the total cost of the apprenticeship funding, but you must pay the correct salary for the learner.

### **If you employ a 22-24 year old apprentice with an EHCP and/or has been in the care of the local authority:**

The government will fully fund non-levy paying Employers the total cost of the apprenticeship funding, but you must pay the correct salary for the learner.

### **If you employ a 22-year-old apprentice or someone older:**

The government will fund small non-levy paying employers 95% of the total cost of the apprenticeship funding and the employer must fund the remaining 5% in a contribution. You must also ensure you pay the correct salary for the learner.

If you are looking to secure funding to enable you to accommodate a new apprentice 22 years of age or above, please contact us to discuss our Levy Share option that can potentially cover the 5% employer contribution fee.

## **Incentive Payments:**

You may be eligible for the £1000 government incentive\* paid to the employer if you employ either:

- An apprentice aged between 16 and 18 years old (or 15 years of age if the apprentice's 16th birthday is between the last Friday of June and 31 August); or
- An apprentice aged between 19 and 24 years old and has either an Education, Health and Care (EHC) plan provided by their local authority and / or has been in the care of their local authority.

This is split into two payments, so you would receive one half at approximately 5 months into the learner apprenticeship programme, and the remaining half at approximately 14 months into the programme.

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