

Higher apprenticeships and degree apprenticeships

What are higher and degree apprenticeships?

- Industry-led training programmes that incorporate level 4 to 8 qualifications; a high-quality alternative to attending Teesside University full-time
- Higher apprenticeships incorporate qualifications that are equivalent to a HNC, HND or foundation degree (levels 4 and 5). Degree apprenticeships incorporate a bachelor's or master's degree (level 6 and 7).
- Work-based programmes where an employed apprentice can learn skills directly relevant to their employment
- A combination of practical know-how and academic knowledge – an opportunity to combine earning and learning.
- Apprenticeships involve work-based learning and a mix of on- and off-the-job training.
- Higher and degree apprenticeships can be undertaken by anyone over the age of 18 and there is no upper age limit. They can either be a new recruit or an existing member of staff. Opportunities can be advertised on the Digital Apprenticeship Service website.

Trailblazer groups of employers, professional bodies and universities have written standards for these apprenticeship roles, tailored to meet employer needs.

Apprentices must be:

- Educated to Level 2 English & Maths (GCSE or equivalent)
- Paid a wage or salary by their employer (at least minimum wage level)
- Normally employed for at least 30 hours per week in England
- Supported by their employer to study for 20% of this time – university attendance varies but the programme must last a minimum of 12 months

What are the benefits for employers?

- increasing future productivity
- keeping the business up-to-date with the latest knowledge and innovative practice
- delivering on-the-job training to employees tailored to business needs
- apprentices can tackle skills shortages by filling higher level skill gaps
- develop existing staff by offering support and a fresh perspective
- find talented new staff members
- recoup apprenticeship levy payments (if you pay the levy), or take advantage of government funding (if you do not pay the levy or run out of levy funds)

How are Apprenticeships funded?

The Apprenticeship Levy was introduced on 6th April 2017, at a rate of 0.5% of pay bills in excess of £3 million PA, paid through PAYE. Only 1.3% of employers will pay the Levy. You can find out more about how the Levy works here: [Apprenticeship Funding: how it will work](#).

- Levy paying employers pay for their apprenticeship training with funds from their Digital Apprenticeship Service account and the training provider is paid directly from this source.
- Non-levy paying employers are required to contribute 10% towards the cost of their apprenticeship training and the Government pays the balance of 90% directly to the training provider.
- If a levy-payer runs out of funds in their digital account, but wishes to train more apprentices, they will also be able to benefit from 90% Government funding towards the cost of training.
- Funds in digital accounts will expire after 24 months if they are not spent on apprenticeship training. Payments are always taken from the funds which entered the digital account first, to minimise the amount of expired funds.

Employers who take on apprentices who are aged 16 to 18, are care-leavers or who have an Education, Health & Care plan may be eligible for additional Government support. Further details can be found here: [Apprenticeship funding from May 2017 - Publications - GOV.UK](#)

How does it work at Teesside University?

Below are some examples of what you will pay for each apprentice to undertake the course. These costs are for a full apprenticeship; in some cases course duration may be shorter because of qualification levels.

Title of Apprenticeship Standard	Levied employer payment from digital account	Non-levied employer payment (10%)	Non-levied employer government contribution (90%)
Chartered Manager	£27,000	£2,700	£24,300
Digital & Technology Solutions Professional	£27,000	£2,700	£24,300
Laboratory Scientist	£27,000	£2,700	£24,300
Healthcare Assistant Practitioner	£12,000	£1,200	£10,800

What paperwork is involved?

All employers must enter into an [Apprenticeship Agreement](#) with their apprentice in accordance with government requirements.

In addition, employers will also enter into an Employer Agreement with Teesside University which states the responsibilities between you as employer and Teesside University as training provider. As part of this document, a Commitment Statement signed by you, the apprentice and the University sets out the content and schedule for the apprenticeship training.

To find out more about higher and degree apprenticeships at Teesside University, please get in touch:

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