

# Employer Fact Sheet for Funding in England

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

## Traineeships and Apprenticeships

### **Traineeships:**

No payments (salary) made to learner by the employer but we encourage you to pay travel expenses and sustenance (e.g. lunch) for them

£1000 government incentive paid to the employer

We are still waiting to hear the government directive as to how this payment will be made (e.g. if it will be split into two payments as outlined below for apprenticeships) As soon as we know we can clarify with you.

Our traineeships are for 16-18 year olds, or for those up to 24 years old with an EHC plan, and typically last 6-16 weeks, but are tailored depending on you and the individual.

### **Apprenticeships:**

Apprentice minimum wage to be paid to learner: <https://www.gov.uk/national-minimum-wage-rates>  
*Please note after the first year this can change dependant on the age of the apprentice*

Apprenticeships typically last 15-18 months for L2, and 18-21 months for L3 depending on prior experience.

#### **If you employ a 16-18 year old apprentice:**

£1000 existing government incentive paid to the employer AND  
£2000 new grant funding government incentive paid to the employer

These are both 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 the 16-18 year old apprentice is fully funded by the government, so all you are paying is the salary for the learner.

#### **If you employ a 19-24 year old apprentice:**

£2000 new grant funding 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 the 19-24 year old apprentice is co-funded by the government, so you would pay 5% of the apprenticeship cost (up to £300) plus you are also paying the salary for the learner.

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

£1500 new grant funding 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 the 25 year old apprentice (or someone older) is co-funded by the government, so you would pay 5% of the apprenticeship cost (up to £300) plus you are also paying the salary for the learner.