

## What does it all cost ?

### How long is a piece of string ?

No two apprenticeship schemes are the same. Every employer is unique and our services are designed to create, embed and manage bespoke fit-for-purpose apprenticeships. If you have read through the service descriptions on our [website](#) you'll know that we only do apprenticeships ... but that 'we do' everything you'll ever need.

Each of our services can be used individually or combined into a seamless end-to-end package. For each contract we agree we provide a detailed quotation of all the costs involved in a transparent easy to follow way. The costs we quote are unique to your organisation and your scheme so it's impossible to quote a single figure. We have however provided the following guidance which describes how we calculate the costs for each of our services.



### **Apprenticeship Advisory Service**

Our advisory service is free of charge. We'll listen to you and discuss your objectives and then advise on how these can best be achieved, which apprenticeships will help you most and how these can be funded. We'll explain how, and when, you can recover your apprenticeship levy (if you pay it) and what government funding you can draw down to support your apprenticeships.



## Apprentice Recruitment Services

We recruit more than 500 apprentices a year for employers and we maintain a pool of at least 50 'ready-to-go' candidate apprentices at all times. We can source your apprentice within fourteen days and send you a shortlist of five candidates to interview.

Should you employ one of our candidates we'll either charge you a flat fee which is payable in two instalments (50% when they start, 50% at month three) or we'll agree a percentage fee spread over the duration of the apprenticeship if you chose to use our apprentice employment and payroll services. Fees typically range from 15% to 22% - see below.



## Employment and Payroll Services

You can outsource the employment of your apprentices to us - we're a fully endorsed Apprenticeship Training Agency. We charge a simple fee calculated as a percentage of your apprentices' wage - we'll advise on suitable, comparative wage rates too. Typical fees range from 15% to 22%.

Our payroll operates on a fortnightly cycle. We invoice you, in arrears, to recover the employment cost (wages, N.I, pensions payment etc.) for your apprentices and add to this our % fee. Because we invoice you in arrears we only charge against the hours / weeks worked by your apprentice. If, for whatever reason, your apprentice leaves there are no additional fees to pay. But we make all this clear in the service provision contract that you would sign with us prior to commencement.





## Apprenticeship Training Services

The cost of training your apprentices is largely governed through the funding rules set out by the Skills Funding Agency and the Department for Education. Both apprenticeship frameworks and the newer apprenticeship standards are allocated to a funding band. Bands range from £1500 to £27,000 per apprenticeship.

This means that there is more or less a fixed cost for your apprenticeship training. If you are an employer paying into the Apprenticeship Levy the 'band value' dictates how much of your levy can be recovered for each apprentice that you place in training. If you are not a Levy payer, broadly speaking, you'll need to only pay 10% of the 'band value' and the remaining 90% is paid by government.

We'll be able to give you exact costs / levy recovery values for your apprenticeships once we've determined with you which apprenticeship standards or frameworks are most appropriate for your staff of new recruits.

## Apprenticeship Training Provider Management Services

Where you are using our Apprenticeship Recruitment and Apprenticeship Employment and Payroll Services we'll manage your training providers for free and appoint a contract manager to oversee the project. We don't normally provide a standalone training provider management service but if that is the service you require we'd be more than happy to discuss the specification of this work and quote a fee.



## Apprentice Coaching and Support Services

Our apprentice coaching and support services have proven really useful and have helped 1000s of apprentices succeed. We charge a per apprentice flat fee for each of your apprentices that we support. Where you have opted to use both our Apprentice Recruitment and Apprentice Employment and Payroll Services we provide this service for free. Where you wish to engage to only provide Apprentice Coaching and Support Service we'll agree a fee based on the type of apprenticeship – the qualification and level – that your apprentices are undertaking. **Fees range from £500 - £1500 per apprentice.**



## Apprenticeship Levy Blueprints

We'll help you plan an apprenticeship scheme that delivers real impact – better staff with higher levels of skill – and describe how this can be achieved through the use of your apprenticeship levy. We document this in a bespoke Apprenticeship Levy Blueprint – researched and written specifically for your organisation. Our charge for this work is **1% of your estimated annual levy payment or £10,000**, whichever is the greater.

However, we'll also **waive this fee** if you contract us to deliver a pilot scheme training 20 apprentices and /or if you opt to contract us to deliver and manage your apprenticeship training.

## Total Apprenticeship Scheme Management

Of course we appreciate that it's difficult to interpret all of these options and alight upon a total scheme cost. That's just because the various rules governing apprenticeships makes it difficult to do so. However, once we know exactly which services you would like us to provide we will be in a position to accurately forecast your total scheme costs.



## The best place to start ?

Simply get in touch with us and book your free advisory and we'll work out how to get your scheme up and running and provide you with a full quotation of costs.

**[Simply click here and we'll get going...](#)**