

THE POWER OF APPRENTICESHIPS: UPSKILL YOUR WORKFORCE WITH THE OCM

In today's fast-paced business world, continuous learning and development are essential to staying ahead of the competition. As a firm advocate of apprenticeships, we believe they are vital to helping businesses meet their goals and the future needs of their customers and workforce. Financial support can make all the difference to a business, and we appreciate the economic challenges many employers face.

The OCM understands the value of training and growth, offering a tailored pathway through apprenticeships, particularly for employers who pay the Apprenticeship levy in England. But what exactly is an apprenticeship, and how can your organisation benefit from it?

Let's delve in.

UNDERSTANDING APPRENTICESHIPS IN ENGLAND

An apprenticeship is a unique training programme that combines practical on-the-job training with theoretical learning. They range across various levels, from introductory schemes for school leavers to degree-level apprenticeships for those seeking higher qualifications. Apprenticeships in England benefit both the apprentice, who gains invaluable skills and experience and the employer, who cultivates a talented and skilled workforce from within.

For employers in England, the Apprenticeship Levy has transformed the apprenticeship landscape. Launched in 2017, the levy requires employers with a pay bill of more than £3 million yearly to invest 0.5% of their payroll into the levy. If you pay the levy, you will receive funds to spend on training and assessing your apprentices, and the government will add 10%.

Apprenticeship opportunities are available for all businesses, irrespective of size. Whether a small company or a large multinational, you can recruit via apprenticeships and upskill your workforce. Whilst many SMEs are under the impression that they cannot access Apprenticeship levy funds, it is, in fact, the case that businesses who do not pay the levy will only pay 5% towards the cost of training and assessing an apprentice. The Government will pay the balance (95%) up to the funding band maximum. This is known as 'co-investment'.

Whilst the job market may be uncertain and costs continue to rise, there is an opportunity to utilise the government's Apprenticeship levy and the additional incentive payments to upskill your current workforce and bring in new talent, and The OCM can help.

To maximise the number of businesses supported through apprenticeships, we want to offer employers advice and guidance on navigating the funding process. We can guide you through the journey, including showing you how to access the new digital funding systems and claim incentives, making the process as smooth as possible.

To find out more about apprenticeship funding, visit: www.gov.uk/guidance/manage-apprenticeship-funds

TAPPING INTO THE LEVY: UPSKILLING IN COACHING AND MENTORING

The question arises: How can levy-paying employers use these funds most effectively? The answer is simple—upskill your workforce in areas that offer tangible long-term benefits, such as coaching and mentoring.

With The OCM's apprenticeship programmes, employers can use their levy funds to invest in training that brings about transformational change. Coaching and mentoring, in particular, are essential skills in today's collaborative business environment. They enable individuals to guide and support their colleagues and foster a culture of continuous learning, mutual respect, and holistic growth.

By equipping your workforce with coaching and mentoring skills, you're not only ensuring they can perform their current roles more effectively, but you're also preparing them for leadership positions in the future. It's a win-win for both individual career progression and organisational growth.

WHAT ARE THE ENTRY REQUIREMENTS?

Employer groups known as 'trailblazers' design **Apprenticeship Standards** to show what an apprentice will be doing and the skills required by the job role. Suitable apprenticeships are available for individuals at every stage of their career journey. Each apprenticeship's entry criteria will reflect the job role and the programme requirements to guarantee that it supports new knowledge and skills for the candidate and meets the business needs.

For apprenticeship in England, individuals should:

- Have been a resident in the UK for the past three years
- Be a UK or EEA Citizen
- Have 50% of their working hours spent in England
- Be working a minimum of 30 hours or more per week
- Be employed in a role that is suited to the apprenticeship
- Be aged 16 or over and not in full-time education
- Have the right to work in England
- Meet programme entry criteria.

To support successful apprenticeships, employers will be:

- Committed to employer engagement and supporting the apprentice for the duration of the apprenticeship
- Able to identify a suitable workplace mentor
- Supportive of the apprentice's progression and development and attend the tripartite progress review meetings
- Ensuring that the apprentice spends a minimum of 20% of their working time completing off-the-job training which is relevant to their apprenticeship
- Providing opportunities for the apprentice to demonstrate competency.

WHY CHOOSE THE OCM?

The OCM stands at the forefront of coaching and mentoring training. With years of experience and a reputation for excellence, we're dedicated to ensuring that your organisation reaps the full benefits of the Apprenticeship levy.

Expertise: Our trainers are industry experts, ensuring that apprentices receive the highest quality of instruction, blending theoretical knowledge with real-world insights.

Flexibility: We offer a range of programmes tailored to your organisation's needs, ensuring that training aligns with your strategic objectives.

Results: With The OCM, you're not just investing in training but in tangible results. Our track record speaks for itself, with numerous organisations witnessing significant boosts in productivity, employee satisfaction, and overall growth.

In an age where continuous learning is the key to success, apprenticeships offer a golden opportunity for employers to invest in their most valuable asset—their workforce. The OCM Group is here to guide you every step of the way, ensuring that your levy funds translate into a brighter, more productive future for your organisation.

Invest in tomorrow, today. Discover the power of apprenticeships with The OCM.

To find out more about the Apprenticeships the OCM offers, visit: www.ocm-apprenticeships.co.uk