

## INCENTIVES - LATEST UPDATE FROM THE ESFA

Incentive applications are now closed for apprentices with an employment start date from 1 April 2021 to 30 September 2021.

Incentive applications opened 11 January 2022 for apprentices with an employment start date from 1 October 2021 to 31 January 2022.

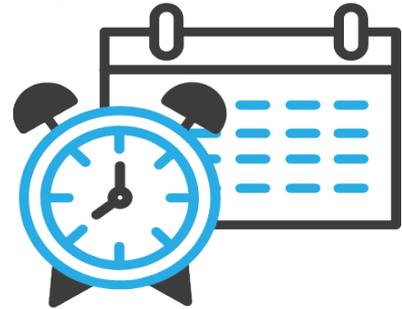
It is the employer's responsibility to apply for the incentive payment for hiring a new apprentice, using their apprenticeship service account. <https://bit.ly/31FJM9k>

How to apply guide including when to apply, steps to take before applying, how to apply and what happens after applying. <https://bit.ly/3ISqapd>

Guidance page including eligibility, how the payment can be used and when payments are made. <https://bit.ly/3ISgxH6>

There is a longer duration to claim for the incentive than last time.

Applications end on 15 May 2022 - that's the final day to claim. Please remember to always follow their instructions to the letter, as these incentives are between the employer and the government,



## APPRENTICESHIP AWARDS 2022

As part of National Apprenticeship Week 2022 Quest Training will be joining hundreds of providers, employers and organisations to celebrate our apprentices and employers. We are looking for nominations for the **Best Employer** and **Best Apprentice** in...

- **Childcare**
- **Adult Care**
- **Business & Management**
- **Schools & Playwork**

Each winner will receive a £50 John Lewis voucher and a certificate to recognise their achievement. Nominations on our [website](#)



## The Contract Signing Process

When we send employers documents for signing, it's very important they are signed as promptly as possible. Each contract contains start and end dates for your apprentice that need to be recorded on the apprenticeship service.



COMPANY

Signature:

Name:

Title:

Date:

When there are delays the dates become null and void, and the whole process needs to start again, with updated paperwork.

Please help us avoid this by keeping the signing of the forms moving until completion.

Thank you for your co-operation.



## Apprenticeship History

National apprenticeships go back to the 16<sup>th</sup> century and lasted 3-7 years.

In the 17<sup>th</sup> century they became a form of punishment by the state rather than voluntary!

In the 19<sup>th</sup> century they became more educational and included reading, writing and arithmetic but in time, because of poor working practices, guild associations took over.

In the 20<sup>th</sup> century, due to conscription, numbers fell dramatically but in 1920 short courses in skilled trades began to fill gaps in skilled labour.

In the 1960s numbers once again fell following criticism by the Royal Commission on Trade.

In 1983 the government introduced YTS yet criticism continued until 1986 when NVQs were introduced.

In 1994 Modern Apprenticeships started but didn't gain expected popularity. At the start of the 21<sup>st</sup> century they were rebranded to just Apprenticeships, later adding Higher Apprenticeships.

The apprenticeships we now have were introduced in 2015 and Standards started in 2017.

## What is a skills scan - why is it needed before starting?

The ESFA, who fund the apprenticeship, want to ensure eligibility by understanding the knowledge, skills and experience of a potential apprentice.

The skills scan is mapped to each apprenticeship Standard - its aim is to see if it's the right apprenticeship and for gathering ratings of knowledge and behaviours.

The ESFA won't fund anyone too experienced or in the wrong job role and we evaluate the skills scan and discuss the markings/comments with the apprentice and their manager.

Careful consideration must be taken. If someone is new to the sector or straight from school or college we would generally expect low ratings.

If someone is taking on a new role, gaining promotion, moving to management etc., they should reflect on their true depth of knowledge and how recently this took place.