



DEBATE PACK

Number CDP-2020-0031, 11 February 2020

Apprenticeships in small and medium-sized enterprises

By Niamh Foley

Summary

A Westminster Hall debate on apprenticeships in small and medium enterprises is scheduled for Thursday 13th February 2020 at 1.30pm. The Member leading the debate is Mr Tanmanjeet Singh Dhesi MP.

This briefing contains background information, statistics, and parliamentary and press material, as well as suggested further reading which Members may find useful when preparing for this debate.

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1. Background

1.1 Introduction

The purpose of the debate is to discuss apprenticeships in small and medium enterprises (SMEs), particularly the effect the 2017 apprenticeship reforms had on SMEs.

Small and medium sized enterprises (SMEs)

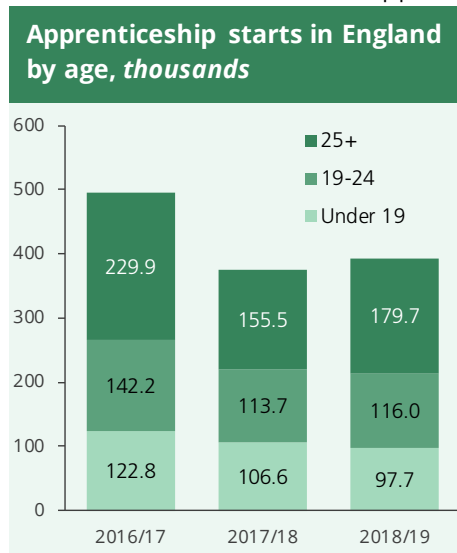
SMEs represent over 99% of UK businesses, with around 5.9 million in operation in the UK.¹ They are usually defined as enterprises employing under 250 people.

A significant reform of apprenticeships was the introduction of the apprenticeship levy in April 2017. The levy is paid by all UK employers with a pay bill over £3million.

SMEs do not pay the levy and instead ‘co-fund’ their Apprenticeship training: they pay 5% towards the training with the remaining 95% paid for by the Government.² This is managed through the [Digital Apprenticeship Service](#) (DAS) online account.

Since May 2017 each apprenticeship framework or standard is associated with a funding band, and the government will only pay a share of the costs below the upper limit of the funding band.

SMEs pay 5% towards their Apprenticeship training, with the remaining 95% paid for by the Government



In May 2017, the (then) Government also set a requirement that at least 20% of an apprentice’s paid hours must be spent on off-the-job training.³

In the 12 months before the levy came into operation, **564,800** learners started an apprenticeship. This decreased to **364,000** starts in the 12 months after it was introduced. There has been a slight recovery in 2018/19 compared to 2017/18, but the fall in starts since April 2017 has not been reversed.⁴

¹ House of Commons Library Briefing Paper SN6152, [Business Statistics](#), 16 December 2019
² ESFA, [Apprenticeship funding rules for main providers August 2019 to July 2020](#), p43
³ ESFA, [Apprenticeship funding: rules and guidance for employers May 2017 to July 2018](#), p9
⁴ Tom Richmond, *EDSK*, [Runaway Training: Why the apprenticeship levy is broken and how to fix it](#), January 2020

[A report](#) by Centre for Vocational Education Research found that from 2016/17 to 2018/19, the number of starts for apprenticeships at SMEs fell more significantly than apprenticeships at large enterprises.⁵

Further information is available in the following briefing papers:

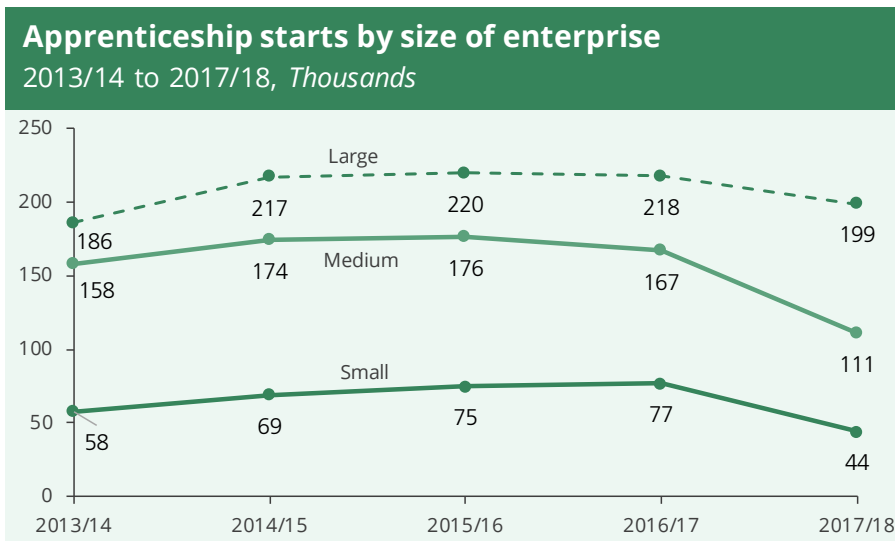
- [Apprenticeship statistics for England](#)
- [Apprenticeship and skills policy in England](#)
- [Effectiveness of the apprenticeship levy](#), prepared for the debate on 11 February 2020

Please note, unless otherwise stated the statistics within this paper are for academic years (August 1st to July 31st).

1.2 Apprenticeship starts by enterprise size

From 2016/17 to 2017/18, the number of apprenticeship starts in England fell in all sizes of enterprises. However, starts at small and medium enterprises saw the largest proportion fall, as shown in the chart below. Apprenticeship starts in small enterprises fell 34% and by 42% in medium sized enterprises from 2016/17 to 2017/18, compared to a 24% fall in apprenticeship starts overall.

From 2016/17 to 2017/18, apprenticeship starts fell by 34% in small enterprises and by 42% in medium sized enterprises



Source London Economics' analysis of Individualised Learner Record (ILR) data and Inter-Department Business Register (IDBR) data via [Exploring trends in apprenticeship training around the introduction of the Apprenticeship Levy](#), p11

The number of starts has increased from 2017/18 to 2018/19, but is still below the number before the new funding system was introduced.

The [Centre for Vocational Education Research report](#) (CVER) shows that the fall in starts for SMEs can be attributed to the fall in Intermediate level starts. From 2016/17 to 2017/18, the proportion of starts at Intermediate level fell from 53% to 47% in small enterprises and from 51% to 42% in medium enterprises.

⁵ Alice Barriston et al, *Centre for Vocational Education Research*, [Exploring trends in apprenticeship training around the introduction of the Apprenticeship Levy](#), January 2020, p11

Whilst the proportion of starts at Intermediate level were falling before the 2017 reforms, there was a larger fall in percentage points between 2016/17 to 2017/18, in particular for medium sized enterprises.⁶

1.3 Reasons why apprenticeship starts at SMEs fell

Extra cost: Since May 2017, the smaller employers who do not pay the levy have had to pay 10% of the apprenticeship training and assessment costs (5% from April 2019). When coupled with recent [increases in the minimum wage](#), this means that the cost of an apprenticeship to a small/medium sized employer (SME) can be high. The British Chamber of Commerce (BCC) has reported that, “for SMEs in particular, the new rules have added to the barriers, complexity and cost of recruiting and training staff”.⁷

Complexity: The [CVER report](#) points out that the fall in apprenticeship starts is less prominent in large enterprises, who are more likely to be paying the levy. They conclude that the fall is not directly associated with the levy’s introduction. Instead they point to the fact that smaller enterprises have to adapt to a new funding system, the constraints of the new funding, and the new requirements involved in the Apprenticeship Frameworks to Apprenticeship Standards switch.⁸ Research by [Resolution Foundation](#) also points to the ‘inefficiencies and administrative hiccups’ which marred the allocation of funds to non-levy paying employers.⁹

Inflexibility of the levy: the funds that are collected by the apprenticeship levy can only be used to pay for apprenticeship training and assessment costs. Some commentators, such as the British Chambers of Commerce (BCC), have claimed that the “inflexibility of the system has made it difficult [for organisations] to spend their levy funds as they see best”, and that companies should be able to use these funds on any projects that would result in them upskilling their workforce.¹⁰

1.4 Latest Government position

The Government has indicated that it will look to reform the apprenticeship levy.

In their [2019 Manifesto](#), the Government pledged to improve the levy, and the Prime Minister has recently said that the levy will be reformed.¹¹

⁶ Alice Barriston et al, *Centre for Vocational Education Research*, [Exploring trends in apprenticeship training around the introduction of the Apprenticeship Levy](#), January 2020, p11

⁷ Glasgow Chamber of Commerce, [BCC: Evidence of need for Apprenticeship reform mounting](#), May 2018

⁸ [Exploring trends in apprenticeship training around the introduction of the Apprenticeship Levy](#), January 2020, p1

⁹ Kathleen Henehan, *Resolution Foundation*, [Trading up or taking off?](#), August 2019

¹⁰ Glasgow Chamber of Commerce, [BCC: Evidence of need for Apprenticeship reform mounting](#), May 2018

¹¹ [HC Deb](#), 15 January 2020, c 1014

In a [recent PQ](#) the government was asked whether it has plans to reform the levy:

Asked by: Lucy Allan (Telford), 28 January 2020

To ask the Secretary of State for Education, whether he has plans he has to reform the Apprenticeship Levy to enable levy funds to be accessed by businesses for other forms of accredited training.

Answered by: Michelle Donelan, 5 February 2020

The apprenticeship levy underpins our reforms to raise apprenticeship quality and supports employers to make long-term, sustainable investments in the skills that they need. Income from the levy is used to fund apprenticeships in all employers (both those who pay the levy and those who do not pay the levy).

In response to employers, we have already introduced the flexibility for levy-payers to transfer up to 25% of their funds, enabling them to support apprenticeship starts in their supply chains or to meet local skills needs. In January, we extended the use of transfers to cover the full cost of training for 16 to 18 year olds and eligible 19 to 24 year olds in employers with fewer than 50 employees.

We have listened to the concerns of businesses about the apprenticeship levy. We are committed to improving the apprenticeship programme to ensure that it continues to deliver the skilled workforce that employers need.

We will set out further detail on this in due course.¹²

¹² [Apprentices: Taxation: Written question - 9055](#), 5 February 2020

2. Press Articles

Please note: The Library is not responsible for either the views or accuracy of external content

[Over £100m in levy funds spent on master's for managers](#)

Julia Belgutay, *TES*, 11 February 2020

[Leave levy alone, employers urge government](#)

Kate Parker, *TES*, 11 February 2020

[Perverse incentives and tangled pathways](#)

Emma Hardy, *FE Week*, 8 February 2020

[Where apprentices are growing- and shrinking](#)

Stephen Exley, *TES*, 27 January 2020

[Plea for extra £750m from new Institute for Apprenticeships boss](#)

Fraser Whieldon, *FE Week*, 22 January 2020

[Why critics of the apprenticeship levy should back off](#)

Sara Roberts, *Personnel Today*, 16 January 2020

[Apprenticeship providers turning away up to 40,000 small employers due to levy shortage](#)

Fraser Whieldon, *FE Week*, 9 January 2020

[Apprenticeship fund shortfall hits small businesses](#)

Jonathon Moules, *Financial Times* [requires subscription], 9 January 2020

[Why we shouldn't extend the apprenticeship levy to SMEs](#)

Jane Gratton, *TES*, 9 October 2019

[Fast decline in creative apprenticeships](#)

Adele Redmond, *Arts Professional*, 4 October 2019

[Where small businesses can get help finding apprentices](#)

David Prosser, *Money Week*, 2 September 2019

[Apprentice funding shortfall sparks fears over training](#)

Jonathon Moules, *Financial Times* [requires subscription], 9 August 2019

[Most employers have cut training under apprentice levy, report finds](#)

Jonathon Moules, *Financial Times* [requires subscription], 23 July 2019

[Apprenticeships plummet as UK levy rollout goes awry](#)

Andy Bounds, *Financial Times* [requires subscription], 18 May 2019

[University to help region's firms create 700 new apprenticeships](#)

Manchester Metropolitan University News, 11 April 2019

[How SMEs can benefit from apprenticeships](#)

Lady Cobham CBE, *People Management*, 4 March 2019

[Providers turning apprentices away as non-levy cash dries up](#)

Billy Camden, *FE Week*, 8 February 2019

[Employers use just 14% of their levy in first 18 months](#)

Pippa Allen-Kinross, *FE Week*, 10 November 2018

[The technicalities of delivering an Apprenticeship for SMEs](#)

Rod Harris, *City & Guilds*, 8 October 2018

[Employers hit back at apprenticeship transfer fund policy](#)

Pippa Allen-Kinross, *FE Week*, 1 October 2018

3. Parliamentary material

3.1 Written questions

[Apprentices: Taxation: Written question - 12962](#)

Asked by: [Angela Rayner \(Ashton-under-Lyne\)](#), 5 February 2020

To ask the Secretary of State for Education, how much and what proportion of Apprenticeship Levy funding was used to fund qualifications at each education level, in each year since 2018.

Answered by: [Michelle Donelan](#), 10 February 2020

The apprenticeship levy underpins our reforms to raise apprenticeship quality and supports employers to make long-term, sustainable investments in the skills that they need. Income from the levy is used to fund apprenticeships in all employers (both those who pay the levy and those who do not pay the levy).

The table below provides a breakdown for the financial year 2018-19 and shows spending on new apprenticeship starts since May 2017, following the introduction of the apprenticeship levy, in both levy-paying and non-levy paying employers, as well as spending on apprenticeships started before the levy. This is broken down for each level of apprenticeship.

2018-19 financial year spend by apprenticeships level in millions of pounds				
Level	Levy	Non- Levy	Pre-Reform	Total
2	£247	£236	£100	£584
3	£388	£253	£178	£819
4	£77	£17	£10	£103
5	£65	£11	£11	£87
6	£53	£5	£6	£64
7	£34	£7	-	£40
Total	£864	£528	£305	£1,697

*Participation spend only as per the 2018/2019 Financial Statements

*Rounded to the nearest million below the table and below where it says *participation spend only as per the 2018/19 Financial Statements.

Apprentices: Taxation: Written question - 7649**Grouped question 7650****Asked by: Gordon Marsden (Blackpool South), 30 October 2019**

To ask the Secretary of State for Education, what estimate he has made of the number of GTA England members that have been unable to access apprenticeship funding since the apprenticeship levy was introduced.

Answered by: Michelle Donelan, 4 November 2019

We are committed to ensuring that our reforms to apprenticeships work for smaller employers and their providers, such as group training associations (GTAs).

GTAs are important members of the training provider market, working for groups of employers to provide high quality training. We ran a procurement exercise to secure high-quality training to support small and medium-sized employers from January 2018 to April 2019. This was a highly competitive exercise attracting interest from a wide range of training providers and we recognise that not all providers were successful in the competition. The contracts we awarded have been subsequently extended to April 2020, supported by over £700 million funding for new starts and existing apprentices.

In addition to these contracts, the smaller employers are also able to receive transfers from levy-paying employers, allowing GTAs access to levy-funded training. We have also announced that we will shortly enable levy payers to transfer funds to cover the full cost of training for 16 to 18-year-olds in the smallest businesses with fewer than 50 employers.

Earlier this year, we confirmed that small and medium enterprises (SMEs), who do not pay the apprenticeship levy, would soon be able to access the benefits of using the award-winning apprenticeship service (AS). The AS, already in use by large levy paying employers, will give SMEs greater control over choosing their apprenticeships, a greater range of training providers to engage with, and a new route to access apprenticeship funding.

We announced at the Association of Employment and Learning Providers (AELP) conference on 29 October 2019 that from January we will begin to transition SMEs onto the service, and will be supporting up to an additional 5,000 starts per month from January to March 2020 for employers that don't pay the levy. We will be issuing more detail on the transition arrangements from November and throughout 2020.

Officials meet regularly with GTA England to discuss training provision, including in respect of apprenticeships. We also work closely with the AELP, the Learning and Work Institute, and the Association of Colleges to consider a range of sectoral issues and to ensure that our apprenticeships reforms continue to work for employers of all sizes, including charities.

[Apprentices: Taxation: Written question - 7647](#)

Asked by: [Gordon Marsden](#) (Blackpool South), 30 October 2019

To ask the Secretary of State for Education, what assessment he has made of the ability of apprenticeship levy paying employers to transfer levy funds to non-levy paying employers.

Answered by: [Michelle Donelan](#), 4 November 2019

We are committed to supporting employers to engage with apprenticeships to help invest in the long-term skills needs of their business. We have already seen employers making use of transfers to support apprenticeship starts in their supply chains, or to meet local skills needs. Since April 2018 there have been 1,020 transferred commitments where the transfer of funds between apprenticeship service accounts had been approved. Of these transferred commitments, 780 have so far resulted in apprenticeship starts.

We have taken a number of steps to make it easier for levy-paying employers to transfer funds to other employers. In response to employer feedback, in April 2019 we raised the cap on transfers to 25% of the annual value of funds entering levy-payers' apprenticeship service accounts. We have also announced that we will shortly enable levy payers to transfer funds to cover the full cost of training for 16 to 18 year olds in the smallest businesses with fewer than 50 employers.

Transfers give levy-paying employers more options in how they use their levy funds, as well as creating apprenticeship opportunities for organisations who may have previously felt that employing an apprentice was beyond their reach. We are pleased to see that levy payers with uncommitted funds are increasingly using transfers to support apprenticeship starts in non-levy paying employers.

[Apprentices: Taxation: Written question - 7734](#)

Asked by [Nic Dakin](#) (Scunthorpe), 30 October 2019

To ask the Secretary of State for Education, with reference to the Government's apprenticeship and levy statistics, published in October 2019, how many of the 780 recorded accounts of apprenticeship levy voucher transfers resulting on starts on standards were transferred from levy-paying companies to non-levy paying small to medium-sized employers; and what proportion of those apprenticeships were in the construction sector.

Answered by: [Michelle Donelan](#), 4 November 2019

Levy-paying employers in England do not use digital vouchers. Employers that pay the apprenticeship levy use funds in their apprenticeship service accounts to pay for training and assessment and to transfer to other employers

In October 2019, the apprenticeships and levy statistics publication reported that there were 780 transferred commitments that have materialised into apprenticeship starts as recorded on the Individualised Learner Record (ILR) as at 31 August 2019. Of these, 20 (2.7%) were

starts in the Construction, Planning and Built Environment sector subject area.

Please note:

1) The figures above are rounded to the nearest 10 and percentage to 1 decimal place.

2) The percentage is derived from unrounded figures.

3) The figures above show only those transfers where a start is taking place on a standard in the Construction, Planning and Built Environment sector subject area. The construction industry sector could include starts on standards in other sector subject areas (i.e. Business, Administration and Law).

We are unable to identify whether a transfer between apprenticeship service accounts was from a levy-paying company to a non-levy paying company as we do not centrally hold data on the size of employer and their industry sector. This means we cannot identify if these transfers of levy funds were to the apprenticeship service accounts of small to medium-sized employers. The Department for Education does, however, periodically perform an analysis linking ILR data to the Inter-Departmental Business Register data (held by the Office for National Statistics) to identify the size and industry sector of employers, with the most recent analysis covering the 2016/17 academic year. The statistics are available at the following link:

<https://www.gov.uk/government/statistics/apprenticeships-in-england-by-industry-characteristics>.

[Apprentices: Written question - 285263](#)

Asked by: [Peter Aldous](#) (Waveney), 2 September 2019

To ask the Secretary of State for Education, what steps she has taken to increase funding for apprenticeships for non-levy apprenticeship payers.

Answered by: [Mrs Kemi Badenoch](#), 6 September 2019

In 2019-20, funding available for investment in apprenticeships in England has risen to over £2.5 billion, double what was spent in 2010-11 in cash terms. This is used to fund apprenticeships for all employers, including apprenticeships started before the introduction of the levy as well as those started since by levy-payers and non-levy payers.

Small and medium-sized enterprises, most of whom do not pay the apprenticeship levy, are the lifeblood of our economy and it is essential that our reforms work for these employers. Over the course of the next year, we will be giving employers who do not pay the levy greater control over how they pay for their apprenticeship training and assess and recruit their apprentices. Employers will have access to a larger pool of training providers to deliver the training that meets their needs and supports growth. We are achieving this by giving small and medium-sized employers in England access to the full benefits of our award-winning online apprenticeship service, on the same basis as levy-payers.

To make sure there is a well-managed gradual transition for smaller employers away from the current system and onto the apprenticeship service, we are extending contracts with providers for training apprentices with non-levy payers until April 2020.

The recent settlement will determine budgets for the 2020-21 financial year only. The longer-term financial challenges facing the programme will be considered as part of the full Spending Review in due course.

[Universities: Apprentices: Written question - 281644](#)

Asked by [Paul Farrelly \(Newcastle-under-Lyme\)](#), 24 July 2019

To ask the Secretary of State for Education, what steps his Department and the Education and Skills Funding Agency are taking to support universities to work closely with non-levy-paying small and medium-sized enterprises.

Answered by: [Mrs Kemi Badenoch](#), 3 September 2019

The department and the Education and Skills Funding Agency continue to encourage universities to work with employers, including non-levy-paying small and medium-sized enterprises (SMEs).

The Degree Apprenticeship Development Fund (DADF) has focussed on building collaborative projects between providers and employers; including non-levy-paying SMEs. DADF has funded additional engagement activities to better understand their needs.

Birmingham City University, University of Greenwich and Aston University have actively engaged with SMEs as part of DADF-funded projects.

Over the course of the next year, all employers will be able to control how they pay for their apprenticeship training and assess and recruit their apprentices via the apprenticeship service. This will allow non-levy paying SMEs to work closely with a greater number of high-quality training providers, including universities

[Apprentices: Taxation: Written question - 272836](#)

Asked by: [Catherine McKinnell \(Newcastle upon Tyne North\)](#), 3 July 2019

To ask the Secretary of State for Education, what the value of apprenticeship levy funds expiring from employers' accounts was in June 2019; and what plans the Government has for those funds.

Answered by: [Anne Milton](#), 9 July 2019

[Holding answer received on 08 July 2019]

The amount of funds expiring in employers' digital apprenticeship service accounts in June 2019 was £26 million.

As well as funding apprenticeships in levy-paying employers, levy contributions are also used to fund training for existing apprenticeship learners and new apprenticeships in non-levy paying employers. We do not anticipate that all employers who pay the levy will need or want to

use all the funds in their accounts, however they are able to do this.

[Apprentices: Taxation: Written question - 271484](#)

Asked by: [Nic Dakin](#) (Scunthorpe), 1 July 2019

To ask the Secretary of State for Education, what steps he is taking to help apprenticeship levy-paying employers to use more of the levy funding available to them than the 15 per cent that they used between 2017 and 2019; and if he will make a statement.

Answered by: [Anne Milton](#), 9 July 2019

Spending on apprenticeships is demand-led. Employers can choose the type, level and quantity of apprenticeships that they offer, as well as when they offer the apprenticeships, to meet their current and future skills needs.

Between May 2017 and April 2019, levy-paying employers spent 18% of the funds available to them on the training and assessment of new apprentices. In addition, levy-paying employers will also have benefitted from ongoing funding for apprenticeships for their employees which started prior to the introduction of the levy. They will also benefit from additional payments to support apprentices employed with levy-payers (such as English and Maths teaching and payments to support disadvantaged learners), and 95% of the funding for training for any apprenticeships started once their levy funds have been exhausted.

The Education and Skills Funding Agency works closely with employers, for example through webinars and employer roadshows, to encourage them to increase the number of apprenticeships that they offer and make the most of the long-term benefits that apprenticeships can bring to their organisations. We have ongoing face-to-face support for over 1,000 of the largest levy-paying employers through our national account managers, and ongoing support via telephone for small and medium-sized enterprises to encourage them to invest their levy funds.

To further support all employers to make the long-term, sustainable investment in training, we have increased the amount that levy-paying employers can transfer to other employers from 10% to 25%.

We do not anticipate that all levy-payers will use all the funds in their accounts. Income from the levy is also used to fund apprenticeship training for non-levy paying employers.

[Apprentices: Taxation: Written question - 150113](#)

Asked by: [Catherine McKinnell](#) (Newcastle upon Tyne North), 13 June 2018

To ask the Secretary of State for Education, pursuant to the Answer of 21 May 2018 to Question 144910, on Apprentices: Taxation, what estimate he has made of the amount of funds that will be unspent in apprenticeship levy-paying employers' apprenticeship service accounts after the two year deadline.

Answered by: [Anne Milton](#), 13 June 2018

The Department for Education has a ring-fenced apprenticeship budget which has been set regardless of how much levy receipts are each year. This budget was set at £2.01 billion for the 2017-18 financial year and £2.23 billion for 2018/19. It is used to fund new apprenticeship starts in levy and non-levy paying employers and to cover the ongoing training costs of apprentices that are already in training.

Levy-paying employers have up to 24 months in which to spend the funds available to them, with the first levy funds starting to expire in May 2019. This allows sufficient time for employers to establish apprenticeship programmes, while incentivising behaviour to drive starts and manage the department's spend.

Spending on the apprenticeship programme is demand led, and employers can choose which apprenticeships they offer, how many and when, and we do not anticipate that all employers who pay the levy will want to use all the funds in their accounts. Therefore, robust estimates of employers' future spending and any underspends are not possible. We will publish details on aggregate apprenticeship spending in our departmental end-of-year accounts as part of our normal financial reporting cycle.

To help employers we have ongoing face-to-face support for over 1,000 of the largest levy-paying employers through our national account managers, and ongoing support via telephone for small and medium-sized enterprises to encourage them to invest their levy funds through registering for an apprenticeship service account.

We also encourage self-service support via comprehensive guidance on our web pages:

<https://www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work/apprenticeship-levy-how-it-will-work>.

<https://www.gov.uk/guidance/manage-apprenticeship-funds>.

3.2 Oral questions

[Apprenticeship levy](#) c459, 24 June 2019

Richard Graham (Gloucester) (Con)

9. What recent assessment his Department has made of the effect of the apprenticeship levy on the number of apprenticeships. [911514]

The Minister for Apprenticeship and Skills (Anne Milton)

I am very aware of the number of apprenticeships, but comparing numbers before and after the reforms we have made is a bit like comparing apples and pears, because we have put quality at the heart of apprenticeships. The number of people starting on the new employer-designed standards in the first half of 2018-19 has increased by 79%, which is an indication of the quality. An apprenticeship must now last for a year, and there must be 20% off-the-job training. There

has been an increase of 10% in apprenticeship starts in the first half of 2018-19, compared with the same period in 2017-18.

Richard Graham

I am grateful to the Minister for that answer, but chambers of commerce such as Business West do not think that the two-tier system is working as well as it could. Specialist Gloucestershire Engineering Training believes that more funding for small and medium-sized enterprises would enable them to train more engineering apprentices. Does my right hon. Friend agree that that is something the Treasury should look closely at in the autumn spending review?

Anne Milton

We are determined to make the apprenticeship system work for small and medium-sized enterprises, and smaller businesses get 95% of their training costs paid. We will move smaller businesses on to the apprenticeship system: we want to do that well and smoothly to make sure that we make it work for them.

3.3 Debates

[Apprenticeship Levy](#)

HL Deb 28 January 2020 cc1333-1334

[Apprenticeships](#)

HL Deb 4 July 2019 cc1576-1616

[Apprenticeships and skills policy](#)

HC Deb 8 January 2019 cc71WH-94WH

4. Further reading

4.1 House of Commons Library

[Apprenticeship statistics for England](#)

House of Commons Library, 13 January 2020

[Apprenticeship and skills policy in England](#)

House of Commons Library, 4 January 2019

4.2 Press releases and reports

[Runaway training: Why the apprenticeship levy is broken and how to fix it](#)

Tom Richmond, *EDSK*, January 2020

[Exploring trends in apprenticeship training around the introduction of the Apprenticeship Levy](#)

Alice Barriston et al, *Centre for Vocational Education Research*, January 2020

[Bridging the Gap: Next steps for the Apprenticeship Levy](#)

Stephen Evans & Joe Dromey, *Learning and Work Institute*, October 2019

[ICAEW calls for government to simplify Apprenticeship Levy](#)

Hardie Caldwell, 28 August 2019

[Trading up or trading off? Understanding recent changes to England's apprenticeships system](#)

Kathleen Henahan, *Resolution Foundation*, August 2019

[The apprenticeships programme](#)

National Audit Office, 6 March 2019

[Apprenticeships and SMEs in the UK](#)

Redrow, March 2019

[Serious funding shortage for apprenticeships in SMEs starting to bite](#)

Association of Employment and Learning Providers, *AELP Parliamentary Newsletter*, March 2019

[Flex for success? Employers' perspectives on the apprenticeship levy](#)

City & Guilds, and *ILM*, January 2019

[BCC: Reform needed to make Apprenticeship Levy fit for purpose](#)

British Chambers of Commerce, 19 April 2018

[Making apprenticeships work for small and medium enterprises](#)

European Centre for the Development of Vocational Training,
November 2015

4.3 Other information

[Apprenticeship funding: how it works](#)

EFSA, 13 March 2019

[A guide to upskilling your workforce for SMEs](#)

Skills Training UK

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