

Think Ahead



## Technical factsheet

# The apprenticeship landscape in Wales

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## Introduction

The Apprenticeship Levy was introduced in April 2017 to reflect the UK government's stated commitment to improving the skills base within the UK economy and providing a viable alternative to university education. All UK employers with annual salary bills of more than £3m now pay an apprenticeship levy at the rate of 0.5% of the organisation pay bill.

The ambition of the Welsh Government is to stimulate employment and skills activity by encouraging skills providers to link their delivery and funding plans to opportunities created by strategic investments and business growth in their regions. The three Regional Skills Partnerships (RSPs) in North, South West and Mid, and South East Wales are well established, with recognised structures and productive relationships across employers and key stakeholders within their respective regions. The Regional Skills Partnerships are:

- [Cardiff Capital Region Skills Partnerships \(CCRSP\)](#)
- [Regional Learning and Skills Partnership for South West and Mid Wales](#)
- [North Wales Economic Ambition Board \(NWEAB\) Regional Skills Partnership North Wales](#)

## Types of apprenticeship and frameworks

All frameworks in Wales include the following elements:

- a competency qualification falling under the [Credit and Qualifications Framework for Wales](#) (CQFW)
- a technical qualification relevant to the skill, trade or occupation specific to that apprenticeship
- essential skills such as mandatory application of number and communication, alongside digital literacy skills if applicable within the framework
- the Wales Essential Skills Test (WEST) is an online assessment tool that evaluates competency levels in literacy, numeracy and (if required) digital literacy. It is aimed at supporting individuals achieve their overall apprenticeship.

To find out more about the framework content, please visit the [Apprenticeship Certification Wales website](#).

### **Support for employers in Wales**

The Business Wales Skills Gateway can provide you with information on all aspects of Apprenticeships in Wales. A dedicated team of employer liaison advisers are available to discuss your apprenticeship requirements in more detail. For further help and support, please complete an [expression of interest form](#).

### **Funding and ACCA apprenticeship schemes**

In Wales, employers are responsible for paying their apprentice's salary but training costs are funded by the Welsh Government. There are some financial incentives to encourage employing apprentices, depending on the needs of the workforce at the time. For more information, please see 'Additional funding incentives' below or visit the [Welsh Government apprenticeship guidance for employers](#). Apprentices need to work 51% of their time in Wales and follow a Welsh Apprenticeship Framework.

Our programme in Wales is called Accounting Level 4. It has been developed in conjunction with the Welsh Government, employers, other professional bodies and training providers.

The ACCA apprenticeship for Wales centres on the Diploma in Accounting and Business. It offers individuals a route into accountancy that can lead all the way through to chartered certified accountant status.

The ACCA apprenticeship (Accounting Level 4) focuses on the three core modules of ACCA's Diploma in Accounting and Business, each of which is examined:

- Business and Technology
- Financial Accounting
- Management Accounting

### *Foundations in Professionalism*

Apprentices will also take ACCA's Foundations in Professionalism online module. This will help them develop their understanding of what it means to act professionally and ethically in the work they carry out.

Apprentices are trained to understand the structure and functions of different businesses and build the technical knowledge to support financial planning. They'll also be able to create, verify and review accurate and timely financial information for you.

- level 4 award: ACCA's Diploma in Accounting and Business
- equivalent to: foundation degree
- length: minimum 12 months, but it's unlimited to account for business demands. Most complete in 12-18 months.

### **Training providers**

The delivery of your apprenticeship is flexible and can be tailored depending on your needs, no matter how large or small a business you have. You can also choose whether your apprenticeship provides training through a local provider on a day-release basis, self-study, online sessions or a combination of all three. We recommend that you talk to your chosen training provider about any requirements you may have, so that they can design a programme to suit your business. For support in choosing an approved training provider, please visit the [Business Wales website](#).

### **Additional funding incentives**

There are also extra incentives available up to 28 February 2022 to help you recruit apprentices. These apply to apprenticeships at levels 2-5, are limited to a maximum of 10 apprentices per employer and include:

#### *Incentive payment for apprentices aged 16-24*

- £4,000 for each new apprentice recruited where the contract of employment is for at least 30 hours per week
- £2,000 for each new apprentice recruited where the contract of employment is under 30 hours per week

#### *Incentive payment for apprentices aged 25 and over*

- £2,000 for each new apprentice recruited where the contract of employment is for at least 30 hours per week
- £1,000 for each new apprentice recruited where the contract of employment is under 30 hours per week

#### *Re-employment of redundant apprentices of any age*

- £2,600 for the re-employment of redundant apprentices to allow them to complete their training, where the contract of employment is at least 30 hours per week
- £1,300 for the re-employment of redundant apprentices to allow them to complete their training, where the contract of employment is less than 30 hours per week.

#### *Incentive payment for employing people with a disability*

- £1,500 for each new apprentice recruited
- Payments apply to all apprentices identified as disabled irrespective of age
- Payments can be claimed in addition to the incentives above

There are also extra funding incentives for small businesses in Wales. Find out more about funding on the [Business Wales website](#).

### **Attract and develop talent**

For business owners and managers, the apprenticeship programme offers a cost-effective way to attract, develop and retain skilled employees – the kind of people who will help you drive your business forward. A popular alternative to university,

apprenticeships not only widen the pool of talent from which you can recruit but also give you the means to build a diverse, talented, digital-ready team. By offering apprenticeships, you'll also demonstrate your commitment to building the skills of local talent as well as your employees. Our research has shown that young finance professionals want clear paths for career progression and, with flexible entry routes into our Accounting Apprenticeship, the programme is a springboard for a successful career in finance.

### **Future-proofing your workforce**

ACCA apprentices are trained to ensure digital and technological transformations can be used for business growth. Our syllabus covers technological factors, financial systems, procedures and IT applications, so your ACCA apprentice will advise on the potential effects of technological change on your business structure, for example. They will also use and adapt your processes as new technology is introduced to your business.

### **Maintaining high standards**

We have long been involved in the development of the framework for the Accounting Apprenticeship, and we regularly talk to employers to understand what they want from accountants, so we ensure that our offer remains relevant, up-to-date and of a high standard. In addition, we partner with government, industry bodies and training providers to deliver an excellent, globally recognised foundation in accounting, finance and business through our apprenticeship programme.

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#### **ACCA LEGAL NOTICE**

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