



bis henderson  
academy

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[www.bis-hendersonacademy.com](http://www.bis-hendersonacademy.com)

# MAXIMISING VALUE FROM YOUR LEVY



# Helping you make the most of your Levy

**Larger employers have been paying the Apprenticeship Levy since April 2017. If your company is not already engaged in a programme to spend these funds, now is the time to take action. The only way to see any value from this additional cost is to spend those funds on developing your people with a Registered Training Provider. Funds paid into your Levy account will expire if they aren't spent within two years.**

We can make the flexibility of the new qualifications work for your business by understanding your training and development goals and aligning them with the most suitable fundable standard. In other words,

rather than thinking up creative ways to spend your Levy credits, we can put a bespoke programme together that meets all of your training needs whilst using the Levy to fund it. We can also incorporate any existing training elements you already have – ensuring we utilise and align all of your best practice with our industry knowledge and training expertise, creating a hybrid training programme designed specifically for your business that aims to increase productivity and improve output.



Bis Henderson Academy helped us align our team's skills gaps with the most relevant qualifications so we could meet our business training goals, from there we've been able to use the Levy to fund an internally-branded learning and development programme. It was so important to pick a training provider who could teach us what we needed to know and guide us through the process.

**Sue Bancroft** - Head of Policy and Employee Relations  
NFT Distribution Operations Ltd

# Addressing the **skills gap**

**The Bis Henderson Academy team are passionate about bridging the growing industry skills gap and developing people who are motivated and equipped to succeed in our industry.**

We do this by providing bespoke training solutions to suit our clients' needs, and utilising Levy credits to fund them. Our Learning and Development team can manage all of your training requirements or any elements where you require external support.

We build strong partnerships with your internal teams, supporting and further developing the work they do rather than competing with them.

# Getting to grips with **the Levy**

Getting to grips with how the Levy affects your business and how to utilise credits to the greatest effect can be overwhelming - that's where Bis Henderson Academy come in. We can support you through the planning process and help you fully optimise the value of your Levy funds by:

- ▶ Understanding your requirements and concerns
- ▶ Reviewing any existing development programmes at operational, supervisory, management or even board level
- ▶ Evaluating current workforce skills levels
- ▶ Developing a high-level Training Needs Analysis aligned to your key learning objectives
- ▶ Designing a complete programme that works for your people and your business, ensuring it can be delivered by Apprenticeship Standards
- ▶ Helping you build an internal communications programme that creates engagement in the new learning programmes



## Why choose us to deliver your training programme?



### Engaged employees

Gaining buy-in from your employees can often make or break the success of the programme. We engage, enthuse and empower employees using a number of tried and tested techniques that can quickly capture imagination; turning reservations before the programme starts into 'training envy' from those not yet involved.

### Flexibility in delivery

We firmly believe that one size does not fit all, that's why we ensure that our programmes are completely flexible to maximise programme efficiency and create as little disruption to productivity as possible. Not only can we flex our delivery according to level and content, we can accommodate your team's shift patterns and business-specific peak periods.



## Training designed around **your employees**

We can incorporate specialist courses and training into the broader core programmes, ensuring all specific requirements are covered off whilst helping each learner to develop their particular mix of skills and knowledge. This should provide focus on areas in which both the business as a whole and the individual learner know they need to improve most.

## A real world **approach**

We see things from an industry perspective, and develop each client's programme based on the commercial direction of their business. Our focus is not education for the sake of it, but learning that creates value. We don't believe in treating learners like school-leavers in an educational setting - instead we respect their existing skills and knowledge and help close their skills gaps.

## Experience you can **rely on**

Our Group business has a long established track record in the supply chain and logistics industry. Working in this market for over 30 years, we have a wealth of knowledge and expertise - which means we bring unique and specialist insights to the programmes we design for our clients. By harnessing the Group's strength, we ensure agility and survival in an ever-changing landscape.



So whether you need to start spending your Levy fast, you want to take advantage of the new possibilities, or you need support in filling a skills gap in your workforce - **we can help you take control** of your Levy contributions and use them to **gain maximum benefit to your business.**

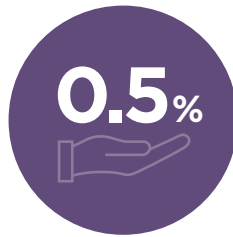
# THE LEVY EXPLAINED

As of April 2017 employers with a payroll over £3M will pay a new tax, the Apprenticeship Levy, and will be able to use the funds raised to pay for Apprenticeship training.

Here are the facts...



Employers with an annual **payroll of more than £3M** will face increased costs.



**0.5% of their total pay bill** will be paid into the Apprenticeship Levy



The government have introduced a Levy allowance of **£15,000 per year**



HMRC will deduct Levy payments monthly and **deposit digital funds** to their new online service account



You can use your Levy funds to **upskill an existing workforce** or **hire new apprentices**



Employers have **2 years to spend their Levy** before it is reallocated



Employers in England who pay the Levy **will get a 10% top up**, every £1 will be increased to £1.10



**The Levy can be used for training and development** that sits within any Apprenticeship Standard

## What to do next?

We're already maximising the Levy for many of our customers, get in touch and find out how we can help your business do the same.

Call us

**01604 876 353**

Email us

**enquiries@bis-henderson.com**

or visit

**bis-hendersonacademy.com**

to find out more



Bis Henderson Academy has quickly and strikingly improved the way our first line management colleagues deliver for our customers

Logistics Director, Oak Furniture Land