

# An apprenticeship roadmap for North East Employers

**Did you know that just under 50% of our 18-year-old population are registered on the 'Find an apprenticeship' platform, actively looking for an apprenticeship across the North east Combined Authority area?**

Despite this surge in demand, the number of apprenticeship starts for young learners remains low, especially for those aged under 19, with less than 5,000 nationally at Level 4 and above.\*

Particularly in the North East, demand is outstripping supply, leaving many students without vacancies aligned to their career aspirations.

However, there's hope on the horizon! North East businesses have a golden opportunity to tap into free apprenticeship support.

We've collated the most up-to-date financial and local provision available to help you recruit an apprentice successfully.

## Unlock the potential of apprenticeships

Wherever you are on your apprenticeship journey – whether you're just starting to ponder the idea or already have apprentices on board – help is readily available.

There are free services available across the North east Combined Authority area providing:

- **Expert business to business advice** on apprenticeships;
- **Funding guidance** for employers of any size;
- **Free recruitment services** to help you with every stage of the apprenticeship process including advert creation, finding a training provider, advertising vacancies and matching you with the right apprentice.

## What are the benefits?

If you're struggling with workforce and recruitment, talent acquisition or staff development then apprenticeships could be the perfect solution for you.



### Fresh Talent

Inject innovation with apprentices bringing new perspectives.



### Cost-Effective Development

Tailor talent while saving on recruitment costs.



### Increased Productivity

Boost performance with rapidly skilled apprentices. Outputs usually surpass associated costs, e.g. one apprentice created ROI of 3000%, with cost savings of £69,000.



### Future-Proofing

Secure adaptable talent, shielding from skill shortages.



### Loyalty and Retention

Cultivate loyalty and retain top talent long-term.



### Diversity Boost

Bridge gaps with apprentices from diverse backgrounds.



### Government Support

Access financial incentives for businesses of all sizes.

Visit [North East Ambition: Employers](#) to discover how other businesses in the region are reaping the benefits of apprenticeships.

## What funding is available?

The Growth and Skills Levy has brought about changes to recruiting and training apprenticeships, some apply to all businesses regardless of size and others solely to SMEs and with greater incentives for recruiting younger apprentices aged 16-24.

### Growth & Skills Levy

Up to 50% of the levy can now fund short and flexible apprenticeships to help businesses meet skills gaps faster. Levy payers can now transfer up to half of their annual levy. Find out more: [Growth and Skills Levy](#)

### Stackable financial incentives

- All employers can access £1,000 for recruiting a 16–24-year-old apprentice, and an additional £3,000 if they are care leavers.
- All employers can access a £3,000 Youth Jobs Grant when they recruit an 18–24-year-old who has been unemployed and on Universal credit (from June 26).
- SMEs can receive a £2,000 grant for recruiting new apprentices aged 16-24 on top of the existing £1,000 already available (from Oct 26).
- Foundation apprenticeships (for 16–24-year-olds) can also attract up to £2,000 for all employers depending on the programme.

### Training costs

100% of training costs for apprentices under the age of 25 recruited by SMEs are fully funded.

### National Insurance Contributions Relief

Employers don't pay NI for 16–25-year-old apprenticeships up until they earn £50K.

Check out this website for more support when employing an apprentice: [Employ an apprentice for your business: step by step \(apprenticeships.gov.uk\)](#)

# Apprenticeship support in your local area

As well as the Early Connect Employer Service there is a range of localised apprenticeship provision that employers can tap into.

## All North East Areas

### [North East Apprenticeship Ambassador Network \(NEAAN\)](#)

NEAAN champions apprenticeships in the North East, connecting businesses with opportunities, offering networking and mentoring to help business engagement in recruiting and supporting apprenticeships.

### [Construction Industry Training Board \(CITB\)](#)

CITB's New Entrant Support Team (NEST) is a free service for CITB registered employers that helps successfully navigate the pathway to hiring an apprentice.

## Apprenticeship Training Providers

If you already know what you're looking for, you can browse sector specific apprenticeship training providers via the links below:

[Provider Portal - North East Ambition \(northeast-ca.gov.uk\)](#)

[Our Members | North East Learning Providers \(NELP\)](#)

[Apprenticeship training courses \(education.gov.uk\)](#)

## Newcastle

### [Newcastle City Council](#)

Offer a range of recruitment support through partners Work and Thrive.

### [Newcastle College](#)

Help with apprenticeship funding and recruitment support, with a pipeline of skilled and work-ready students.

## Gateshead

### [Gateshead Council](#)

Offer an apprenticeship recruitment service which includes free advertising and assessments of all applicants to ensure you get the very best candidates.

### [Gateshead College](#)

A free recruitment service providing support to develop the training you need to help build an inspired, confident and skilled team.

## Universities

The North East's four leading universities have dedicated business development experts who will work with you to provide industry-specific skills, qualifications, and experience. Learn more via the following links:

[Newcastle University](#) • [Durham University](#)

[The University of Sunderland](#) • [Northumbria University](#)

## County Durham

### [Business Durham](#)

Provide support for a range of apprenticeship opportunities through networking events, workshops and business programmes.

### [New College Durham \(NCD\)](#)

A specialist apprenticeships team to support with funding and recruitment.

### [Derwentside College](#)

Dedicated apprenticeship recruitment team to advise employers about apprenticeship opportunities and guide you through the process.

### [East Durham College \(EDC\)](#)

EDC offer a fully managed apprenticeship service, including your apprentice's training, support on funding, and free recruitment. Email [business@eastdurham.ac.uk](mailto:business@eastdurham.ac.uk) to arrange a meeting with a business development consultant.

### [Bishop Auckland College](#)

Fully managed support services for businesses to help you implement and manage the apprenticeship levy programme.

## Northumberland

### [Northumberland County Council](#)

Offer a range of services to assist your business to recruit apprentices.

### [Northumberland College](#)

Get the best talent for your team with the college's dedicated recruitment support.

## North Tyneside

### [North Tyneside Council](#)

Deliver apprenticeship programmes designed around the needs of employers.

### [Tyne Metropolitan College](#)

A collaborative approach to ensuring apprenticeships work best for your business.

## South Tyneside

### [South Tyneside Council](#)

A free recruitment service to support you with your workforce and skills needs.

### [South Tyneside College](#)

Work with employers to help support, train and nurture apprentices and trainees to the way businesses work.

## Sunderland

### [Sunderland City Council](#)

The business support team can provide apprenticeship advice and information.

### [Sunderland College](#)

Holistic support including a range of over seventy apprenticeship standards and frameworks, to dedicated recruitment support.

