

Nursing associate apprenticeships and the levy: A quick guide for employers

Apprenticeships can be a cost-effective way to create a skilled, diverse, flexible and motivated workforce. Many nursing associate training programmes are being delivered through the apprenticeship route, enabling trainees to earn as they learn.

What is the apprenticeship levy?

The apprenticeship levy provides an opportunity to maximise apprenticeships within the NHS. All employers with an annual pay bill of £3 million or more pay the levy, set at 0.5 per cent of the total pay bill. Those with a smaller pay bill don't pay the levy and use different arrangements to pay for apprenticeship training.

Organisations that pay into the levy also receive an allocation of funding for apprenticeships. Funds are added to their apprentice levy on a monthly basis and expire after 24 months if not used.

Within each organisation, the apprenticeship levy is managed by a variety of individual roles. Speaking to your learning and development team about who manages your levy is a good place to start.

What can I spend the apprenticeship levy on?

The levy is used to cover the cost of the apprenticeship training and the end point assessment for the trainee nursing associate (TNA) apprenticeship. It cannot be used to cover any other associated costs such as travel or backfill.

Funding bands

Each apprenticeship standard has a funding band set. The funding band is the maximum amount a training provider can charge and includes the cost of the end-point assessment. The TNA apprenticeship funding band is £15,000 per person. When calculating costs from your levy fund, bear in mind that payments are made on a monthly basis rather than via a lump sum up front or per year.

Levy transfer

Organisations can also transfer their unspent levy to organisations in their supply chain who have either spent all of their apprenticeship levy or do not receive the apprentice levy. Setting up a levy transfer can lead to some effective partnership working between your organisation and other health and social care providers in your area. For example, you could gift some of your levy to a local GP surgery or hospice in exchange for that organisation offering placement learning experiences to your trainees.

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Further resources

Resources on the levy

[NHS Employers' apprenticeship and traineeship web pages](#) will help you keep up to date with recent policy changes, best practice and key resources.

[Read 'Factsheet: the apprenticeship levy how it will work', NHS Employers, Jan 2017](#)

Apprenticeship resources

[Healthcare Apprenticeship Standards Online \(HASO\)](#)

The HASO website is aimed at employers and lists all apprenticeship standards both clinical and non-clinical. It also includes case studies and useful resources related to apprenticeships.

[Apprenticeship end-point assessments: a guide for employers, Ofqual, December 2018](#)

General nursing associate resources

[Health Education England nursing associate web pages](#)

[Employers guide to nursing associates \(NHS Employers\)](#)

[Nursing and Midwifery Council \(NMC\) resources](#)

[Information for nursing associates in social care \(Skills for Care\)](#)