

# HOW TO FUND THE SALARY OF APPRENTICES

The main difference between apprentices when compared with traditional students, is that apprentices are employed for the duration of their apprenticeship. This means that employers must find the salary costs for the student during training and manage their release time and backfill during study.

The salary backfill element has been cited as a barrier to increasing the number of apprenticeships in primary care, however when compared to the long-term return on investment the case can often be made for that initial investment.

No one solution works for every organisation, however the below are worth considering when exploring how to fund apprenticeships in your organisation:



## EXISTING VACANCY

Consider employing an apprentice into an existing vacancy within your team. While they are training pay them a training rate, for example Annex 21 or a band below their qualifying band. Utilise the remaining vacancy salary costs for backfill.



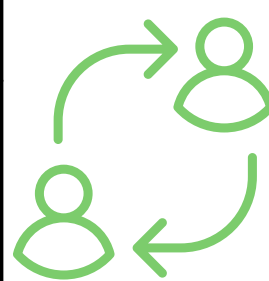
## WORK WITH YOUR PROVIDER

You could work with your training provider to plan placement and learning time around service demands wherever possible.



## EXISTING STAFF

You might already employ them! Apprenticeships can be used to develop and upskill existing staff too, in which case you will already be funding their salary whilst they train



## PERMANENT APPRENTICESHIP VACANCY

Consider making the business case to hold a permanent apprenticeship vacancy within your team structure that is supernumerary to establishment.



## RECIPROCAL PLACEMENTS

Could you work with other local employers and your training provider to organise reciprocal placements; when your learner is on placement you then receive an equivalent learner to replace them.



## LONG-TERM SAVING

Calculate your agency costs and staff turnover. Do you always struggle to recruit staff who stay long term? Would short term salary costs of training someone via the apprenticeship provide a long-term saving?