

Levy Transfers: Creating Collaboration and Innovation across Health and Care

How NHS Trusts are supporting local health and care systems by transferring apprenticeship funds

Introduction

From April 2018, any employer who pays apprenticeship levy can transfer apprenticeship funds to other organisations to pay for their apprenticeship training and assessment.

Employers can transfer a maximum of 25% of their annual funds to other employers. For the NHS this unlocks the opportunity to support their wider health and care systems.

What can Levy Transfer's Support?

Transferring apprenticeship levy can support collaborative initiatives, for example, employers can collaborate with other partners in their ICS/STP to identify future health skills gaps across their geography. They can each transfer levy funds to smaller health employers to pay for apprenticeships that provide the skills needed across the region.

Read the [NHS Employers Transfer Brief](#) for more ideas of how transfers can support your local partnerships.

Supporting Local Health and Care Collaboration

The ability to use transfers to support other local health and social care employers was recognised early in 2018 by **St George's University Hospitals NHS Foundation Trust** and **Guy's and St Thomas' NHS Foundation Trust**. Both Trusts transferred apprenticeship funds to support nine nursing associates at **The Royal Star and Garter Homes Charity**; who provide outstanding person-centred care and therapies to ex-Servicemen and women and their partners who are living with disability or dementia.

Read the full case study [HERE](#)

"...when the request for a levy transfer was received, we were only too happy to help as we see the care homes as a crucial part of the health and social care system. It's in all our interests to have skilled staff in every setting".

Sarah James, Associate Director of Workforce at St George's University Hospitals NHS Foundation Trust

Creating Innovative Digital Solutions

In July 2019, Greater Manchester launched the first digital levy transfer solution. Manchester Combined Authority (GMCA) commissioned the Growth Company to develop and deliver a digital platform that connects levy payers with SMEs, to facilitate the transfer of any unspent funding.

The digital solution creates a simple process that ensures maximum levy investment is retained in Greater Manchester. Large levy paying employers benefit from receiving exposure to numerous opportunities that they wouldn't have known existed without the service.

Smaller employers also benefit from fully funded apprenticeship training without the need for co-investment; they are also able to showcase their apprenticeship opportunities to a larger national audience.

Since its launch the online transfer service has facilitated the transfer of £155,000 worth of levy across the Greater Manchester area. With an additional £1,372,000 committed by large levy paying donors. Further connections are ongoing via the service that will hopefully lead to further levy transfers in the very near future.

Find out more about the Digital Transfer Service [HERE](#)

Supporting other Employers

The North West Ambulance Service (NWAS) have embraced the use of Apprenticeships whole heartedly, so much so that since July 2018 they have not only been using their own apprenticeship levy, but also paying co-investment to train apprentices over and above the numbers their apprenticeship levy could fund.

NWAS have registered over 300 apprentices as an employer-provider, delivering the level 4 Associate Ambulance Practitioner apprenticeship since May 2017, and have additional employees on apprenticeship programmes with other providers.

NWAS submitted a request through Health Education England (HEE) for a partner willing to transfer unspent apprenticeship funds and were really pleased to find out that Royal Mail Group were interested in supporting.

The transfer process has enabled NWAS to continue to expand their apprenticeship program and the new relationship has also benefits Royal Mail, who will be working with NWAS to support them on their own journey in becoming an employer-provider.

Resources

- Health Education England [25% Levy Transfer Procurement and Contracting Guidance](#)
- Health Education England [NHS 25% levy transfer process guide](#)
- Health Education England [Receiving Employer Guidance](#)
- NHS Employers [Apprenticeship levy transfer briefing](#)
- HASO news item [Transferring Apprenticeship funds](#)

“Receiving a transfer has been great. This will allow us to continue to invest in our apprenticeships, without the loss of funding associated with co-investment. Additionally, given our journey as a new employer-provider, we can support Royal Mail on their journey to become an employer-provider. We are really looking forward to building on our relationship with Royal Mail, and we are very pleased they chose us as a receiving employer.”

Carol Offer, Assistant Director Workforce Development at North West Ambulance Service