


**Trailblazer apprenticeship funding - 2014/15**



**Nick Linford**  
Director at Lsect

**Lsect**  
Learning & skills ~ events, consultancy and training

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**Agenda**

- 10.35 Background to apprenticeship reform
- 11.10 Provider, employer and apprentice eligibility for apprenticeship trailblazer funding in 2014/15
- 11.40 Break for refreshments
- 12.00 Trailblazer funding caps, employer contributions and incentives
- 13.00 Break for lunch
- 13:50 Payments to providers and employers, and trailblazer payment processes
- 14.20 Rules for trailblazer subcontracting and direct employer grants
- 14:50 Provider ILR data and audit/evidence requirements for trailblazer apprenticeships
- 15.30 Workshop end

**These slides will also be emailed to you later today**

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**Background to the apprenticeship reform**



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## Background to apprenticeship reform (part 1)

### Richard review



Published  
Nov 2012

<https://www.gov.uk/government/news/the-richard-review-of-apprenticeships>



New "standards should form the basis of new apprenticeship qualifications, which replace apprenticeship frameworks"

"Hand purchasing power to the employer"

"The price should be free to respond to and reflect employer demand"

### BIS consult 1

July - Oct 2013

<http://tinyurl.com/jrpfkxu>



Funding model options (to include employer fee link)

1. Direct: Give funding to employer to spend
2. PAYE: Employer makes tax savings when spends
3. Provider: Government payment to provider

### BIS consult 2

Mar - May 2014

<http://tinyurl.com/fdjxrt>



Funding model options in technical consultation

1. PAYE: Employer makes tax savings when spends
  2. Appren Credit: An online payment account
- Response due to be published "in the Autumn"

## Background to apprenticeship reform (part 2)

### Implementation plan

Published  
Oct 2013

<http://tinyurl.com/jmgy3m2>



"Implementation must be done carefully, but we also need to start now."

Trailblazers will be "early adopters"

"from 2017/18, all new Apprenticeship starts will be based on the new standards"

### How to develop a new standard

Latest version Oct 2014

<http://tinyurl.com/mvsgaqb>



"This guidance is designed to support groups of employers developing apprenticeship standards and assessment plans"

"deadlines to submit applications in 2015 are 12 Feb, 5 June 2015 and 2 October"

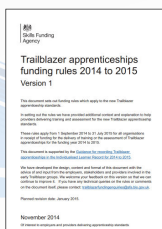
Phase 1 of the Trailblazers began in Oct 2013 in eight sectors with 11 standards by March 2014. Phase 2 began in March 2014 in 29 more sectors with approved published in August and Phase 3 were announced in October 2014 covering 37 sectors with over 75 standards. Employers: <http://tinyurl.com/nk9bvtb>

In development list: <http://tinyurl.com/nv4xho3>

## Background to apprenticeship reform (part 3)

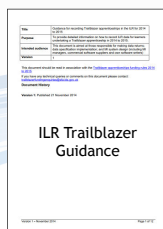
Currently 13 fundable ('ready to deliver') standards in 2014/15 (more on this later)

Two key documents for technical session today:



65 pages

<http://tinyurl.com/kc6v7o2>



12 pages

<http://tinyurl.com/q7kesta>

BIS say: "The 14/15 model reflects what BIS and DfE hope is a workable long term model. However, the point of trialling it is to see if it drives the desired behaviours and, if it doesn't, it will need revising for subsequent years"

## Provider, employer and apprentice eligibility for apprenticeship trailblazer funding in 2014/15

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## Provider eligibility

The SFA has said to employers looking for providers:  
“A list of lead providers with apprenticeship funding allocations 2014 to 2015 is on our website”



[Skills Funding Agency funding allocations 2014 to 2015 \(published July 2014\)](#)

MS Excel Spreadsheet, 239KB

This file may not be suitable for users of assistive technology.  
Request a different format.

<http://tinyurl.com/o7n5k9e>

**So to be a lead provider you need to already have, or gain, a 2014/15 SFA allocation for apprenticeships** (more on subcontractors later)

## Apprentices eligibility (part 1)

“Lead providers and employers must make sure that any learner they claim our funding for is eligible. Just having the right to live or work in England does not make a person eligible for state funding for education and training. For example, an individual may have a right or permission to work in England, such as an individual on a Tier 4 student visa, but not to state funding for education or training.”

The SFA say ‘most’ will be eligible for funding if they are a citizen of the UK, have Right of Abode or are a citizen of a country that is within the European Economic Area (EEA), they have been ordinarily resident in the UK, EU or EEA continuously for at least the previous three years on the first day of learning and the learning is taking place in England

Vital to be aware of full eligibility status rules, including for family members, on pages 58 to 65

## Apprentices eligibility (part 2)

Must have a contract of employment  
(self-employed not eligible)

Work at least 30 hours per week  
(unless documented reason for as few as 16)

The average 'at work' and 'off-the-job' time agreed  
(needs to be recorded in the learning agreement)

Apprentice wages must be paid by employer  
(not by the provider)

Apprentice paid at least minimum wage  
(£2.73 per hour for first year, then NMW for their age)

National Minimum Wage	21 and over	18 to 20	Under 18	Apprentice
2014 (current rate)	£6.50	£5.13	£3.79	£2.73

## Employer eligibility

**SFA Skills Funding Agency**

**Trailblazer apprenticeship funding 2014 to 2015 requirements for employers**  
Version 1

This document sets out the requirements for employers who would like to find out about funding for Trailblazer apprenticeship standards, including a simple 'yes/no' guide to help employers get started.

Employers involved in the direct delivery of apprenticeship standards will need to refer to the Trailblazer apprenticeship funding guide.

This guidance applies to employers taking on an apprentice under the new apprenticeship standards between 1 September 2014 and 31 July 2015.

We welcome your feedback on this version so that we can continue to improve it. If you have any technical queries or the requirements or comments on the document itself, please contact: [trailblazer@skillsfundingagency.co.uk](mailto:trailblazer@skillsfundingagency.co.uk)

Planned revision date: January 2015.

November 2014  
Of relevance to employers using Trailblazer apprenticeship standards

<http://tinyurl.com/kwrqp9r>

All employers can participate, but they "must confirm their eligibility for incentive payments to their lead provider through a signed employer eligibility declaration."

If the SFA find that the employer was ineligible for incentive payments from the start of the apprenticeship they "reserve the right to recover both the costs of government contributions and incentive payments made up until that point."

## Apprenticeship funding in 2014/15

Frameworks (current)	Standards (new)
12/13 listed rates per qual on LARS not linked to fee	One of 5 capped rates per standard with link to fee
Rate differs per age (16-18, 19-23 & 24+ & 19+ co-funding)	Rate same regardless of age with 16-18 employer incentive only
Weightings PW, DU and ACU	No DU or ACU weightings
Achievement 20% of funding, paid to provider	Completion payment
Discount (25%) for employer with 1000+ employees	No incentive payment to employers with 50 or more staff
16-24 Apprenticeship Grant for Employers (AGE) for less than 50 employees (from Jan)	Small employer (less than 50 employees) incentive paid to the employer

## Trailblazer funding caps, employer contributions and incentives

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## The Core Government Contribution

	Funding band	1	2	3	4	5
SFA funding cap (CGC)		£2,000	£3,000	£6,000	£8,000	£18,000

Why?: Pay for training and assessment

Each standard is set a CGC band, currently published online, but not in a table format (on each page for a standard):  
[www.gov.uk/government/collections/apprenticeship-standards](http://www.gov.uk/government/collections/apprenticeship-standards)

The CGC value linked to the fee. For every £1 in cash fee the CGC value is £2 (or double), up to the cap

Employer fee at cap level	£1,000	£1,500	£3,000	£4,000	£9,000
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When?: SFA expect fee and CGC payment schedule to be negotiated with employer

## Trailblazers currently available for funding

Trailblazer group	Occupation and Assessment Plan	Funding Band 5 = Highest 1 = Lowest	Maximum Core Government Contribution
Aerospace	<a href="#">Aerospace Manufacturing Title Assessment Plan</a>	5	£18,000
Automotive	<a href="#">Mechanics Maintenance Technician Assessment Plan</a>	5	£18,000
Automotive	<a href="#">Control / Technical Support Engineer Assessment Plan</a>	5	£18,000
Automotive	<a href="#">Electrical / Electronic Technical Support Engineer Assessment Plan</a>	5	£18,000
Automotive	<a href="#">Manufacturing Engineer Assessment Plan</a>	5	£18,000
Automotive	<a href="#">Product Design and Development Engineer Assessment Plan</a>	5	£18,000
Automotive	<a href="#">Product Design and Development Technician Assessment Plan</a>	5	£18,000
Digital Industries	<a href="#">Network Engineer Assessment Plan</a>	5	£18,000
Digital Industries	<a href="#">Software Developer Assessment Plan</a>	5	£18,000
Electrotechnical	<a href="#">Installation Electrician / Maintenance Electrician Assessment Plan</a>	5	£18,000
Energy and Utilities	<a href="#">Power Network Construction Assessment Plan</a>	5	£18,000
Financial Services	<a href="#">Relationship Manager (Banking) Assessment Plan</a>	5	£18,000
Financial Services	<a href="#">Financial Services Administrator Assessment Plan</a>	4	£8,000

As at 9 December 2014

## Employer incentive payments

Three employer incentive payments:

- 16-18 apprentice
- Small business (<50 staff)
- Completion (successful)

Value of incentive payment is linked to funding band

The negotiated fee does not impact on incentive value, nor is it linked to provider payment schedule

Lead providers receive the incentive payment based on ILR submission which “must be passed, in full, to the employer within 10 working days”

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## 16-18 employer incentive payment

Funding band	1	2	3	4	5
Recruiting a 16-18 year old (paid to employer):	£600	£900	£1,800	£2,400	£5,400

**Why?:** “intended to reflect the fact that such apprentices require a greater level of supervision, guidance, education and induction in the workplace”

**Who?:** For apprentices aged 16, 17 or 18 at the start date of the apprenticeship

**When?:** Paid 50% after three months and remaining 50% after 12 months

**How?:** Payment is triggered by date of birth and start date in ILR

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## Small business employer incentive payment

Funding band	1	2	3	4	5
For small business (<50 staff) (paid to employer):	£500	£500	£900	£1,200	£2,700

**Why?:** “recognition of additional costs that small employers face when taking on an apprentice”

**Who?:** Business with 49 or fewer full or part-time employees

**When?:** Paid 100% three months after apprentice starts

**How?:** To trigger the payment providers must use code SEM1 in the ILR Employment Status monitoring fields.

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## Successful completion incentive payment

	Funding band				
	1	2	3	4	5
Successful completion (paid to employer):	£500	£500	£900	£1,200	£2,700

**Why?:** To support the costs of assessment

**Who?:** All employers eligible, but to ensure independence "assessments must involve a third party who does not stand to benefit financially from the outcome."

**When?:** Paid when ILR recorded as achieved

**Note:** Further advice about completion eligibility requirements and assessment registration arrangement published in January

## English and maths

Unless Eng and maths is a level 3 requirement as part of the standard, it is funded outside the CGC at rate of **£471** per functional skills or GCSE qualification (regardless of age etc). This is same as unweighted 16-18 framework rate.

**Level 2 apprenticeship:** If learner doesn't have Level 2 they will need to study it and take test before end-point assessment of their standard. Pass only required if mandatory as part of L2 standard. In 'exceptional cases' SFA will fund L1 first if 'formal, recognised assessment' demonstrates need

**Level 3+ apprenticeship:** Must already have or pass the level 2 Eng and maths test prior to taking end point assessment

**How funding claimed?:** ILR completed with qualification learning aim(s) (see LARS)

## Trailblazer payments (e.g. max)

Trailblazer funding bands	1	2	3	4	5
SFA funding core government contribution (CGC) at cap	£2,000	£3,000	£6,000	£8,000	£18,000
Recruiting a 16-18 year old (paid to employer):	£600	£900	£1,800	£2,400	£5,400
For a small business (<50 staff) (paid to employer):	£500	£500	£900	£1,200	£2,700
Successful completion (paid to employer):	£500	£500	£900	£1,200	£2,700
Maximum SFA total paid to provider and employer:	£3,600	£4,900	£9,600	£12,800	£28,800

Employer mandatory fee at cap	£1,000	£1,500	£3,000	£4,000	£9,000
Provider paid CGC + employer fee, SFA call this 'co-payment'	£3,000	£4,500	£9,000	£12,000	£27,000
Large business with successfully completed 19+ keeps	£500	£500	£900	£1,200	£2,700
Large business with successfully completed 16-18 keeps	£1,100	£1,400	£2,700	£3,600	£8,100
Small business with successfully completed 19+ keeps	£1,000	£1,000	£1,800	£2,400	£5,400
Small business with successfully completed 16-18 keeps	£1,600	£1,900	£3,600	£4,800	£10,800

Net cost to large business with successfully completed 19+	£500	£1,000	£2,100	£2,800	£6,300
Net cost to large business with successfully completed 16-18	£100	£100	£300	£400	£900
Net cost to small business with successfully completed 19+	£0	£500	£1,200	£1,600	£3,600
Net cost to small business with successfully completed 16-18	£600	£400	£600	£800	£1,800

Red = Employer fee greater than funding Orange = Funding cancels out fee Green = Employer funding greater than fee

Lsect analysis

English and maths paid to provider at £471 each

## Trailblazer payments (e.g. half max)

Trailblazer funding bands	1	2	3	4	5
SFA funding core government contribution (CGC) at cap	£2,000	£3,000	£6,000	£8,000	£18,000
Recruiting a 16-18 year old (paid to employer):	£600	£900	£1,800	£2,400	£5,400
For a small business (<50 staff) (paid to employer):	£500	£500	£900	£1,200	£2,700
Successful completion (paid to employer):	£500	£500	£900	£1,200	£2,700
Maximum SFA total paid to provider and employer:	£3,600	£4,900	£9,600	£12,800	£28,800

Employer mandatory fee at half cap	£900	£750	£1,500	£2,000	£4,500
Provider paid (SFA + employer fee)	£1,500	£2,250	£4,500	£6,000	£13,500

Large business with successfully completed 19+ keeps	£500	£500	£900	£1,200	£2,700
Large business with successfully completed 16-18 keeps	£1,100	£1,400	£2,700	£3,600	£8,100
Small business with successfully completed 19+ keeps	£1,000	£1,000	£1,800	£2,400	£5,400
Small business with successfully completed 16-18 keeps	£1,600	£1,900	£3,600	£4,800	£10,800

Net cost to large business with successfully completed 19+	£0	£250	£600	£800	£1,800
Net cost to large business with successfully completed 16-18	£600	£950	£1,200	£1,600	£3,600
Net cost to small business with successfully completed 19+	£500	£250	£300	£400	£900
Net cost to small business with successfully completed 16-18	£1,100	£1,150	£2,100	£2,800	£6,300

Red = Employer fee greater than funding    Orange = Funding cancels out fee    Green = Employer funding greater than fee  
 Lsect analysis

English and maths paid to provider at £471

## Value added tax (VAT)

The SFA says: "Whether the employer needs to pay VAT on training and assessment depends on the circumstances of your provider(s). Further education colleges, schools and some other educational organisations are considered to be 'eligible bodies' and are exempt from applying VAT to the cost of training and assessment.

"Other commercial providers will need to apply VAT to the cost of training and assessment.

"The government contribution is exempt from VAT, however, the employer fee is subject to VAT if it is sourced from a 'non-eligible body' such as a private training provider."

The SFA advise employers to "check with your lead provider whether VAT will apply to the training and assessment they or any agreed subcontractor is delivering."

Any VAT charged must NOT be included in the ILR

## Employer fee 'sweet spots'...

Where fee is equal to employer incentives

Funding band	1	2	3	4	5
Fee to large employer (50+ staff) with completed 19+	£500	£500	£900	£1,200	£2,700
Provider paid	£1,500	£1,500	£2,700	£3,600	£8,100
Fee to large employer (50+ staff) with completed 16-18	*	£1,400	£2,700	£3,600	£8,100
Provider paid		£4,200	£8,100	£10,800	£24,300
Small employer (<50 staff) with completed 19+	£1,000	£1,000	£1,800	£2,400	£5,400
Provider paid	£3,000	£3,000	£5,400	£7,200	£16,200

Small employer (<50 staff) with completed 16-18    \*Incentive always higher than fee

See my spreadsheet



### Also worth noting

The minimum duration for all apprenticeships is 12 months for all standards except where a higher minimum duration is required. If the apprentice is working for fewer than 30 hours a week you must ensure that the minimum time duration is extended in proportion to the hours worked

The Apprenticeship Grant for Employers (AGE) is not eligible

These new apprenticeship standards will not be included in 2014/15 success rates

BUT: Lead providers are subject to Ofsted for the delivery

E-learning can be used to 'contribute to the standard' but if delivered only by distance learning it is not eligible for trailblazer funding

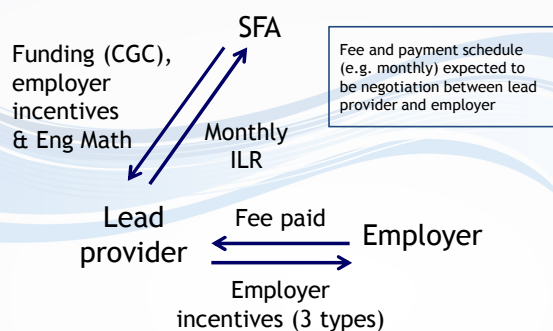
### Payments to providers and employers, and trailblazer payment processes

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### How provider paid by the SFA

Frameworks (current)	Standards (new)
ILR deadline 4 <sup>th</sup> working day of the month triggers payment	ILR typically 5 working days before end of month
Monthly funding instalments with double in month one based on start and planned end	Funding instalments on negotiated schedule between provider & employer, as recorded in ILR
Instalments stop if learner withdraws	Instalments stop when no fee paid, else reimbursed if PMR 3 in ILR
Provider keeps full funding for 16-18 year olds & achievement	Provider must pass on employer incentives in full
Prior attainment via funding adjustment ILR field	Prior attainment via a reduced negotiated fee recorded in ILR

### Funding and data flow in 2014/15



### Rules for trailblazer subcontracting and direct employer grants

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### Subcontracting

The employer may choose one or more providers to deliver their chosen apprenticeship standard. Where they select more than one provider, the employer must identify a 'lead provider' who will be responsible for subcontracting provision to all other providers involved in the delivery of the standard.

No second-level subcontracting is permitted.

A lead provider must hold a current funding agreement with the SFA and appear on the Agency's Register of Training Organisations.

The lead provider and employer must agree any subcontracting arrangements, in advance of the start of the apprenticeship. These arrangements must be detailed in a written agreement or contract.

### Existing and new subcontractors

Cannot be the employer

Must not be doing more than £100k of subcontracting unless listed on the Register of Training Organisations

The lead provider must have a legally binding contract with each subcontractor

### New subcontractors

Lead providers must get an external audit report from an independent and qualified external auditor and SFA approval in writing before awarding a contract to a subcontractor.

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### Subcontractor quality assurance and audit

“The lead provider must carry out a regular and substantial programme of quality assurance checks on the education and training provided by subcontractors, including visits at short notice and face-to-face interviews with staff and apprentices. The programme must cover whether the apprentices exist and are eligible, and involve direct observation of initial guidance, assessment and delivery of learning programmes. The lead provider’s findings must be consistent with their expectations and the subcontractor’s records.”

“The lead provider remains ultimately responsible for all provision they subcontract”

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### Subcontractor fees and charges

Lead providers must publish their supply chain fees and charges policy and their actual, end-of-year supply chain fees and charges on their website.

Actual level of funding paid and retained must be published within 30 days of the 2014/15 ILR closing.

Lead providers must, as a minimum, include the following in their published supply-chain funding payments:

- Name of the subcontractor
- UKPRN number of the subcontractor
- Contract start and end date
- Type of provision (for example, Trailblazer apprenticeships).
- Funding we have paid to them for provision delivered by the subcontractor in that funding year
- Funding they have paid to their subcontractor for provision delivered in that funding year.

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### Direct employer grants

As with current frameworks, employers can have their own funding allocation to directly deliver all or part of their apprenticeship standard training programme

“Direct grant employers may demonstrate that they make employer contributions through the internal transfer of training costs to another part of the organisation. This can be evidenced by setting up a separate distinct cost code to demonstrate that an internal transfer has taken place, or other suitable evidence including a schedule of payments, internal requisition of training, or internal payment transfers and invoicing.”

On this basis direct grant employers claim the CGC in the usual way and “Can claim additional incentive payments for which they are eligible”

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### Provider ILR data and evidence requirements for trailblazer apprenticeships

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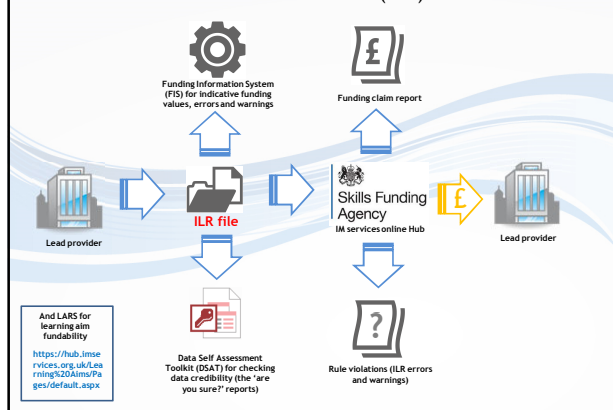
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### The Individualised Learner Record (ILR)




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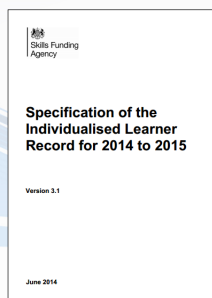
## Trailblazer ILR returns

"You should note that Trailblazer apprenticeship data return dates are earlier than other ILR return dates"

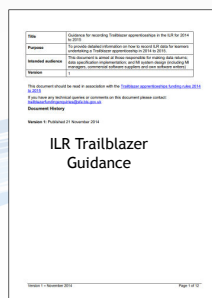
Annex 1: ILR 2014 to 2015 Data Collection Timetable for Trailblazer Apprenticeships

Month of activity	ILR Return Number	Trailblazer data return date (by 6pm)	ILR Return Date for non-Trailblazer learners
Aug 2014	R01	22/08/2014	04/09/2014
Sept 2014	R02	24/09/2014	06/10/2014
Oct 2014	R03	27/10/2014	06/11/2014
Nov 2014	R04	24/11/2014	04/12/2014
Dec 2014	R05	17/12/2014	07/01/2015
Jan 2015	R06	26/01/2015	05/02/2015
Feb 2015	R07	23/02/2015	05/03/2015
Mar 2015	R08	25/03/2015	08/04/2015
Apr 2015	R09	24/04/2015	07/05/2015
May 2015	R10	22/05/2015	04/06/2015
June 2015	R11	24/06/2015	06/07/2015
July 2015	R12	27/07/2015	06/08/2015

## Two key ILR documents



<http://tinyurl.com/lyrkhw>



<http://tinyurl.com/q7kesta>

## Learning Delivery ILR data

**Aim type** for ZPROG001 programme aim (page 100) = **1**

**Aim type** for component aims (page 100) = **3**

The 8 digit **learning aim ref** (page 98) for the component aim/s is either from LARS, or a non-regulated Z000.... aim. See category E in ILR annex H:  
<http://tinyurl.com/ly74nmo>

**Programme aim** (page 108) = **25** (incl. Eng & maths)

**Funding model** (page 106) = **80** (incl. Eng & maths)

**Note:** The ILR fields for framework code and apprenticeship pathway fields not used for trailblazer apprenticeships

## FAM ILR data identifies funding rates

### Learning Delivery Funding and Monitoring (FAM)

[back to field list](#)

Apprenticeship Trailblazer standard	
Definition	An identifier to show which Apprenticeship Trailblazer standard the learner is undertaking
Reason required	Apprenticeship Trailblazer funding and reporting
FAM type	TBS
Minimum occurrences	0
Maximum occurrences	1
EFA funded	Not collected
Skills	Collected for: All aims that are part of an Apprenticeship Trailblazer
Funding Agency funded	Not collected
Notes	Aims that are not part of an Apprenticeship Trailblazer
Change management notes	Not collected
<p>Notes</p> <ul style="list-style-type: none"> <li>A list of valid codes for Apprenticeship Trailblazer standards will be published at <a href="https://www.gov.uk/government/publications/it-specification-validation-rules-and-appendices-2014">https://www.gov.uk/government/publications/it-specification-validation-rules-and-appendices-2014</a> by 2015</li> <li>Unassigned codes must not be used until they have been authorised for use and such authorisation has been published.</li> </ul>	

The TBS code in the FAM type is unique to the standard and used by the SFA to identify the funding cap

See next slide for current codes

Page 141 in the ILR specification

For Source of Funding (page 131) use code SOF105

## The current TBS ILR codes

[ILR specification 2014 to 2015 trailblazer apprenticeship standard \(TBS\) codes: version 1 \(11 November 2014\)](#)

MS Excel Spreadsheet, 10 KB

This file may not be suitable for users of assistive technology. Request a different format.

<http://tinyurl.com/lyrkhw>

Standard Code	Trailblazer Group	Standard Name
1	Digital Industries	Network Engineer
2	Digital Industries	Software Developer
3	Aerospace	Aerospace Manufacturing Fitter
4	Automotive	Mechatronics Maintenance Technician
5	Electrotechnical	Installation Electrician/ Maintenance Electrician
6	Energy and Utilities	Power Network Craftsperson
7	Financial Services	Relationship Manager (Banking)
8	Financial Services	Financial Services Administrator (Adviser Firm or Network)
9	Automotive	Control / Technical Support Engineer
10	Automotive	Electrical / Electronic Technical Support Engineer
11	Automotive	Manufacturing Engineer
12	Automotive	Product Design and Development Engineer
13	Automotive	Product Design and Development Technician

## Trailblazer Financial Datasets (to trigger SFA payments)

Field Name	Definition	Aim Type
Trailblazer financial type	Indicates the type of financial information being recorded: <ul style="list-style-type: none"> <li>TNP identifies total negotiated price details</li> <li>PMR identifies payment records</li> </ul>	Recorded on the programme aim only
Trailblazer financial code	Identifies different types of TNP or PMR records	Recorded on the programme aim only
Trailblazer financial record date	The date associated with the financial record	Recorded on the programme aim only
Trailblazer financial amount	The amount of money recorded on the financial record. This is the actual amount in pounds (to the nearest whole pound) and is the amount excluding VAT.	Recorded on the programme aim only

The table below lists the different codes available for each financial type:

Trailblazer financial type	Trailblazer financial code	Description and use
TNP	1	Total negotiated training cost
TNP	2	Total negotiated assessment cost
PMR	1	Payment record of cash contribution made by employer to provider for training costs
PMR	2	Payment record of cash contribution made by employer to provider for assessment costs
PMR	3*	Employer payment reimbursed by provider

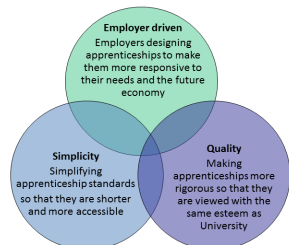
\* Code currently unassigned in Version 3.1 of the ILR Specification



## Final thoughts

Will pilot be successful? Will this be achieved?

What are the main aims of the reforms?



Department  
for Education



Department  
for Business  
Innovation & Skills

## Q&A

Disclaimer: Information today is based on published BIS and SFA documents and they always serve as the primary source of guidance and rules

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