

CLC & Ixion: The Journey So Far & Important Updates



Welcome & Re-introduction

Sector Updates & Changes

Strategy ideas & utilising your levy

Gifting and social value

The partnership journey so far

How can we help

Q&A

Who are Ixion?

- A national, **not-for-profit** training provider embedded within Shaw Trust – the good work* charity.
- A proud 'Good' graded provider by Ofsted.
- A Disability Confident Leader, inclusion is at the heart of everything we do.
- **On a mission to:** 'transform lives by helping young people and adults realise their potential through high-quality training, education and employment'





103,861

 people supported

Whether it's coming back into the workplace, taking the next step on the ladder or even looking for that first role, everyone's professional journey is different. We meet people where they are and guide them to take those next steps—like learning skills, gaining qualifications or gearing up for a promotion.

Apprenticeships

Apprenticeships fill local skills gaps, especially those at Level 2 (equivalent to 5 GCSEs) and 3 (equivalent to 2 A levels). We've supported 883 apprentices gain hands-on experience of the workplace.

56% of surveyed participants were promoted or received a pay rise.



*Please note this data is non-published DfE data
**B is the initial of the participant

Careers advice

Through the National Careers Service, we provide free and impartial careers information, advice and guidance to help people make informed choices about their futures.

100,000+*

people accessed the National Careers Service.

Of these:



45,000+*

learned new skills and,



24,000+*

landed a job.

Insight and innovation: Equipping people for future skills



As the economy shifts, the skills employers need also change. This is especially true in priority and fast-growing sectors, such as construction and energy transition. Employers in these areas are looking for local candidates with sector-specific skills and knowledge. We work with employers to design specific adult skills programmes which prepare potential candidates for these roles at pace. At the end of programme, we set up guaranteed interviews with our employer partners.

A participant's story

The Jobs + Skills Project helps individuals like B** achieve rapid results. The programme provided not just a qualification, but confidence; B's site visit and interview were key to making him feel comfortable with the employer.

He completed his course, gained his CSCS qualification, and started a job with Neilcott Construction – a turnaround of just four weeks, demonstrating the efficiency of our service through employer coordination.

Impact 24/25:

Key service areas

Our work has a positive impact both on people and systems – the way people can access services to address their specific barriers to work. Shaw Trust's support falls within six service areas:

Work, wellbeing and health:

Bringing employment and health services under one roof.

People supported:

49,179

Children's social care and education:

Providing stable homes so young people can thrive in school and prepare for work.

People supported:

292

Justice:

Breaking the cycle of offending through skills, education and opportunities.

People supported:

3,554

Youth employment:

Advising young people in and outside schools on their work ambitions.

People supported:

114,505

Careers and skills:

Helping people get on the jobs ladder and build meaningful careers.

People supported:

103,861

Community and retail:

Strengthening local places through fundraising and volunteering opportunities.

People supported:

1,009

**Impact
24/25:**

Sector Updates & Changes:

- **Growth & Skills Levy to fully replace the Apprenticeship Levy**, enabling more flexible and modular training options
- **Levy funds will now expire after 12 months** (from August)
- **Co-investment rate increases** from 5% to 25% for SMEs and levy payers who have exhausted their levy balance
- **Fully funded apprenticeships for SMEs** hiring apprentices 16-24, removing the previous 5% co-investment requirement
- **Removal of the 10% government levy top-up** to reduce overall government spend
- **Minimum apprentice wage increases** to £8.00/hr (from £7.55/hr)
- **Defunding of 16 apprenticeship standards**, including Leadership, Management & Coaching Professional (from September)
- **Youth Guarantee:** £2.5bn investment over three years to support 1 million young people, by unlocking up to 500 opportunities to ensure every YP 16–24 has a pathway into work, training, or education.



Initial apprenticeship units

- AI Leadership – developing AI strategy
- Electric vehicle charging point installation and maintenance
- Electrical fitting and assembly
- Mechanical fitting and assembly
- Permanent modular building assembly
- Solar PV installation and maintenance
- Welding – mechanised

YOUTH GUARANTEE

Our offer to employers

▶ **£1,000**
for employers who hire
apprentices aged 16-18.

▶ **NEW**
£2,000
for SMEs who hire
apprentices aged 16-24.

▶ **£2,000**
for employers who hire
foundation apprentices
aged 16-21.

▶ **NEW**
£3,000
for employers who hire 18-24 year
olds who have been on Universal
Credit for over 6 months.

▶ **No NICs**
on employees under 21, or
apprentices under 25.

▶ **Jobs Guarantee**
Fully subsidised work for
long-term unemployed
18-24 year olds.

To get involved visit:
business.gov.uk/recruit

Incentives available for Employers?

- £1,000 incentive for hiring a 16–18-year-olds continues for all employers
- **NEW** £3,000 Youth Jobs Grant per hire (18–24, unemployed 6+ months) — from June 2026.
- **NEW** £2,000 SME (non levy) Apprenticeship Incentive for new 16–24 apprentices — from Oct 2026.
- **NEW** Fully funded apprenticeship training for SMEs hiring eligible 16–24s. (previously 16-21)
- NI contribution exemptions for under-21s & apprentices under 25.
- Helps you fill entry-level roles
- Reduces hiring costs a provider will do this for you.
- Builds your future workforce

Apprenticeship Update

Updated Terminology

Apprenticeship reforms are introducing some updated terminology across assessment plans and funding rules. A few key changes you may start to see include:

<i>Old</i>	<i>New</i>
End-Point Assessment (EPA)	Apprenticeship Assessment
Gateway	Gateway to Completion
EPAO (End-Point Apprenticeship Organisation)	Apprenticeship Organisation
Apprenticeship Levy	Growth and Skills Levy



Strategy Ideas for Utilising your Levy Funds

1. Audit your workforce needs and growth plans:

Map current and future roles to the most relevant apprenticeship standards. A full list can be found on the find apprenticeship training website – with over 800 available.

2. Build pathways

Create clear development routes from Levels 2–6 to support progression at every stage of the business. This can include reskilling, upskilling and entry route to business to leadership as an example.

3. Replace external or commercial training

Shift support staff, digital, and technical programmes into levy-funded apprenticeship or modular route when possible.

4. Engage managers

Show managers how apprenticeships solve real team challenges and support succession planning and also aim to change mindsets of the off the job training to ‘on the job training’.

5. Plan your levy budget

Plan 12 month spend to prevent expiry and target high-impact areas. If funds are very large, decide how much you wish to allocate and inform trusted provider partners of this, and we can do the vetting and work for you.

6. Report impact

Track skills gained, productivity improvements, retention, and progression by level and advertise this to staff.



Prevent Levy Loss through Social Value & Levy Gifting:

📌 EMED Group is strengthening its commitment to Social Values while making better use of funding that would otherwise be lost.

🌱 We're proud to begin our levy gifting programme that will support two learners as they start their apprenticeship journey at [FoodCycle](#). FoodCycle is a national charity that uses the power of community dining to bring people together for good food and conversation, reducing food waste and hunger, tackling loneliness and supporting mental health and wellbeing and we are delighted to be able to help support their mission.

👉 This initiative was made possible in partnership with [Ixion \(part of Shaw Trust\)](#), and highlights what can be achieved when organisations collaborate with purpose. By redirecting unused levy funds, we're helping create meaningful learning opportunities while supporting a charity that makes a real difference in local communities. ❤️

A big thank you to everyone involved in making this happen, it's a great example of how levy gifting can drive social impact while investing in people's futures.



Levy pays can gift up to 50% of their levy to other employers:

Where to start?

- Align to your social value priorities and develop a levy transfer strategy with targeted sectors or groups.
- Decide how much you wish to gift
- Identify organisations or supply chain partners
- **Track and report impact** quantifying social value outcomes.

For Gifting Employers

- Maximise your levy
- Strengthen supply chain partners by upskilling
- Support local communities
- Invest in future talent pipelines
- Demonstrate corporate responsibility

For Receiving Employers

- Fully funded apprenticeship training
- New skills and qualifications for your workforce
- Attract and retain talent

The partnership so far:

Total members engaged with 37

Total Learners enrolled on a programme: 22

Courses: Coaching, Leadership, Management & HR

Total members with live learners: 5

*12 were not eligible for funding in England

We want to grow this in 2026



How can we help?

Enrol your teams onto our apprenticeship programmes:

- Level 3 HR Support
- Level 5 HR People Professional
- Level 6 Career Development Professional
- Level 3 Business Administrator
- Level 2 Customer Service Practitioner
- Level 3 Customer Service Specialist
- **Level 3 Content Creator / Multi Channel Marketer**
- **Level 2 Property Maintenance**
- **Level 4 Children, young people and families practitioner**

Leadership & Management (defunded Sep 26)

- Level 5 Coaching Professional
- Level 5 Operations or Departmental Manager
- Level 3 Team Leader or Supervisor

Delivery model:

- IAG Session with Teaching Assessor
- First Day of Learning & Induction
- Teaching & Learning via Group workshops & 1:1 Coaching & Mentoring
- Weekly off the job training
- Quarterly Progress reviews
- EPA preparation sessions
- EPA (End Point Assessment)

Options for:

- **Closed/ Bespoke cohorts** for consistent learning across sites, aligned to your culture and priorities.
- **Optional workshop add-ons** including things on leadership, service excellence and others.



Recruitment & Advertising

We can help you to hire entry level staff into apprenticeship roles at no cost.

1. **Initial meeting** to discuss funding, process, and completion of employer compliance documents (including online H&S form and Apprenticeship Agreement)
2. **Introduction to our Learner Recruitment Officer** who will manage recruitment and shortlisting support.
3. **Advertising and shortlisting of candidates** - telephone screening of candidates, with 3–5 of the most suitable CVs provided for your review
4. **Interview coordination and support**, including arranging schedules and providing feedback on your behalf
5. **Enrolment support** for your apprentice to enrol onto our programme





Any Questions?

Schedule a follow up meeting with me:



Connect on LinkedIn

