Skills Levy Shift:
Updates & Ideas for Charities.

The Charity Learning Consortium

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Here at Ixion, we have been working with the CLC for several years to provide apprenticeship training and to consult with members on key sector updates and strategies for success.

We have 20 live learners on programmes with us at present.

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Key Changes (at a glance)

1. **Apprenticeship Levy → Growth & Skills Levy**
2. **Focus Shift**
   Apprenticeship Programmes → Flexible Skills
   Senior leadership → early careers & priority skills
3. **Apprenticeship Units Introduced**
4. **Levy funds expire in 12 months (was 24)**
5. **Co-investment rises to 25% (when levy used up)**
6. **Under-25 apprentices fully funded (SMEs)**
7. **Defunding of key Level 6 programmes**

Key message:
"Use it faster, plan it better"

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DEFUNDED APPRENTICESHIPS STARTS BY AGE

Standard	Level	Starts 24-25	Starts aged under 19	Starts aged under 24	Starts aged 25 and over
Chartered manager	6	2926	11.20%	32.40%	67.60%
Cleaning hygiene operative	2	196	3.60%	11.70%	88.30%
Coaching professional	5	3579	0.00%	1.30%	98.70%
Custody and detention professional	3	111	0.00%	9.00%	91.00%
Facilities management supervisor	3	389	2.30%	17.50%	82.50%
Improvement leader	6	72	0.00%	1.40%	98.60%
Improvement practitioner	4	949	0.30%	8.40%	91.60%
Lead practitioner in adult care	4	2241	0.20%	9.20%	90.80%
Learning and skills assessor	3	132	0.80%	8.30%	91.70%
Learning and skills mentor	4	380	0.80%	7.10%	92.90%
Operations manager	5	12528	0.20%	4.10%	95.90%
Outdoor learning specialist	5	40	0.00%	55.00%	45.00%
Professional security operative	2	77	1.30%	23.40%	76.60%
Public sector compliance investgator and officer	3	74	2.70%	24.30%	75.70%
Security first line manager	3	410	2.20%	23.70%	76.30%
Team leader	3	12671	0.60%	11.80%	88.20%

Source: DWP, DfE

FEWEEK

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New ‘Apprenticeship Units’

What are Apprenticeship Units?

- Short, focused training
- Built from existing apprenticeship standards
- Target specific skills (KSBs)

Sectors of focus:

💻 Digital / AI
🌱 Green skills
🔧 Technical skills

The opportunity:

- A flexible entry point into apprenticeships
- Build confidence before full programme commitment
- Address immediate skills gaps
- Use up to 50% of levy funds

Sector	Unit
AI & Digital	**AI leadership** Build strategic capability to adopt and govern artificial intelligence across your organisation.
Green energy	**EV charging installation** Qualify your engineers to install and commission electric vehicle charging infrastructure.
Green energy	**Solar PV installation & maintenance** Upskill existing electricians and engineers in solar photovoltaic system installation.
Engineering	**Mechanical fitting & assembly** Address skills gaps in precision fitting, maintenance and mechanical systems.
Engineering	**Mechanised welding** Train your workforce in modern, automated welding techniques for growing industry demand.
Engineering	**Electrical fitting & assembly** Address skills gaps in precision electrical fitting and assembly fundamentals.

Designed to sit alongside apprenticeships, not replace them

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Apprenticeship Youth Guarantee Incentives:

INCENTIVE	AMOUNT	WHO QUALIFIES	AVAILABLE FROM
Young Apprentice Payment	£1,000	All employers hiring apprentices aged 16–18 (or 19–24 with EHCP/care leaver)	Now
SME Hiring Incentive	£2,000	Non-levy paying SMEs hiring apprentices aged 16–24	October 2026
Universal Credit Youth Jobs Grant	£3,000	Any employer hiring 18–24 year olds on UC for 6+ months	June 2026

SME hires 22 year old on UC 6+ months (Oct 2026+)	£2,000 SME + £3,000 UC Grant	**£5,000**

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Strategy Ideas

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Ideas for Levy paying Charities: Maximising funds and planning

1. Review your funds and future contributions:

- Review current balance, live learners and pipeline
- Forecast for the next 12–24 months
- Identify underspend early

2. Audit Your Workforce & Plan Your Spend:

- Identify current and future skills gaps
- Map roles that could be supported through apprenticeships 844 available: Training courses
- Align training to business priorities (growth, retention, productivity)

3. Build career pathways

- Entry L2 → Senior progression L6
- Embed apprenticeships for succession planning and retention
- Use apprenticeships to reskill teams and support organisational change

New opportunity: Could you use apprenticeship units for rapid skills development in key areas

4. Explore Levy Gifting (Transfers)

- You can transfer up to 50% of your levy funds
Could you support supply chain partners, other charities or wider sector initiatives (e.g. CLC)

Aim: avoid losing unused funds

Benefits: Deliver social value / ESG impact and strengthen partnerships and brand.

5. Take a Strategic Approach

- Move from reactive → proactive levy planning
- Schedule regular reviews (quarterly minimum)
- **Align levy use with:**

Business strategy
Workforce planning
Budget cycles

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Ideas for NON-Levy paying Charities: Maximising Levy Gifts & Fully Funded Opportunities

1. Audit your workforce needs and growth plans

- What skills development do you need?
- What future recruitment is planned? Could these suit an apprentice?

Think: “roles we struggle to recruit”

2. Find Suitable Courses & Providers

- Search for courses here: Training courses
- Then consult providers to see who fits your business and need best

3. Pursue Levy Transfer Partnerships

- Your training provider can help with this, or you can do you own searches.
  *We can connect you with employers at Ixion or use the gov website to review who is pledging funds. Find a business to fund apprenticeship training
- Look within the CLC member group

Tip: Align to the employer’s CSR / ESG priorities if searching yourself.

4. Offer Value Back to Levy Donors

- Make it a partnership, not a transaction:
  - Impact reporting (social value)
  - Case studies / PR stories
  - Employee volunteering opportunities

5. Role it out:

Start small and the scale
Pilot: 1–2 apprenticeships
Build internal confidence then expand into cohorts.

6. Report and track ROI

Look at skills developed, retention, engagement and satisfaction and promote this.

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How can we help at Ixion

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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

Utilise our free recruitment and advertising service:

1. Vacancy meeting
2. Agree advert and process
3. Share CVs
4. Interview coordination and support
5. Enrolment Support

Utilise our connections:

- **Levy gifting**: we have companies happy to provide funding to Charities and SMEs.
- **Signposting:** If we cannot support with a programme, we can make recommendations for training providers and introductions.

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Bespoke Apprenticeship Cohorts

We can develop tailored cohorts aligned to your organisation.

Model Options:

- Within your own charity (where staff numbers allow)
- Cross-charity cohorts via the Charity Learning Consortium

What We Build Into the Programme

- Mission, Values & Behaviours
- Strategy & Vision Alignment
- Operational Relevance

What We Need From You

- Approval to use Trust branding, logos & materials

Access to:

- Values frameworks and behavioural expectations
- Strategy, priorities, and transformation plans
- KPIs and performance measures
- Organisational structure and key stakeholders
- Systems and digital platforms used in roles

Cohort & Delivery Design Process:

- **Cohort size:** 8–12 learners
- **Start dates:** Flexible, but time to plan.
- **Pre-launch activity:**
  Planning meetings
  Information sessions (optional)
  Application form sessions
  Group Induction & IAG session for learners and managers
- First Day of Learning & Launch

Benefits:

- Shared learning experience across organisations
- Shared funding costs (levy / non-levy options)
- Input into programme design and content
- Opportunity to share best practice
- Tailored learning aligned to your organisational needs

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Any Questions?

Schedule a follow up meeting with me:

Connect on LinkedIn

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