

Employer Newsletter

Welcome to our first North West employer newsletter!

First Intuition (FI) North West prides itself on being in regular contact with our clients and updating them on what's happening in First Intuition and within the education/apprenticeship and accountancy industry.

If there is anything in the newsletter you would like further information about, please do get in touch with the team at clientsupport.northwest@firstintuition.co.uk

Apprenticeship Onboarding: Eligibility, Potential Delays and Candidate Suitability

We understand that recruiting the right candidate for an apprenticeship can be challenging. We have therefore created the following guide to help you navigate the key considerations and potential challenges when recruiting an apprentice. If you have any questions about whether a potential candidate meets any of these criteria, please ask us:



Eligibility Criteria

- The learner must have the right to work in the UK for the full duration of their apprenticeship.
- They must have resided in the EEA for at least 3 years.
- They must have an employment contract covering the full apprenticeship period.



Overqualified Learners

- You should assess if learners have substantial room for development in the knowledge, skills, and behaviours comprised in the standard.
- If you are recruiting a learner with a high number of exam exemptions, or who has relevant experience within a professional industry, they may not be eligible for an apprenticeship.



Potential Delays

- Check if learners have previously started the same apprenticeship standard, as this will have an impact on the available funding.
- Verify English and Maths proficiency through GCSE certificates or an ENIC assessment for qualifications obtained outside the UK. The cost of an ENIC assessment is £75 and is chargeable to the employer or the learner.
- Those without GCSE qualifications (or equivalent), will need to complete the functional skills (FS) module(s). This will ensure the learner has the appropriate skills. A strong level of written English has a strong correlation with success in the apprenticeship.



Candidate Suitability

- Please consider the appropriateness of starting learners in the early stages of employment or after passing probation. If a learner is to withdraw from the programme within the first few months, the employer may be liable for the cost of the programme which has been delivered within this period



Timescales

- Onboarding an apprentice is a complex process, for which we need to ensure there is sufficient time to complete. On average we would require a minimum of 3 weeks' notice prior to the apprenticeship start date, assuming timely completion of all required paperwork.
- These time-scales may vary depending on the time of year, with peak periods requiring closer to 4 weeks

Apprenticeship funding update: *Small employer co-invest change*

In April 2024, the Government scrapped the small and medium-sized employer (SME) co-investment payments for apprentices under the age of 22.

This means any non-levy employer who employs an apprentice under the age of 22 will get the relevant training fully-funded, saving the usual 5% co-invest contribution. This will save up to £1,050 (5% x £21,000) for a level 7 apprentice and 5% of £12,000 or £8,000 for a level 3 or 4 apprentice respectively. This change came into force for all apprenticeship starts from 1st April 2024.

Please do get in touch if you require any further information about this change in funding policy.

Recruiting an apprentice

We often receive queries about recruitment, including the best way to find and recruit a new apprentice. One tried and tested approach is the Find an Apprenticeship site <https://www.gov.uk/apply-apprenticeship>. Many schools, colleges and universities direct their learners to this site to help them identify apprenticeship opportunities with local employers. If this is a service you would like help with, we can set this up for you, free of charge, please do get in touch.

Important dates and deadlines

Professional Qualifications

ICAEW

- September exam booking window opens Thursday 25th July 10am
- Advanced Level July sitting exam results released Thursday 29th August 12pm

ACCA

- September exam booking window closes Monday 29th July

CIMA

- Strategic Case Study August exam booking deadline Tuesday 6th August

Apprenticeships

Manchester September intake dates

	Qualifications available	Induction dates	Onboarding opens	Application deadline
Level 3	AAT	06/09/2024	01/07/2024	09/08/2024
Level 4	AAT			
Level 7	ICAEW			
Level 2/3	AAT	13/09/2024		16/08/2024
Level 7	ACCA	16/09/2024		
Level 7	ICAEW			

Liverpool September intake dates

	Qualifications available	Start dates	Onboarding opens	Application deadline
Level 2/3	AAT	12/09/2024	01/07/2024	16/08/2024
Level 3	AAT	05/09/2024		09/08/2024
Level 4	AAT			
Level 7	ICAEW			

FI Liverpool one year on!

It is now close to 12 months since we launched our Liverpool centre and we are really proud to see how well it is doing and the growth we have achieved in a short space of time.

We have welcomed students from across the UK as we continue running our ICAEW and AAT qualifications from our centre on Old Hall Street.

We have also hosted apprenticeship inductions, workshops and evening revision sessions for students, so we have been putting the office to good use!

If you are thinking about your September intakes and would like them to train with an Ofsted Outstanding provider in Liverpool, please get in touch!



AAT Impact Awards 2024!

The AAT are excited to announce that nominations for this year's **Impact Awards** are now open!

The Impact Awards celebrate the achievements of inspirational people from across the AAT professional member community and are a unique opportunity to recognise those people who are making a difference.

Who can enter the AAT Impact Awards?

The AAT are looking for inspirational professional members, from every designation, region, and background. To enter, you can either complete a self-nomination or nominate someone else.

There are 9 Impact Award categories to be won, and the coveted AAT Past President's award.

Please follow the link ([here](#)) if you would like to find out more about the awards and how to nominate.

Award submission deadline: Friday 9th August 2024

We wish you and your nominees the best of luck!

Meet the latest member of the client services team: Megan Masters

✦ Let me introduce myself! ✦

Hi everyone 🙋 I'm quite new to the FI North West client team so thought it'd be a good idea to introduce myself. I'm Megan and since 2017 I have worked in the apprenticeship sector, helping hundreds of students and employers with their training needs 📄

I've worked in a variety of areas, but my main specialism is Accountancy and Finance training 📄 It is an immense privilege to help guide and support the next generation of finance specialists.



But WHY do I do what I do?

In 2017, I graduated with a BA (Hons) degree in Education and like most graduates, I found myself thinking... "What Next?" !?

The working world can be a scary thing for anyone, let alone a 21 year old entering the job market. So from that point forward, I have made it my mission to support the next generation of learners with their career paths - ensuring they are fully supported the entire way!

Stay in touch

If you want to read any of our previous newsletters, they can be found [here](#).

As always, if you have any questions for FI, please do get in touch with our team at clientsupport.northwest@firstintuition.co.uk

You can also find all of our latest updates on LinkedIn: click here

