

# The Apprenticeship Levy: the most fundamental change in our education system in years

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The introduction of the Apprenticeship Levy is likely to boost social mobility by enabling employers to recruit emerging talent from a wider range of backgrounds. That is according to the latest research from talent acquisition and management consultancy, Alexander Mann Solutions (<http://alexandermannnsolutions.com/>): The Apprenticeship Levy – How to turn a major social change (or an unwanted tax) into a robust talent strategy.

The white paper, which is based on in-depth interviews with organisations including Barclays, BT, CapGemini, GE, HSBC, Jaguar Land Rover and Santander amongst others, finds that the introduction of the Levy is allowing employers to pipeline talent from previously marginalised groups in what one contributor has labelled as, 'the most fundamental change in our education system in years'.

Separate research from Alexander Mann Solutions supports this view, with 71% of employers foreseeing that the Levy will ultimately create a new route into the workplace to supplement or rival graduate intake.

Tim Campbell, Head of Client Services, Emerging Talent, Alexander Mann Solutions, comments:

"The introduction of the Apprenticeship Levy has encouraged employers to review existing talent strategies and consider different audiences and wider talent pools. Degree level apprenticeships allow individuals to train for four years with a good salary, making this level of qualification accessible to a larger proportion of people."

"One major consequence of the Levy is likely to be a re-definition of the term 'apprentice'. As this white paper demonstrates, a new breed of apprentice could soon overtake those who have the means to spend three years on a university campus after school. Particularly when you consider that, at the point of graduation, employees who come down the apprenticeship route are often more 'work ready' and 'business savvy' than their conventional university-trained counterparts."

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About Alexander Mann Solutions

We are Alexander Mann Solutions and we're passionate about helping companies and individuals fulfil their potential through talent acquisition and management. Today, over 3,000 of our talent acquisition and management experts are partnering with our blue-chip clients across multiple sectors and in more than 80 countries. Delivering a distinctive blend of outsourcing and consulting services, our unrivalled experience, capability and thought leadership helps our clients attract, engage and retain the talent they need for business success.

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