



## We are exhibiting at:

EEF Conference 2019

Stand 4

19<sup>th</sup> February 2019

QEII Centre, London

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Advanced Engineering

Stand E35

30<sup>th</sup> - 31<sup>st</sup> October 2019

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## Benefits of hiring a contractor

Many businesses want and need the stability that a permanent workforce offers. When there is short-term work to be done or expert skills are needed for a finite period, using a contractor can offer great advantages.

The UK economy has and always will rely on the flexibility and skills that a contingent workforce provides. Understanding the advantages of hiring a contractor vs a permanent team member will provide business leaders with the best chance of addressing their skills needs.

Visit [jonlee.co.uk/contractor-benefits](http://jonlee.co.uk/contractor-benefits) to find seven key advantages.

# newRECRUIT

the newsletter of Jonathan Lee Recruitment

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## Apprenticeship Levy myths debunked

The Apprenticeship Levy impacts every employer with an annual employee wage bill of more than £3million. Introduced by the Government in 2017 to encourage employers to invest in training, there has, unfortunately, been very little accessible advice or guidance for employers and many see the levy as another 'stealth tax' which fails to bridge the skills-gap.

With Department for Education figures showing that of the £2.7billion paid into the Apprenticeship Levy by UK employers, only 14% of funds have been reinvested since its implementation, it's clear that the take-up has not been as high as the Government would have hoped.

With the skills shortage being cited as a barrier to past and future development within the engineering, technology and manufacturing sectors, particularly with the technological advancements heralding the Fourth Industrial Revolution, it is critical that industry is active in training and upskilling its workforce. May 2019 will see employers beginning to lose any levy contributions that have not been utilised for training, which are non-refundable and ultimately lost to the Exchequer.

It is time to debunk some of the myths surrounding modern-day apprenticeships and embrace the Apprenticeship Levy as a key mechanism to address skill shortages.

### **Skills Consultancy**

Jonathan Lee Skills Consultancy makes it simple for clients to utilise Apprenticeship Levy funds to address the skills-gap and improve employee retention, thus driving productivity and growth, all while putting money back on the bottom line.

To find out more visit our website:

[jonlee.co.uk/skills-consultancy](http://jonlee.co.uk/skills-consultancy)

If you would like to find out how to make your Apprenticeship Levy work for you, contact Addie Marks  
[addie.marks@jonlee.co.uk](mailto:addie.marks@jonlee.co.uk) - 01384 446137

### **1. The Apprenticeship Levy gives employers less control**

**FACT:** The Apprenticeship Levy actually gives employers more control of the training that best suits their specific needs and moves away from the provider/college-led model, if utilised in the right way. Employers' levy contributions are paid into a DAS account, which gives them more visibility of the apprenticeships available to them, and an easier way to manage and measure their investment.

### **2. Apprenticeships are just for young people aged between 16-18**

**FACT:** Apprenticeships are available to people of all ages and can be tailored to suit the individual's job role and responsibilities to further enhance their skill-set.

### **3. Apprenticeships are only for entry-level job vacancies - they are for low-skilled people**

**FACT:** Apprenticeships are available from level 2 (GCSE level) to levels 6 and 7, which are equivalent to a Bachelor's or Master's Degree.

### **4. 20% of off-the-job training is inflexible: one day a week must be spent in college**

**FACT:** Off-the-job training does not have to involve one day a week spent in a classroom environment. It can be delivered at a time and location that suits the employer, provider and apprentice, allowing the learner to acquire the new knowledge, skills and behaviours required.

### **5. The Apprenticeship Levy doesn't have any benefits**

**FACT:** By 2020, £2.5billion will be invested to increase the quality and the quantity of apprenticeships. The Government remains committed to achieving three million apprenticeship starts by 2020 in England and businesses will be able to tailor an apprenticeship to suit their own business objectives for growth, reducing recruitment costs, improving employee retention levels and benefiting from a stronger workforce.

### **6. Apprenticeships cannot be used for existing staff**

**FACT:** Apprenticeships CAN be used to upskill and/or retrain employees of any age, including older workers or existing staff, as long as the apprenticeship is giving them new skills that enable them to achieve competence in their chosen occupation.

### **7. I want some of my unspent levy funds to be used to help others by aggregating some of my funds with theirs, but I can't do that**

**FACT:** You can transfer up to 25% of the funds in your Apprenticeship Levy account to other employers of your choice (your suppliers or partners), and you can work with others to agree how best to support your supply chains in this way.

### **8. All businesses must pay the Apprenticeship Levy**

**FACT:** Only businesses that have an employee wage bill of £3million or more pay into the Apprenticeship Levy account, which is set at 0.5% of the total annual wage bill, including bonuses. Businesses that don't currently meet the wage bill criteria can still gain access to apprenticeship benefits under the co-investment model, which covers 90% of the total cost of apprenticeship training, increasing to 95% in May 2019.

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# Millennials in the workplace

The skills shortage is continuing to hit the headlines and technical advancements are transforming how we work. It is critical that employers consider how to maximise employee skills and potential. When developing future workforces, businesses should be asking themselves the questions:

- What makes millennials tick?
- How do they fit in with and learn from the wider team?
- How will you attract, retain and nurture the millennial generation to achieve both controlled and sustainable growth?

Millennials (born between 1980 and 2000) now make up a significant proportion of the workforce as Generation X (born between 1960 and 1980) begin to reach retirement age, while career progression into senior and leadership roles is accelerating to suit millennials' demand for faster recognition and promotion.

The digital and technological landscape that they've grown up in has evolved resulting, in many cases, in behaviours and experiences very different to those of their parents. Time should be taken to understand the strengths and motivators and consider how these attributes could bring value to your business:

1. **Embrace digital natives** - Millennials want to digitalise systems and automate tasks which can often lead to creative thinking, unconstrained by precedent. Millennial leaders can challenge and improve the accepted practices and processes.
2. **Make a job an 'opportunity'** - Simply advertising a job and promoting yourself as a good business is not enough. Millennials want a CV full of 'cool' or interesting projects, and evidence that they are fast-paced achievers.
3. **Are you social?** - It is unlikely that you will find a millennial that doesn't have a Facebook, LinkedIn, Instagram or Twitter account – make sure you are active on these platforms and channels otherwise you may be perceived as out of touch.
4. **Continuous development** - Millennials crave new knowledge and challenges. They want to explore opportunities and learn new skills. Encouraging development will not only make their role more fulfilling but also provide an expanding skill-set which is important as 4IR continues to evolve.
5. **Engagement** - Many employers cited a two-year timeframe after which millennials seek to move on to a new role. How do you ensure that you mitigate this? Consider graduate loan pay-off schemes, sabbatical leave options, flexible working or individualised rewards.



6. **Realistic expectations** - The 'run before you can walk' spirit is in many ways positive, an indicator of ambition, but it is important that expectations are realistic and can be met. Be clear about what needs to be achieved before moving up the career ladder.
7. **Independence** - It is important to not micro-manage individuals that excel when allowed to think more freely, not be stifled by traditional protocols. However, recognition of the importance of learning from the wider team, their experiences, past successes and mistakes is also crucial.
8. **Salary over benefits** - Financial reward is key. The overarching salary is more important to millennials than general benefits they might receive. So be open and prepared to offer higher hourly rates or salaries rather than car packages or pensions.

This by no means supersedes the old adage of hiring for attitude and training for skills. However, the next generation of leaders, workers and customers are millennials, so adapting or investing now may give you a competitive edge.

## Future skills and the workforce of tomorrow

Jon Blaze, head of recruitment operations at Jonathan Lee Recruitment, examines the changing face of recruitment and the jobs market, and explains how recruiters have always needed to adapt.

The rate of change in technology and our pace of life show no signs of abating. This is nowhere more noticeable than in the workplace, where many organisations are looking to address the challenge of 'future skills' - identifying what skills will be needed by the workforce of tomorrow.

This is not a future challenge, however, it's happening now. The Fourth Industrial Revolution (4IR) is gathering momentum and if companies are not including this phenomenon in their strategic planning processes, they are already behind the curve.

Robots, additive manufacturing and artificial intelligence (AI) are already present within industry and have been for a number of years. However, the potential offered by connectivity and the Internet of Things (IoT) is intensifying the race to capitalise on these technologies.

We are seeing many manufacturers enter a transition period, where new up-to-date skills are applied to traditional technologies, while advanced development and manufacturing teams move forward in the products and production lines of tomorrow.

Future jobs will transform the roles of traditional quality, manufacturing and process engineers; creative IT and data analysis skills are required to create algorithms and scrutinise systems to spot unusual values and identify



variation and abnormalities to a level never before seen with current processes. A traditional engineering skill-set will still be needed to analyse those anomalies and decipher what is behind the numbers and how problems may be resolved in the pursuit of defect-free products delivered to market in ever-decreasing lifecycle times.

Future jobs, particularly in engineering and manufacturing, and the skills required to provide the agility to achieve competitive advantage, will be based around creativity and inventiveness.

The skill of the recruitment consultant is being able to identify a client's technology needs through true consultancy, and as a valued partner intelligently translate these needs to the available skills in the market.

The flip side of this value-added approach is to advise candidates how their skill-set could be adapted or enhanced to fit the future workplace. This comes from industry knowledge and experience, monitoring and analysing trends and innovations, and helping both candidates and clients meet this challenge successfully.

It is essential a recruiter understands the sector and the role in depth before determining what skills would be a match - and they may not always come from the obvious sources.

Through collaboration between businesses, government and education, moving conversations to the exciting new skills and opportunities and how we meet challenges positively and proactively. Within recruitment, candidates, clients and consultants need to engage, develop and adapt to ensure the workforce not only has the necessary skills but is correctly guided as to where and how these skills can be transferred and applied for all our futures.



## Are you 4IR ready?

Take our free readiness assessment: [jonlee.co.uk/FoBMI](http://jonlee.co.uk/FoBMI)

Make better products, sell more and generate greater profits.