



Funding Prosthetic and Orthotic Apprenticeships



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Introduction

This document is for employers and provides an overview of the funding arrangements for apprenticeships in prosthetics and orthotics in England. We have also included links to further resources at the end.

Apprenticeships in prosthetics and orthotics

An apprenticeship is a paid job where the employee learns and gains valuable experiences.

Alongside on-the-job training, apprentices spend at least 20% of their working hours completing classroom-based learning with a college, university or training provider which leads to a nationally recognised qualification.

An apprenticeship includes:

- paid employment with holiday leave
- hands-on-experience in a sector/role of interest
- at least 20% off-the-job training
- formal assessment which leads to a nationally recognised qualification.

In prosthetics and orthotics there are currently two apprenticeships available. These are a Level 3 Technician Apprenticeship, offered by Derby University and Springfield Training, and a Level 6 Degree Apprenticeship offered by Derby University. There are also apprenticeships available in Enhanced Clinical Practice; although these are not specific to prosthetics and orthotics, the Apprenticeship Levy can be used to fund these.

The following outlines the options employers have for paying for their employees to complete apprenticeships.

Using the Apprenticeship Levy

As an employer, you will pay the apprenticeship levy if your wage bill is more than £3m a year. This amounts to 0.5% of your total wage bill including bonuses.

You can use the funds to pay for training and assessment fees charged by the provider for each of your apprentices up to the maximum funding band for the apprenticeship (currently £27,000 for the L6 Prosthetics & Orthotics Degree Apprenticeship).

Levy Transfer

Levy payers can support apprenticeships in other organisations by transferring a percentage of their apprenticeship funds to other employers. As a Levy paying employer, you can transfer 25% of the annual value of funds entering your apprenticeship service account to other employers, i.e. non-levy payers. These funds can be transferred to any employer to support new opportunities and widen participation in apprenticeships. For example, an NHS commissioning organisation could transfer funds to a non-levy paying commercial provider to fund an apprenticeship in their organisation.

Co-Investment

If you are an employer and you do not pay the apprenticeship levy, you will need to either secure a levy transfer or you can enter into a co-investment. This means that you will pay 5% towards the cost of training and assessing your apprentice. The Government will pay the rest (95%) up to the funding band maximum. You pay the 5% co-investment directly to the training provider.

To access funding, you will need to register for an apprenticeship service account.

Expiry of Levy Funds

Levy Funds expire 24 months after they go into your digital account unless you spend them on apprenticeship training. Spending it means you have paid funds to a training provider.

Help to pay for other costs

You can get £1,000 to support your apprentice in the workplace if, at the start of their apprenticeship training, they are one of the following:

- 16 to 18 years old (or 15 years old if the apprentice's 16th birthday is between the last Friday of June and 31 August)
- 19 to 24 years old with an education, health and care (EHC) plan
- 19 to 24 years old and have been in care.

You can spend it on any costs related to their employment, for example their salary, travel costs or uniform.

Changes to the Apprenticeship Levy

From April 2025, the Apprenticeship Levy will become the Growth and Skills Levy, with the same funding and contribution rules.

Key Changes

Benefits for employers

Employers will be able to use levy funds for a wider range of training programmes, including shorter courses and upskilling initiatives, not just traditional apprenticeships. Employers will be able to use up to 50% of their levy funds to fund non-apprenticeship training.

This flexibility is designed to address the specific needs of individual businesses and industries. This change will allow employers in P&O to fund short courses relevant to the development of all sections of the workforce, as well as funding Level 7 apprenticeships, i.e. Masters level.

Regional skills alignment

The new scheme will further encourage businesses to invest in training aligned with local skills gaps, fostering stronger regional economies and a more resilient workforce. By aligning training with regional skills gaps, businesses can contribute to the development of local economies while securing a skilled workforce. This will continue to encourage P&O employers to consider apprenticeships to allow recruitment of a local candidates which will assist with the retention issues that have long impacted the sector.

Benefits for employees

The new levy stands to benefit employees significantly. With a broader range of training options, employees can:

- **Access diverse learning opportunities:** shorter courses or upskilling programmes make professional development more attainable.
- **Enhance career progression:** employees gain skills that are directly relevant to their roles, boosting job satisfaction and retention.
- **Adapt to future trends:** training aligned with growth sectors equips employees with tools to succeed in evolving markets.

For employees, this could mean moving beyond traditional apprenticeship models into training that opens doors to leadership roles, cross-functional expertise, or niche industry certifications.

How do employers pay for Apprenticeship Training?

Frequently asked questions

What is the Apprenticeship Levy?

It's a tax that was introduced in 2017 to create long term, sustainable funding for apprenticeships.

Who pays the Apprenticeship Levy?

Employers with an annual wage bill of £3m or more pay 0.5% of their payroll to fund apprenticeship training.

Our annual wage bill is less than £3m; how can we fund apprenticeships?

You can access government-subsidised funding through a co-investment model. This is where the government covers 95% of training costs, leaving your business to pay the remaining 5%.

[Sign in to your apprenticeship service account - GOV.UK](#)

Alternatively, another employer can transfer funds to you to pay for apprenticeships.

What can apprenticeship funding be spent on?

You can only use the funds for apprenticeship training; they can't be used to pay salaries, pay for uniforms, travel or any mandatory registrations, e.g. HCPC.

Can I pay for my apprentice's training using my organisation's budget?

You can if you're unable to access funds through one of the avenues detailed above.

How do I draw down the levy?

You'll need to create an apprenticeships services account which you'll use to:

- advertise apprenticeships
- accept employer agreements with the Department for Education (DfE)
- give account access to people within your organisation
- set permissions for training providers to allow them to do some things on your behalf (such as advertising apprenticeships)

[Employing an apprentice: Create an account - GOV.UK](#)

Do levy funds expire?

Funds expire 24 months after going into your account unless you spend them on apprenticeship training. Spending it means that it is paid to a training provider.

Are there going to be changes to the Apprenticeship Levy?

Yes, there are. In 2024, the Government announced plans to change the Apprenticeship Levy into the Growth and Skills Levy from April 2025. The key changes are:

- You'll be able to use levy funds for a wider range of training programmes, including shorter courses and upskilling initiatives, not just traditional apprenticeships.
- The co-investment model will remain but should be easier for smaller businesses to access and utilise funding.
- The new scheme will encourage businesses to invest in training aligned with local skills gaps, fostering stronger regional economies and a more resilient workforce.
- Specific incentives will support training in high demand and growth industries, helping businesses prepare for future market needs.

Further information about the Growth and Skills Levy can be found at: [Skills England - GOV.UK](#)

Resources

The following resources provide further guidance about the Apprenticeship Levy and the changes expected in April 2025. There are also links to the two training providers.

Pay Apprenticeship Levy - GOV.UK

www.gov.uk/guidance/pay-apprenticeship-levy

Sign in to your apprenticeship service account - GOV.UK

www.gov.uk/sign-in-apprenticeship-service-account

Skills England - GOV.UK

www.gov.uk/government/collections/skills-england

Springfield Training

www.springfieldtraining.co.uk/

University of Derby Apprenticeships

www.derby.ac.uk/apprenticeships





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