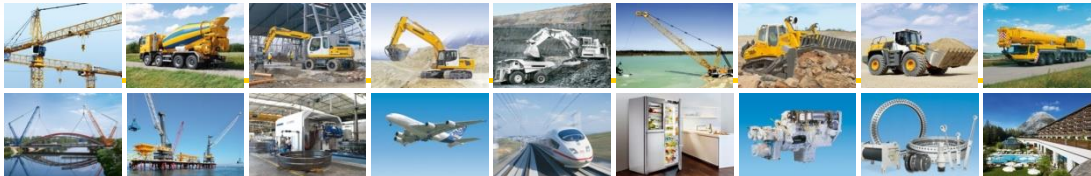


LIEBHERR IN GREAT BRITAIN AND IRELAND



Latest Reforms-What Do They Mean To Us?

Lee Mason-Apprentice Programme Manager



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Who are we & what do we do?.....



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Apprentices - Fantastic for our Business!

Quote.....

“If you continue to put in what you have always put in then you will continue to get out what you have always produced.....”

Sir Bob Geldof



 Apprenticeships
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Need for reforming?

- Richards review highlighting the need
- Frameworks not fit for purpose
- Standards of delivery low
- Employers taking control
- Apprenticeships stereotyped and overlooked
- Needing 3 million starts in this term
(extra 900,000)
- Funding system creaking under the strain



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Reform is Good...

....but only if its positively going to:

- **Address our skills shortages** *(business sees benefits)*
- **Make us more competitive in the local and global marketplace**
- **Bring Provider and Employer closer**
- **Drive up and maintain standards**
- **Motivate and enthuse the next generation**
- **Continue to be fit for purpose and maintenance free**



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Feeling the effects

....its going to hurt!

- **Trailblazers** *(350 done, only 2000 more to do by 2017)*
- **5 level capping of frameworks**
(lower than before and great disparity between levels)
- **Digital funding system** *(no burden to employers?)*
- **Employer contributions** *(one third/two thirds)*
- **Taxation on Employers** *(Levy-will we revert to agencies?)*
- **More low level apprenticeships to recoup levy**
- **Redundant “end of term” apprentices**



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What next?...

....We don't know.

**There are no clear answers as
yet, just grey areas**

Thank you for listening



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