

Apprenticeships: Unlocking Government-Funded Training for the Serviced Apartment Sector

If you're an ASAP member running a serviced apartment business, here's something you might not know: you could train your staff using government-backed funding, even if you don't pay into the Apprenticeship Levy.

How it works

If your payroll is under £3 million a year, you don't pay into the Levy, but you can still access 95% government funding for apprenticeship training. Your only cost? Just 5% of the total course fee.

Training providers can help you reserve funding and get everything set up

Who is it for?

It's not just for school leavers. They are available for new and existing staff of all ages, covering roles from entry-level to management:

- Hospitality Manager (Level 4)
- Team Leader / Supervisor (Level 3)
- Sales Executive (Level 4)
- Commis Chef (Level 2)
- Business Admin (Level 3)

There are plenty of options with different providers.

What's the catch?

A few rules, but nothing too difficult to overcome:

- Minimum course length: 12 months
- Staff must spend 6 hours/week on off-the-job training (e.g. online learning, mentoring)
- Training must be relevant to their role

Why do them?

It works...

- Upskill your team without breaking the budget
- Improve retention and staff morale
- Future-proof your business
- Strengthen your ESG credentials

If you DO pay into the Levy...

If your payroll is over £3 million, you're already paying into the Levy – so don't let your funds expire, each payment made in is in your account for 2 years before the Government take it back! Use them to fully fund staff training, or transfer 25% to other businesses in your network.

Final word:

This is one of the most underused resources in hospitality. Training doesn't need to be expensive or complicated. Take the opportunity, and turn it into something powerful for your team.