



**CHRIS PAYNE — CEO, ITS GROUP**

"It's an opportunity to work more openly with employers. "The biggest challenge is the government itself. It has to interfere and put its own bureaucracy around everything."



**JEFF GREENRIDGE — DIRECTOR STRATEGIC ALLIANCES, THE TRAINING ROOM**

"Employers will face challenges if they have a national delivery and might need to work with a number of providers. Also, how does the provider ensure the employer maximises the levy?"



**CLARE BUCK — HEAD OF PROFESSIONAL APPRENTICESHIPS, BPP**

"Both, I think. The biggest threat is lack of information on how it's all going to work. We get feedback from employers that it's making them hesitant to move into apprenticeships."



**JILESH KACHA — FUNDING AND PLANNING, SE LIMITED**

"It's an opportunity because it engages employers more by enforcing the levy. Because they're contributing, large employers will create apprenticeship access opportunities. However, for training providers, it's a bit uncertain."



**EARL HIBBERT — CONSULTANT, EAH ASSOCIATES**

"If you are a training provider, there's vast scope to support employers working jointly with them, with the apprenticeship levy. But there's a significant impact on lots of smaller providers actually wondering how they may survive."



**KEITH DONNELLY — BUSINESS DEVELOPMENT MANAGER, CARILLION TRAINING SERVICES**

"They're an opportunity as an improved engagement with employers can make sure apprenticeships are relevant and up to date. But the insistence on commonality in reforms could cause delivery problems."



**JACKIE SHELTON — APPRENTICESHIP MANAGER, HONEYWELL BUILDING SOLUTIONS**

"It's a challenge. I think the communication to the employers is quite poor. I'm lucky in that I've got ex-colleagues and links that I can tap into to get information."



**RICHARD BAKER — APPRENTICESHIP MANAGER, GUILDFORD COLLEGE**

"A bit of both. The majority of our employers are SMEs, so there's a lot of uncertainty. Their biggest fear is how much they could be charged through Trailblazers."



**JANE EDWARDS — BUSINESS DEVELOPMENT MANAGER, WIRRAL METROPOLITAN COLLEGE**

"It's a big opportunity for some employers and maybe the larger employers more so. Some of the smaller, micro employers I think are [however] going to be at a massive disadvantage."



**SHARON CHINNECK — EXECUTIVE DIRECTOR, BEDFORD COLLEGE**

"Most of the threats are the unknown at the moment. There's a lot of speculation, and you're hearing things being repeated as policy but it's not been set yet."