

Higher Level Apprentice (HLA) Pay

When employing a Higher-Level Apprentice (HLA), the minimum rate of pay they can attract is the minimum wage according to their age – see [National Minimum Wage and National Living Wage rates - GOV.UK \(www.gov.uk\)](#) for guidance.

This is the baseline salary; employers may choose to pay more.

For clarification a HLA **cannot** be paid the Apprentice Rate of £6.40 per hour. See statement below from the national minimum wage NI direct page.

“The apprenticeship rate does not apply to Higher Level Apprenticeships”.

	Hourly Rate (1st April 2024)	Hours worked per week (inclusive of day in class)	Annual Salary (Before Tax)
Age 18-20	£8.60	-36 hours -37 hours -40 hours	-£16,099.20 -£16,546.40 -£17,888.00
Age 21 +	£11.44	-36 hours -37 hours -40 hours	-£21,415.68 -£22,010.56 -£23,795.20

HLA apprentice becomes an employee of your company where you issue them with a contract of employment. The minimum contract of employment which can be offered is 21 hours per week which is inclusive of their day in class – Directed training element.

Directed training must be paid as part of the apprentices contracted hours of work. i.e., *4 days in work + 1 day in directed training = 5 days' pay*