

CPGM and Skills for Health Briefing: Community Pharmacy Apprenticeship Opportunities & Incentives (2026)

The UK government is currently making apprenticeships more financially attractive than at any point in the last decade, providing a prime opportunity to invest in your workforce.

For many apprentices, training is either **fully or majority funded**, allowing employers to upskill existing staff or recruit new talent into the pharmacy sector.

As the pharmacy sector evolves toward Independent Prescribing and new Neighbourhood models, **Skills4Pharmacy** provides essential support for developing your team through specialised apprenticeships such as developing your **Pharmacy team** and **Pharmacy Technicians** therefore **Community Pharmacy Greater Manchester**, the **Community Pharmacy Provider Board** and the **GM Healthcare Academy** are partnering with Skills4Pharmacy to support you to develop your team.



Supported roles

Skills4Pharmacy provides specialised training and recruitment support for several key roles:

- **Pharmacy Services Assistant (Level 2):** Includes dispensing and OTC training as standard; suitable for new starters or upskilling.
- **Pharmacy Technician (Integrated Level 3):** A GPhC-accredited route to becoming a registered Pharmacy Technician, including medicines management and ACT.

Funding available

Financial support varies based on your business size and the apprentice's age:

- **Non-Levy Employers:** For apprentices aged 16–24, the government funds 100% of training costs. For those aged 25+, the government funds 95%, with a 5% employer contribution.
- **Levy Employers:** Businesses with a wage bill over £3 million use their levy funds for training.
- **Levy Transfers:** Skills4Pharmacy are fortunate to partner with organisations that provide levy transfer funding. This can make training available at no cost to non-levy employers and to levy-paying employers who have fully utilised their levy funds. Get in touch with their team to see if funding is available for your organisation.
- **Specific 2026 Incentives:**
 - **Young Apprentice Payment (£1,000):** For recruiting 16–18-year olds or 19–24-year-olds with an EHCP or care-leaver status.
 - **Non-Levy Hiring Grant (£2,000):** Available from October 2026 for non-levy employers hiring an additional apprentice aged 16–24.
 - **Youth Jobs Grant (£3,000):** For hiring 18–24-year olds who have been on Universal Credit or seeking work for six months or more.
 - **National Insurance Relief:** Employers are generally exempt from the **15% NI contribution** for apprentices under 25, saving an average of **£3,000+ per year**.

Available support

- **Complimentary Recruitment:** A dedicated team handles vacancy promotion, candidate screening, and interview coordination at no cost when Skills4Pharmacy delivers the training.
- **Funding Guidance:** Skills4Pharmacy are funding specialists help you **maximise incentives**, **navigate apprenticeship service accounts**, and explore **Levy Transfers** to potentially cover all training costs.
- **Ongoing Management:** Dedicated account managers provide support throughout the entire learner journey.

How to access support

- **Contact Skills4Pharmacy:** Speak with an advisor to check your eligibility for specific grants and incentives by contacting info@skills4group.co.uk or calling 0161 794 0528
- 1. **Submit a Vacancy:** Share your requirements with an Account Manager; a Recruitment Specialist is typically assigned within **24 hours**.
- 2. **Screening & Interviewing:** Skills4Pharmacy builds a candidate pool within 3–5 working days and shares interview-ready profiles.
- 3. **Employer Requirements:** You must provide a contract of employment for the duration of the apprenticeship and allow the apprentice time for mandatory **off-the-job training** during paid hours as well as a workplace Educational Supervisor (must be GPHC registered.)
- 4. **Apprentice Eligibility:** Candidates **must have lived in the UK for 3+ years, have the right to work**, and meet **minimum Maths and English requirements**.

Contact Skills4Pharmacy

You can contact Skills4Pharmacy by:

- **Phone:** 0161 794 0528
- **Email:** info@skills4group.co.uk