



INVESTOR IN PEOPLE



## Financial benefits to employers working with PATH National Ltd

Working with PATH is cost-effective as employers are not subject to paying National Insurance or Tax; in some cases government subsidies are available towards the cost of training. Path traineeships are an excellent means of filling vacant posts and addressing skills shortages in the workforce. PATH undertake a comprehensive recruitment service by drafting the advert, sending out the application packs, assessing applicants and identifying a shortlist of 3 or 5 excellent candidates per post, to be interviewed.



Below are some examples:

A Housing Administrator post is vacant, and would normally be advertised at £16,000. Instead of recruiting on the open market, a PATH trainee is taken on. The advertising costs for either post are about the same, and are ignored in this example.

Normal Recruitment costs:

Gross pay	£16,000
Employer NIC	£1,404
Total cost to employer:	£17,404
Total take-home for employee:	£12,640

PATH trainee costs:

Trainee Allowance	£11,640 (net pay minus £1k)
PATH Management fee	£3,500
Course cost	£1,000
<b>Total cost to employer:</b>	<b>£16,140</b>

a saving of £1,264 per year

A Finance Assistant post becomes vacant, and would normally be advertised at £18,000

Normal Recruitment costs:

Gross pay	£18,000
Employer NIC	£1,660
Total cost to employer:	£19,660
Total take-home for employee:	£13,980

PATH trainee costs:

Training Allowance	£12,980 (net pay minus £1k)
PATH fees	£3,500
Course cost	£1,000
<b>Total cost to employer:</b>	<b>£17,480</b>

a saving of £2,180 per year

**A Planning Officer post becomes vacant and would normally be advertised at £20,000**

Normal Recruitment costs:

Gross pay	£20,000
Employer NIC	£1,916
Total cost to employer:	£21,916
Total take-home for employee:	£15,320

PATH trainee costs:

Training Allowance	£14,320 (net pay minus £1k)
PATH fees	£3,500
Course cost	£1,500
<b>Total cost to employer:</b>	<b>£19,320</b>

**a saving of £2,596 per year**

**An Environmental Health Officer post becomes vacant and would normally be advertised at £22,000**

Normal Recruitment costs:

Gross pay	£22,000
Employer NIC	£2,172
Total cost to employer:	£24,172
Total take-home for employee:	£16,660

PATH trainee costs:

Training Allowance	£15,660 (net pay minus £1k)
PATH fees	£3,500
Course cost	£1,500
<b>Total cost to employer:</b>	<b>£20,660</b>

**a saving of £3,512 per year**

For some roles it is recommended that the training allowance should be reduced by a further £1,000 to reflect the fact that trainees are not in the office for 5 days a week if the course they are studying is offered by day-release. Subsequently, if the training allowance is reduced, the saving for the employer increases.

PATH trainees are assessed for attitude as well as ability, moreover, PATH provides after-care support; all trainees attend an induction, along with their supervisors and are assigned a Personal Advisor. PATH also facilitates a number of personal development programmes for trainees to attend, which is included in the management fee.

The result is cost savings for the employer, who will be working with a suitable, motivated and committed member of the team.

