



Traineeships

A guide for Teachers & Careers Advisors

**Monday 23rd November 2020
15:45 – 16:15**

**Steve Latus: Head of Traineeships ESFA
David Byford: Strode College**



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for Education



Traineeships

Aims of today's session

- To share with you the latest information on Traineeships
- To provide you with knowledge on the benefits of a Traineeship
- To give you the confidence and the resources to advise young people about Traineeships
- To let you know how and where to refer young people to for Traineeship opportunities

Polling question

Before we start this webinar please say how much do you know about Traineeships?

Rate your knowledge between 1 - low and 5 – high and answer in the poll which is now on your screen



What is a Traineeship?

A **flexible** education and training programme

Age range: for **16–24 year olds** (up to age 25 with EHCP)

Duration: lasting between **6 weeks and 12 months**

Traineeship core elements:

1. **High quality work placement** lasting 70-240 hours with an employer.
2. **Work preparation training** with training provider
3. **English and maths**, if qualified below level 2, and **digital training** with a training provider.
4. Optional **sector focussed technical and professional qualifications** to help learners prepare for occupational standards within apprenticeship



Who is a Traineeship aimed at?

Target Group

- 16-24 year olds (25 with EHCP)
- Qualified up to level 3
- Minimal work experience but focussed on the prospect of work or an apprenticeship
- Ready for an apprenticeship/employment following their traineeship



Purpose

To support young people to develop **skills and experience** needed for employment



Positive outcome/result

To progress to **apprenticeships or sustainable employment**



Government Reforms and Investment

The Chancellor announced on 8 July 2020 that the government will provide funding for an additional 30,000 traineeship places in 2020/21, tripling the scale of traineeships to ensure that more young people have access to high-quality training.

Employers will benefit from a new employer incentive of £1,000 per trainee, up to a maximum of 10 trainees per employer per the 9 regions, for employers of all sizes who offer new work placement opportunities.

The government will also improve provision and expand eligibility for traineeships to ensure that more young people have access to high quality training.



Summary of Changes

	Previous programme	New reformed programme from September 2020
Eligibility	<ul style="list-style-type: none"> 16-24 (25 with EHCP) qualified up to Level 2 	<ul style="list-style-type: none"> 16-24 (25 with EHCP) Qualified up to Level 3, which opens the programme up to more 19 to 24 year olds who require significant support to find an apprenticeship or employment.
Duration	<ul style="list-style-type: none"> Min 6 weeks, max 6 months Extended to 12 months from 23 March to support delivery during covid-19 	<ul style="list-style-type: none"> Min 6 weeks, max 1 year for those who need more time. Expectation most 19-24 complete within 6 months Learners who are further away from the labour market or need more significant support would benefit from the longer duration to give them more support and basic skills that employers need.
Referrals	<ul style="list-style-type: none"> Self-referral, provider referral or JCP 	<ul style="list-style-type: none"> As now, but built on stronger local joint working with JCP referral and career advisors.
Content	<ul style="list-style-type: none"> Strong vocational content with 100 hours work placement alongside employability training. English and maths Vocational learning 	<ul style="list-style-type: none"> Maintain strong vocational offer of between 70 and 240 hours work placement, undertaken with multiple employers as needed. English, maths and digital Sector focused vocational learning that prepares the trainee for occupational standards. Flexible and does not replace 20% OTJ training once they start an apprenticeship but with recognition of learning Greater collaboration with JCP and other partners to link to job opportunities
19 to 24 AEB funded learning aim	<ul style="list-style-type: none"> The current 19 to 24 traineeship aim unit cost is £970 	<ul style="list-style-type: none"> Increased 19-24 AEB traineeship learning aim unit cost to £1500. This increase is to reflect the additional costs for planning and coordinating the work preparation and work placement/s.
Employer Incentive	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> £1000 per trainee (up to 10 trainees per employer per region) for employers offering new work placements i.e. new to offering or expanding offer. The full guidance and process is being developed and will be published within Version 2 of the Traineeship framework for delivery.



Responsibilities and Benefits

Provider

- Draws funding from Education and Skills Funding Agency.
- Responsible for quality and reporting
- Responsible for finding appropriate trainees (though employers can have a say over who they have on placement)

Employer

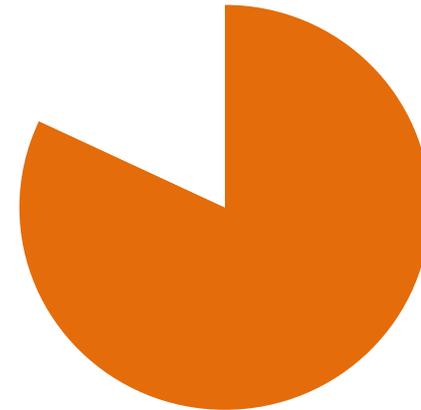
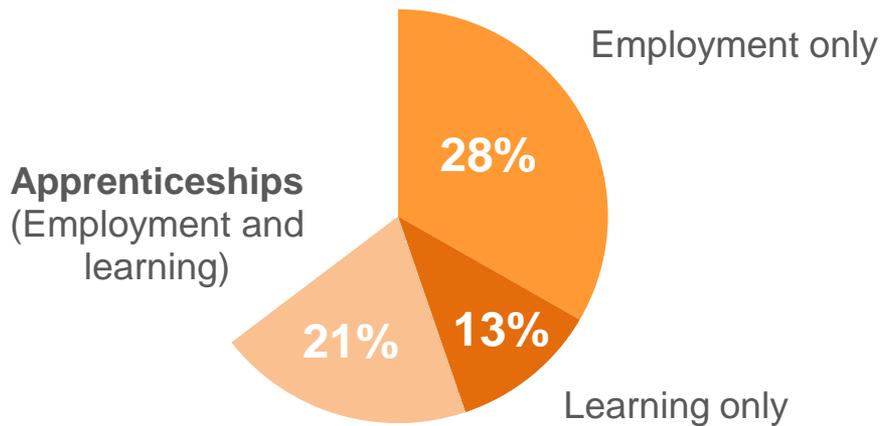
- Agree details of work placement
- Works with a provider to ensure design of programme meets their needs
- No costs
- No obligation to offer apprenticeship or job but must offer exit interview and written feed back to trainee.
- Receives employer incentive payment

Trainee

- Help with building CV
- Work preparation training
- Work experience placement with an employer
- English and maths as well as digital support (if needed)
- Interview with the company (if a role is available) or an exit interview, together with meaningful written feedback.



Traineeships get Good Outcomes for Young People



62% of trainees progressed to **positive destinations** within six months* and **75%** are in these destinations a year after their traineeship***

83% of trainees perceived the programme to have helped them **improve their chances in future job applications.****



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* Further Education Outcome Based Success Measures for 2016-to-2017, October 2019

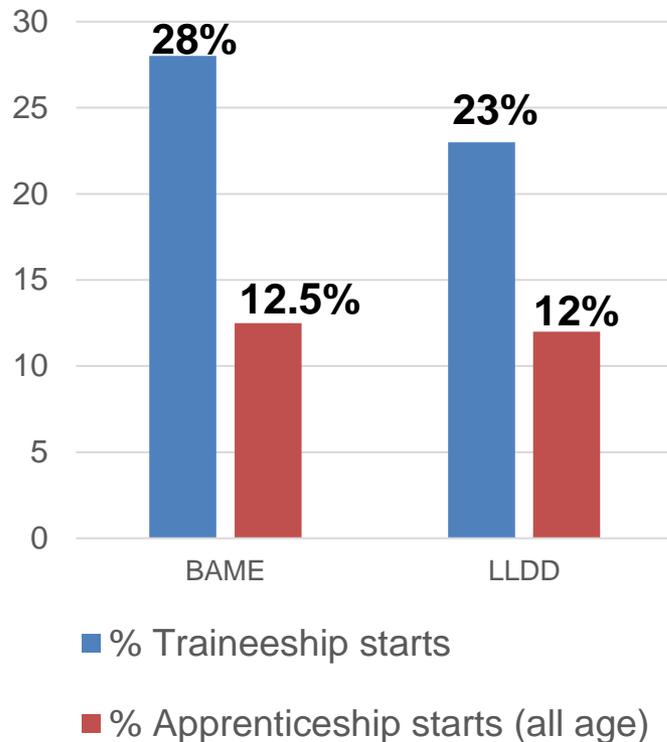
**Traineeships: Year Two Process Evaluation, July 2017 (qualitative case studies)

***Estimating the Impact of Traineeships, June 2019

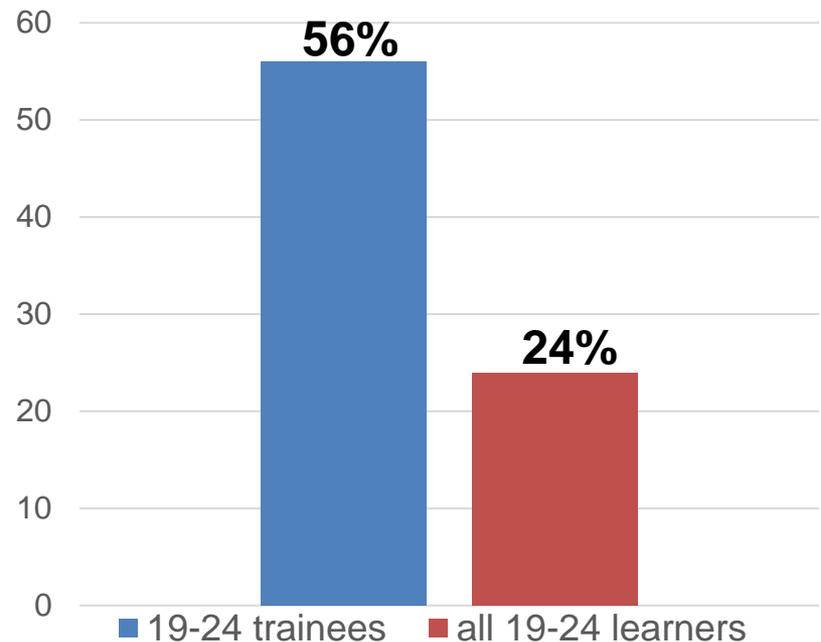


Traineeships Support Social Mobility and Workforce Diversity

Proportion of trainees from BAME backgrounds and those with LLDL compared to apprentices



% of 19-24 year olds who were claiming benefits at the start of their learning



A training provider perspective

Strode College

David Byford

Director of Employer Engagement

“The only Ofsted Outstanding College in Somerset“



STRODE
College



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Traineeships

Traineeships delivery locally

- **Business & Administration**
 - **Hospitality**
 - **Sport**
 - **Engineering**
- **Electrical Installation**
 - **Dental Nursing**
 - **Health Care**



Traineeships delivery nationally

- **Rail Track**
 - **Employer support by Network Rail**
- **Security**
 - **Employer sectors in Finance, Retail, Event Management, Local Authorities**



Our success story

Straight forward but thorough approach

- Referral
 - IAG
 - Selection
- Pastoral support
 - Aspirational
 - Programme
 - Employer
 - Feedback
 - Next steps



Case studies

Emily – Hospitality

Jason – Sport

Chloe - Engineering



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Traineeships website and resources

Traineeships resources - launched today!

Our new traineeships website and resources housed on Amazing Apprenticeships aimed at young people, teachers and parents



<https://amazingapprenticeships.com/traineeships>

**ASK
ABOUT**
APPRENTICESHIPS

The ASK programme - ESFA funded free traineeships & apprenticeships support for students, teachers, schools and colleges

<https://amazingapprenticeships.com/request-support>



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**Traineeships**

Signposting to Traineeships

How do young people access a traineeship?

- by asking their local college or training provider if they have opportunities
- visiting <https://www.gov.uk/government/publications/traineeship-providers> for a list of organisations currently providing traineeships
- some vacancies are advertised on www.gov.uk/find-traineeship
- by speaking to their school careers advisers if 16 to 18 years old
- by speaking to their Jobcentre Plus adviser if in receipt of benefits

GOV.UK Traineeship pages have been updated for providers, employers and

young people: <https://www.gov.uk/government/collections/traineeships--2>

More information

- on <https://www.gov.uk/guidance/traineeship-information-for-trainees>
- Call 08000 150 400 for more information on traineeships.
- Get career advice from the [National Careers Service](#) on 0800 100 900

Polling Question

Do you feel you have enough information to give advise about traineeships and know where to refer interested young people?

Please answer Yes or No to the is question in the poll which is now live on your screen



Questions & Answers

- Write a question in the chat comments box



Thanks and Close

Polling question

Now we have delivered this webinar how much do you now know about traineeships?

Rate your knowledge between 1 - low and 5 – high and answer in the poll which is now live on your screen

Thanks for joining



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The logo for Traineeships, featuring a stylized rainbow arch above the word "Traineeships".

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