



# Traineeships

## An Update & Overview of Traineeships

**Tuesday 11<sup>th</sup> May 2021**  
**16:00 – 17:00**

**Steve Latus: Head of Traineeships ESFA**



Department  
for Education



# What are we are going to cover?

- To share with you the latest news & information on Traineeships
- To provide you with knowledge on the benefits of a Traineeship

## **Polling question**

*Before we start this webinar please say how much you know about occupational 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



# Traineeships

**The Chancellor announced on 8 July 2020 that from 1 September 2020 the government will provide an additional £111 million this year (2020-21) for traineeships in England.**

**This funding includes 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 and will provide an additional 30,000 traineeship places in 2020/21.**

**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

|   | Current programme   | Reformed programme from September 2020   |
|---|---|--|
| <b>Eligibility</b>                      | <ul style="list-style-type: none"> <li>16-24 (25 with EHCP) qualified up to Level 2</li> </ul>  | <ul style="list-style-type: none"> <li>16-24 (25 with EHCP)</li> <li><b>Qualified up to Level 3</b>, which opens the programme up to more 19 to 24 year olds who require significant support to find an apprenticeship or employment.</li> </ul>   |
| <b>Duration</b>                         | <ul style="list-style-type: none"> <li>Min 6 weeks, max 6 months</li> <li>Extended to 12 months from 23 March to support delivery during covid-19</li> </ul>  | <ul style="list-style-type: none"> <li>Min 6 weeks, <b>max 1 year</b> for those who need more time.</li> <li>Expectation most 19-24 complete within 6 months</li> <li>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.</li> </ul>  |
| <b>Referrals</b>                        | <ul style="list-style-type: none"> <li>Self-referral, provider referral or JCP</li> </ul>   | <ul style="list-style-type: none"> <li>As now, but built on stronger local joint working with JCP referral and career advisors.</li> </ul>   |
| <b>Content</b>                          | <ul style="list-style-type: none"> <li>Strong vocational content with 100 hours work placement alongside employability training.</li> <li>English and maths</li> <li>Vocational learning</li> </ul> | <ul style="list-style-type: none"> <li>Maintain <b>strong vocational offer of between 70 and 240 hours work placement</b>, undertaken with multiple employers as needed.</li> <li>English, maths and <b>digital</b></li> <li>Sector focused vocational learning that <b>prepares the trainee for occupational standards</b>. Flexible and does not replace 20% OTJ training once they start an apprenticeship but with <b>recognition of learning</b></li> <li>Greater collaboration with JCP and other partners to link to job opportunities</li> </ul> |
| <b>19 to 24 AEB funded learning aim</b> | <ul style="list-style-type: none"> <li>The current 19 to 24 traineeship aim unit cost is £970</li> </ul>  | <ul style="list-style-type: none"> <li>Increased 19-24 AEB traineeship learning aim unit cost to <b>£1500</b>.</li> <li>This increase is to reflect the additional costs for planning and coordinating the work preparation and work placement/s.</li> </ul>   |
| <b>Employer Incentive</b>               | <ul style="list-style-type: none"> <li>None</li> </ul>  | <ul style="list-style-type: none"> <li><b>£1000 per trainee (up to 10 trainees per region) for employers offering traineeship work placements between 1 September 2020 and 31 July 2021.</b></li> <li>The full guidance and process is being developed and will be published within the Traineeship framework for delivery.</li> </ul>   |

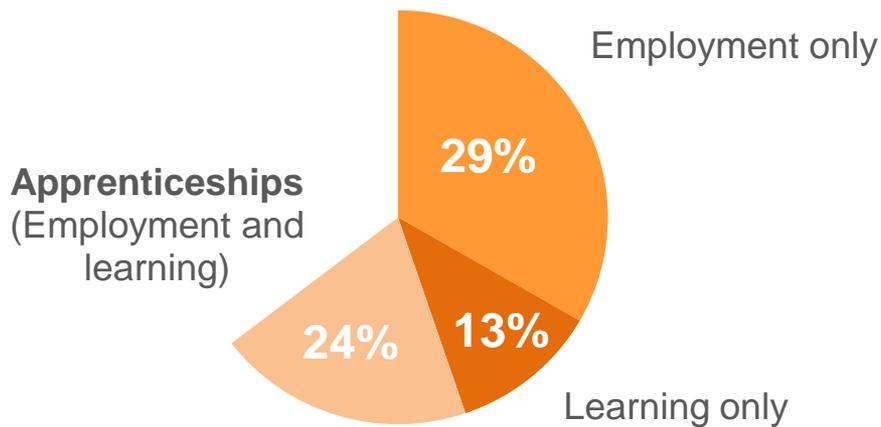


# Benefits of traineeships

- 
- An entry route into apprenticeships, jobs or further education
  - Government response to Covid-19 pandemic's impact on youth unemployment
  - Valuable work experience in a supportive environment
  - Support with writing a CV and job applications
  - An opportunity to improve literacy, numeracy and digital skills
  - Increased confidence and self-esteem
  - A practical way to support a disadvantaged group- with 83% of trainees saying their programme was helpful for gaining skills for employment



# Traineeships get Good Outcomes for Young People



**66%** 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.**\*\*



Department  
for Education

\* Further Education Outcome Based Success Measures for 2017/18, October 2019

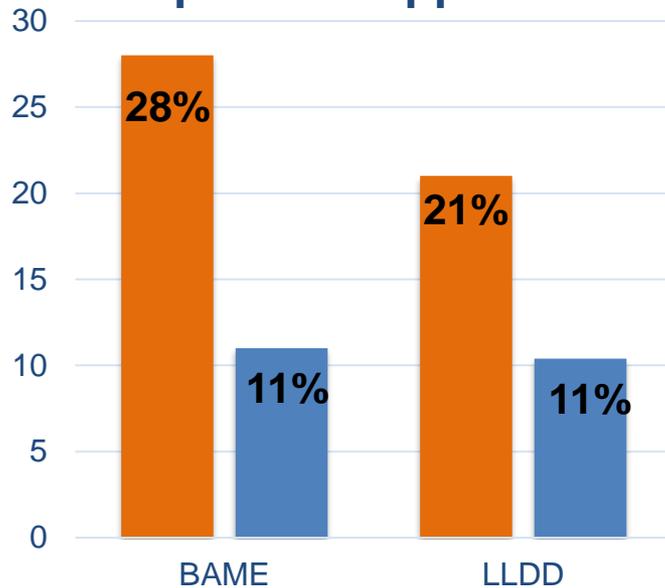
\*\* Traineeships: Year Two Process Evaluation, July 2017 (qualitative case studies)

\*\*\* Estimating the Impact of Traineeships, June 2019

Traineeships

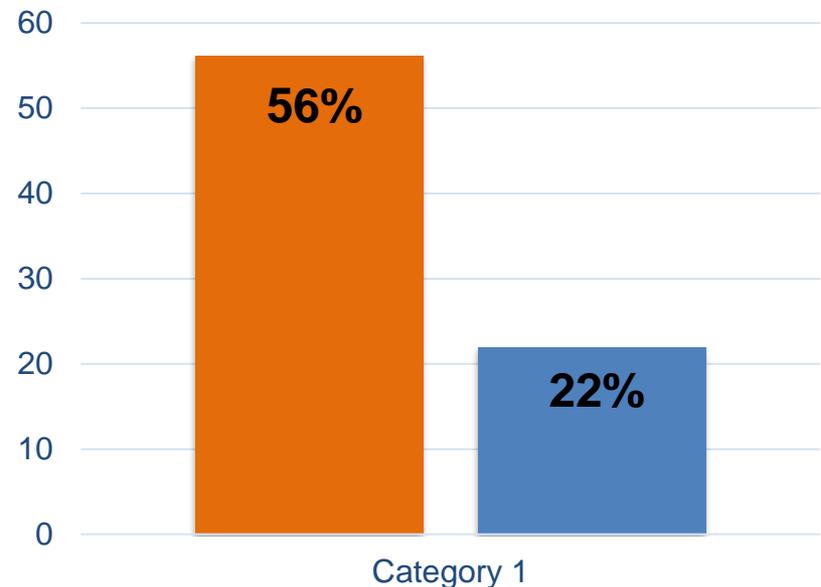
# Traineeships Support Social Mobility and Workforce Diversity

Proportion of trainees from BAME backgrounds and those with LDD compared to apprentices\*



■ % Traineeship starts  
■ % Apprenticeship starts (all age)

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



■ 19-24 trainees ■ all 19-24 learners



Department  
for Education

\*BAME and LLDD traineeship and apprenticeship stats available within Table 7 of the main tables in Further education and skills statistics in England for the full 2017 to 2018 academic year.  
\*\*Further Education for Benefit Claimants, England, 2017/18 Academic Year, June 2019.

  
**Traineeships**

# Traineeships Funding

- **£40m baseline for delivering traineeships 16-18 year olds**
- **£9m baseline for delivering traineeships 19-24 year olds**
- **£111m additional investment in traineeships in September 2020 (inclusive of the employer incentive payment) in the 20/21 academic year**
- **£126m additional investment in traineeships announced in the Budget yesterday (inclusive of the employer incentive payment) for the 21/22 academic year**
- **Total traineeships budget for the 21/22 academic year £175m**
- **Number of traineeship starts expected = 36k - 43k**



# Occupational Traineeships

- **Working alongside employers & intermediaries in the Construction, Rail, Engineering; Digital, Adult Care, Manufacturing & Automotive sectors to develop sector specific traineeships**
- **Aiming to be in a position to pilot the rail and construction between April & July 2021 so we can roll them out in the summer at the start of the new academic year**
- **Design is testing out models that span:**
  - No qualification > traineeship > employment/apprenticeship
  - Level 1/2 qualification > traineeship > employment > L2/L3 Apprenticeship / Accelerated Apprenticeship
  - Level 2 qualification > traineeship > employment > L3/L4 Apprenticeship / Accelerated Apprenticeship

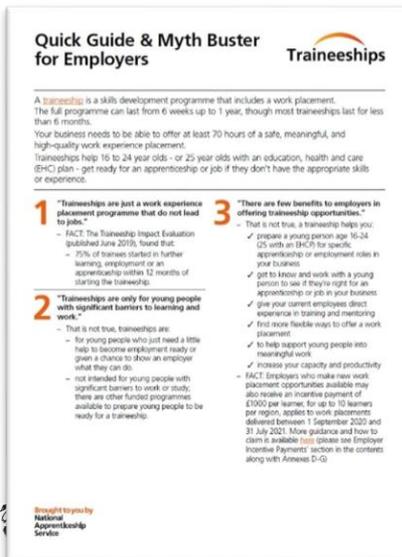
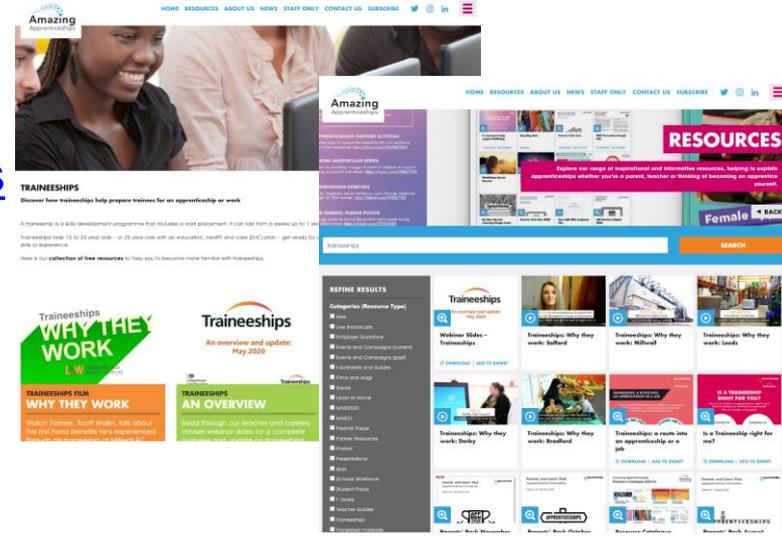


# Traineeships resources

## Traineeships resources

<https://amazingapprenticeships.com/traineeships>

- ❑ The Traineeships factsheet 'Is a Traineeship for me?'
- ❑ Student Activity Pack
- ❑ Quick Guide & Mythbuster



***“Traineeships are unpaid and there is no financial help available for trainees.”***

***– FACT: Traineeships are of benefit to young people who need to develop their work skills. To support those from disadvantaged backgrounds to access the programme, trainees may be eligible for financial support. This could be from their Jobcentre if they are receiving benefits, or through their training provider including support for:***

- ✓ travel and meal costs
- ✓ childcare costs
- ✓ disability support



Department  
for Education

# 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](http://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** 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

# 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 occupational traineeships(or traineeships in general)?*

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

## Thanks for joining



Department  
for Education

The logo for Traineeships, featuring a stylized orange and red arc above the word "Traineeships" in a bold, sans-serif font.

**Traineeships**