

What is a Traineeship and why do we need them?

Traineeships are education and training programmes with quality work experience

Why have a Traineeship?

- Gives young people skills and experience that employers need
- Access to talents within your local community
- Make sure your business has a positive influence on those around you

Statistics

The government have said they will give an extra £111million this year for 30,000 traineeships in England

Reference: Guidance on Traineeships (www.gov.uk) 2020

Who is involved?

- A jobseeker aged between 16 and 24 who wants to work
- Training provider
- Disability Confident Employer

Suitability

- Young person is aged between 16 and 18 or 19 to 24 (25 with an Educational Health and Care Plan) depending on training provider funding
- They are willing to carry out at least 70 hours of unpaid work experience in their chosen industry
- They can travel to a work placement

Additional support if needed

- Access to Work (Job Coach and reasonable adjustments)
- Learning support for maths and English through training provider

Financial benefits to employers

- £1,000 per trainee up to 31/07/2021 (up to 10 trainees)
- Trainees do not need to be paid
- Hiring to entry-level jobs

Employer Commitment

- At least 70 hours of quality work experience
- A team member to provide regular feedback and support
- Give a reference and exit interview, or an interview for a paid job

Results

- Jobseekers who help stop skills gaps and provide new ideas to a business
- Existing staff can support young people and learn new skills themselves

