

Successful Traineeships: Making the most of increased opportunities

25th May 2022



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Objectives:

- Overview of Traineeships
- Benefits of Traineeships
- Occupational Traineeships pilot
- Provider experiences of Traineeship models
- Q&A Session



What is a Traineeship?

- Programme of learning to support young people into an Apprenticeship or Job. (It can last from 6 weeks to a year, the average being 6 months)
- Eligible for Learners who are unemployed and have little to no work experience
- Comprises a work placement, English, Maths, Digital training with work preparation/employability training



How are Traineeships funded?

- 16-18-Year-olds through the young people's funding methodology for study programmes.
- 19-24 Year olds through Adult Education Budget (AEB)



Funding guidance for young people 2021 to 2022

Funding rates and formula

November 2021

Version 2

Traineeship funding example

Activity	Total Hours	Learning Aim	Learning Aim Title	16 - 18	19 - 24
Induction and work preparation 2 weeks (5 hours/day x 5 days)	50	Z0003511	Non regulated SFA formula funded provision, Level 1 Prep for Work, 45 to 68 hours, PW A	421 hours in total so in the 360- 449 band	£1500
Work Placement (18 hours/week x 12 weeks)	216	Z0007867	Work Placement (200-499) hours		
Maths (5.5 hours/week x 10 weeks)	55	60342675	Level 1 Functional Skills in Mathematics		£724
English (5.5 hours/week x 10 weeks)	55	60342900	Level 1 Functional Skills in English		£724
Essential Digital Skills (5 hours/week x 9 weeks)	45	60359869	Level 1 in Essential Digital Skills		£300
				£3,056	£3,248



Traineeships

**Gateway Qualifications
Traineeship Webinar
25 May 2022**



What are we going to cover DfE?

- What are Traineeships and Summary Changes
- Diversity & Social Mobility
- Employer Incentive Payment
- Benefits for young people
- Benefits for Employers
- Occupational Traineeships
- Accelerated Apprenticeships
- Barbering and Hairdressing Case Studies
- Traineeship Resources
- Q&A



Traineeships from 1 September 2020

A **flexible education and training programme** for 16–24 year olds (up to age 25 with EHCP), 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 apprenticeships

There will be continued flexible delivery of all of these elements so that providers and employers can deliver programmes based on learner need and the local labour market



Summary of changes

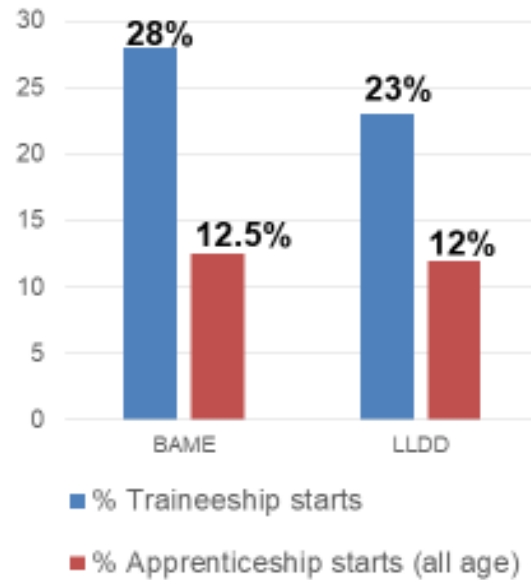
	Current programme	Reformed programme from September 2020
Eligibility	<ul style="list-style-type: none"> 16-24 (25 with EHCP) qualified up to Level 2 	<ul style="list-style-type: none"> 16-24 (25 with EHCP) Qualified up to Level 3, which opens the programme up to more 19 to 24 year olds who require significant 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 region) for employers offering traineeship work placements between 1 September 2020 and 31 July 2022. The full guidance and process is being developed and will be published within the Traineeship framework for delivery.



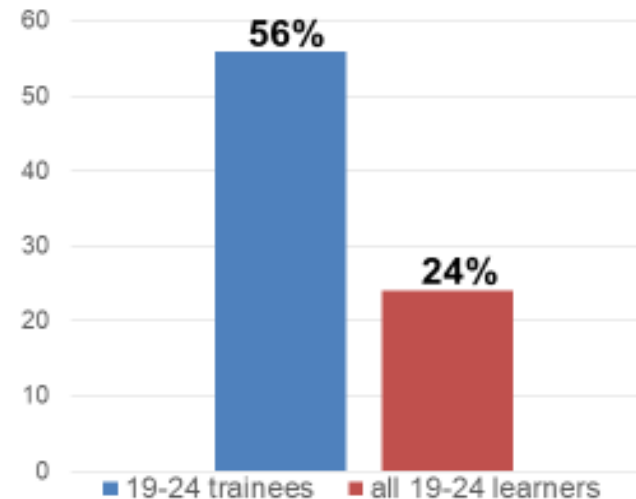
Diversity & Social Mobility

Traineeships support social mobility and workforce diversity

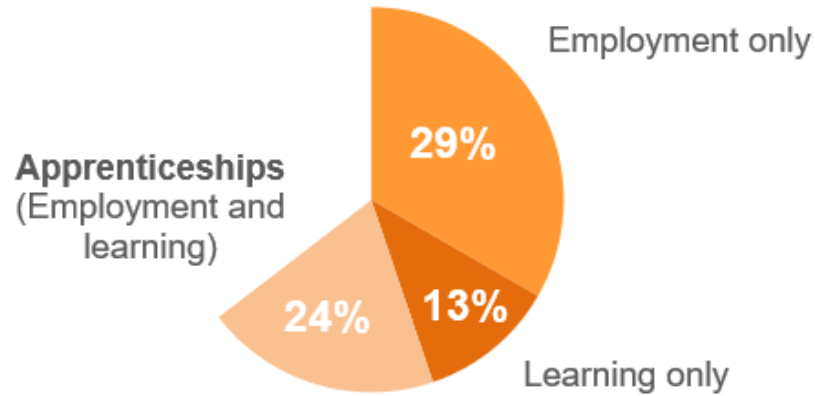
Proportion of trainees from BAME backgrounds and those with LDD compared to apprentices



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



Diversity & Social Mobility



66% of trainees progressed to **positive destinations** within six months* and **75%** are in these destinations a year after their traineeship***

* 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



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



Employer Incentive Payment

- **£1000 per trainee**
- **Cap of 10 incentive payments per employer per government region (cap of 90 payments or £90k per employer on that basis)**
- **Important that the employers see the wider benefits of traineeships and not just offer work placements to receive the incentive payment**
- **Support service in place through the National Contact Centre**



Benefits for Young People

- Techniques in writing a CV and applying for apprenticeships and jobs
- Understanding of what it is like to work for an employer
- Transferable skills and knowledge from other employees working in their sector of interest
- Increased confidence and self-esteem
- Valuable work experience in a supportive environment
- Opportunities to interview for a permanent role if a vacancy becomes available
- An understanding of what employers are looking for
- An opportunity to improve literacy, numeracy and digital skills
- Valuable exit interview feedback to prepare for future apprenticeship and job applications

83%

of trainees found the programme
improved their chances for the future



Benefits for Employers

A traineeship:

- Can form the beginning of an organisation's talent pipeline giving current employees experience in training and mentoring
- Allows you to design a programme that suits both the needs of your business and the needs of the trainee
- Can help you increase capacity and productivity
- Can help you develop a loyal and talented workforce
- Allows you to help tackle youth unemployment
- Is a route into an apprenticeship
- Allows you to get to know and work with young people prior to recruiting apprentices



Occupational Traineeships

- **Traineeships where the occupational content is aligned to a live apprenticeship or employment offer**
- **Work experience placement is with the employer who has the apprenticeship or employment offer**
- **Currently developing the strategy for scaling up occupational traineeships, but fully expect the number of occupational traineeships to grow over the next year and beyond**
- **Currently designing, developing or delivering occupational traineeships in**
 - Construction: bricklaying, carpentry & joinery, drylining, painting & decorating; plant operations, roofing and steel fixing
 - Digital: TBC
 - Green and Net Zero: TBC
 - Hair & Beauty: barbering and hairdressing
 - Health & Science: Health Care Assistant and Business Administration
 - Hospitality & Catering: Customer Service
 - Manufacturing: Fashion & Textiles
 - Retail: Customer Service
 - Transport & Logistics: fencing, rail track, tunnelling, vegetation management, warehousing

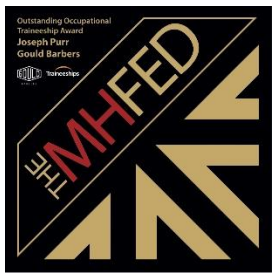


Accelerated Apprenticeships

An accelerated apprenticeship is where the apprentice's planned duration is shorter (by >3months) than the typical duration of the standard, based on prior learning.

- Before an apprenticeship begins, the main training provider must conduct an initial assessment. They will **assess the individual's prior learning to establish the 'starting point', or baseline, for the apprentice. This informs how much of the apprenticeship training content the individual requires.**
- If the individual requires less training, based on their prior learning, then the duration of their apprenticeship can often be reduced – they may be able to reach competency more quickly; an accelerated apprenticeship
- **Minimum requirements of an apprenticeship must still be met** once prior learning has been recognised – there must still be a minimum of 12months duration, with a minimum 20% off the job training to be an eligible apprenticeship.





Barbering & Hairdressing Case Study 1: Momentum Training/Changes Promotion



Barbering Case Study 1: Joseph Purr

- **Joseph is 20 and has a love of horses.**

He realized at the age of 19, that his dream

**of becoming a champion jockey
wasn't going to come true.**

**Unsure of what new career path to
follow**

**Joseph applied for an Occupational
Traineeship**

**at Gould Barbers, and has never
looked back**

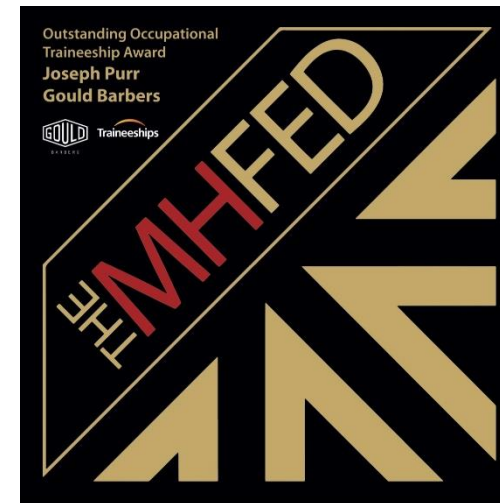


Barbering Case Study 1 : Joseph Purr

- **Joseph has now completed his Occupational Barbering Traineeship and is now working at the Newmarket Gould Barbers, based in the Tesco's Newmarket.**
Joseph said " I still have a love for horses, that said, I really, really love being a barber."

**Joseph only yesterday, Joseph was awarded
The MHFED
Occupational Traineeship Barber
of the Year**

Presented by Steve Latus



Our Brief from the ESFA

- *What do employers in the hairdressing and barbering sector want/need from an Occupational Traineeship to take them on as a work placement and progress them onto an Apprenticeship.*
- **Someone that really wants to learn our great profession**
- **They need them to be able to earn the business enough money to pay for their wages**
- **They would like them to be on the Occupational Traineeship for 16 weeks and master basic colouring techniques.**
- **Get as much salon experience as possible within the 12-16 weeks.**



Delivering what employers want

We held several meetings with salon owners of all sized businesses in both the hairdressing and barbering sector.

- We looked at the funding available to give the best value for money.
- We held meetings with the City and Guilds, to discuss the best units to add into the Occupational Traineeship.
- We concluded that two separate routes will be required.
- One Occupational Traineeship for Hairdressing.
- One Occupational Traineeship for Barbering.



Hairdressing units to be completed

- Health & Safety
- Shampooing: VRQ Level 2
- Consultation: VRQ Level 2
- Colour: VRQ Level 2
(Root tint-Foils-T-sections)
- Styling: VRQ Level 1
(Bouncy Blow dry- Straightening)
- Practice One Length cut



Barbering units to be completed

- Health & Safety
- Shampooing: Level 2
- Consultation: Level 2
- Cut Men's hair: Level 2
(Scissor/Clipper over comb)
- Dry and Finish: Level 2



The First Pilots are up and running

Training Providers involved

- **Achievement Training (Norwich)**
(Hairdressing)
- **Changes Promotion (Essex)**
(Hairdressing & Barbering)
- **Momentum Training (London & Essex)**
(Hairdressing)
- **Mike Taylor Education (Dorset)**
(Barbering)
- **Gould's Barbers (Nationwide Through Tesco's)**
(Barbering)



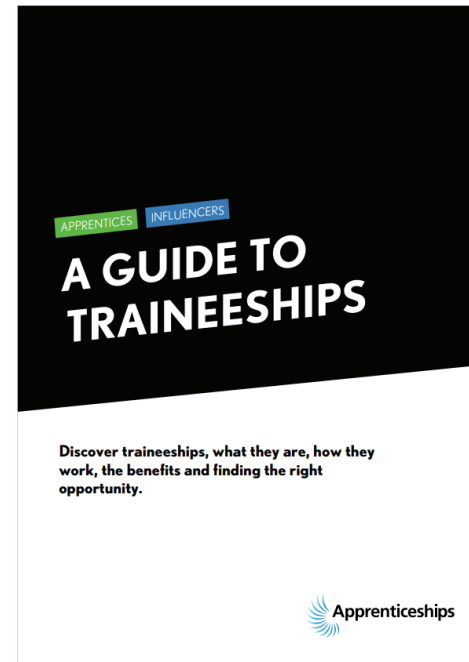
Plans for the future

- To roll out the Occupational Traineeship in Hairdressing and Barbering in every town in England.
- To encourage quality salons and barbershops to get onboard with the programme.
- To convert a minimum of 50% of Occupational Traineeships onto an Apprenticeship.



Traineeship resources

- ❑ The content from Amazing Apprenticeships has moved to a new home on www.apprenticeships.gov.uk.
- ❑ It can be found in the [Inspire and Influence](#) section. The traineeships information can be specifically found under [Alternatives to apprenticeships](#) tab and there is a specific [Traineeship resources](#) area where you can find e.g:
 - ✓ [A guide to traineeships](#) – what they are, how they work
 - ✓ [Traineeship activity pack](#) – to help students to consider their career options.
 - ✓ [Traineeships: Fact or fiction](#) – for employers but helpful for young people too.



02 **"I do not have to pay a trainee"**

FACT

Traineeships are of benefit to young people who need to develop their employability 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. This includes support for:

- travel and meal costs
- childcare costs
- disability support

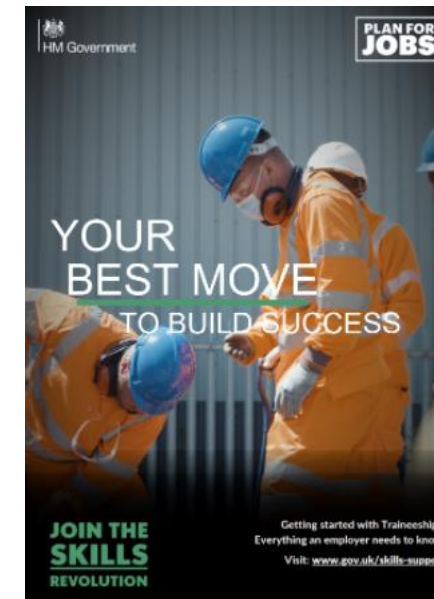
There is no requirement for employers to pay trainees for their time on a work placement because they are undertaking training and are not employed.

It is optional whether you choose to pay the young person's expenses to help cover things like travel and subsistence.



Traineeship resources

- ❑ There is also currently additional content on the Amazing Apprenticeships website:
<https://amazingapprenticeships.com/traineeships/>
- ❑ The resources can be found in 'Resources to get you started'
 - ✓ [Employer Guide to Traineeships](#) – for employers but helpful for young people too.
 - ✓ [Guide to Traineeships Slide deck](#)



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 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](https://www.nationalcareersservice.co.uk/) on 0800 100 900



Questions / open discussion



Seetec Outsource: Traineeships

Supporting young people to achieve and sustain their best adult life



An Introduction to Seetec Outsource

Seetec
OUTSOURCE



35+
Years Trading



2,000+
Employees



**Employee
Owned**



500K+
People helped
into work

- Founded in 1984 with over **35 years' experience**, working across the private, public and charitable sectors to help businesses and individuals achieve their potential through education and skills development.
- One of the UK's leading national training providers.
- **2,000** employees who are 'Employee Owners', Ofsted 'Good' provider.
- Creation of programmes to achieve the best outcomes.
- **86%** positive progression rate from our traineeship programmes.
- We have successfully helped more than **500K** people into sustained work.
- Collaboration with other organisations is in our DNA. We work with **75+ Local Authorities and Councils** delivering programmes to help people into work, tackling the local priorities and barriers into sustained employment, as well as years of working relationships with:



Traineeships at Seetec Outsource



- Warehouse & Storage with Forklift Licence.
- ESOL – Unoccupied Young People.
- Customer Service.
- Business Administration.
- Military Preparation.
- 'Recruitment' Traineeship.

Occupational Traineeships

- More appealing & meaningful to young people – apprenticeship or employment.
- Benefits the employer – easier recruitment.



Case Studies - ESOL Traineeship

Muzhgan is one of just a handful of female learners attending the city centre traineeship programme. She was a fourth-year medical student in Kabul before her family was evacuated and has dreams of becoming a plastic surgeon.

Having lost both her parents, and more recently a brother who was killed in a bomb attack on his office, Muzhgan finally feels safe in Liverpool and has embraced the city as her new home.

She said: "The course has been so much fun, and we've taken part in lots of activities. It has helped me to feel more settled in the UK.

"We're also getting practical support with job and university applications, which is really helpful. It's important for me to go back to university and continue my studies so that I can follow my dream of becoming a plastic surgeon one day."

Case Studies - Traineeship



- [A Fresh Start for Afghan Refugees in Liverpool | Seetec Outsource](#)
- [Traineeship Boosts Ethan's Confidence and Job Prospects | Seetec Outsource](#)
- [From Traineeship to Kickstart: James Lands Rewarding Role with Award-Winning Charity | Seetec Outsource](#)

Websites:

- www.seetecoutsource.co.uk
- www.seetec.co.uk



Any questions?

8th June 2022

12:00pm

T Level Transition Programmes

with

Diana Muallem

Nick Palser

[Click here to register](#)

Contact information



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