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# Traineeships – A Toolkit for GM - 9 June 2015

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# Skills Funding Agency (SFA) Priorities and Funding for the 2015 to 2016 financial year

‘Traineeships have made an excellent start. We want to continue to grow the programme at pace whilst maintaining a strong focus on quality. We will therefore continue to fund and prioritise high quality traineeships, encouraging more eligible providers to deliver them in order to give as many young people as possible the skills and experience they need to enter apprenticeships and sustainable jobs.’



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# Skills Funding Agency (SFA) Priorities and Funding for the 2015 to 2016 financial year

From the 2015/16 academic year we are strengthening the focus on positive outcomes, giving providers greater flexibility to deliver work preparation training and bringing greater consistency to the offer for 16 to 18 and 19 to 24 year olds, which from 1st January 2015 has included enabling 19 to 24 year old qualified to a full level 2 to access traineeships.



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# What are Traineeships?

Traineeships will give young people the opportunity to develop the skills and workplace experience that employers want and put them in a better position to compete for an apprenticeship or job.

A training programme that unlocks the great potential of young people and prepares them for their future careers by helping them to become 'work ready'.

Traineeships are delivered by training organisations and funded by the government, with employers providing the valuable work experience placement and interview as part of the programme.



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# Who are Traineeships for?

Traineeships are available for young people aged 16 to 24 and for young people with Learning Difficulty Assessments or Education, Health and Care Plans up to academic age 25.

The core target group for traineeships are young people who:

- are not currently in employment and have little work experience, but who are focused on work or the prospect of it;
- are aged 16 to 24 and qualified below level 3; and
- providers and employers believe have a reasonable chance of being ready for employment or an apprenticeship within six months of engaging in a traineeship.



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# What will Traineeships provide?

The core content is a high quality work experience placement, work preparation training, and English and maths provision if required.

Providers and employers have the freedom to bring these elements together in the best way to engage and support individual trainees.

Can last between six weeks and six months.



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# Benefits to Employers

Employers will be at the very centre of traineeships, running the programme or offering high quality work placements in partnership with a trusted provider.

Employers can influence the design of traineeships in their local area to make sure they provide young people with the skills and attributes that will benefit their business.

Quality programme; Recruitment; Talent Spotting; Flexibility; Corporate Social Responsibility.



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# Traineeships

- Health warning!!
- Starts data
- Period 15 2013/14 – GM v NW
- Period 7 2014/15 – GM v NW
- NW Contribution to national figures





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# Traineeships

- **Ambition – 24,000 Traineeships by the end of July 2015**
- **Achievement by the end of 2013/14 and current position**



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# Traineeships

**[Employer's Guide to Traineeships](#)** recently published on our website

**[Framework for Delivery 2015/16](#)** – contains some case study materials which you might find useful.

**No further changes to the rules around Traineeships but we have recently clarified the 30 hour rule for benefit claimants remains for both skills training and work experience. This is a DWP rule to ensure the claimant still has time to continue to sign on and look for employment.**



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# Traineeships

**Providers still need to be Grade 1 or 2 to be eligible to delivery – further detail in the [Funding Rules for 15/16](#). Note that this rule has been lifted for sub-contractors which opens the market up for those without an OFSTED track record.**

**We have recently asked providers to ensure that they complete the ILR correctly in order to improve our Traineeship reports.**