

# SKILLS TRAINING SUMMARIES

## What works for your organisation?

	APPRENTICESHIPS	TRAINEESHIPS	KICKSTART	T-LEVELS	NATIONAL SKILLS FUND
<b>Educational Level</b>	From intermediate Level 2 (GCSE Equivalent) to Masters Degree Level 7.	Pre-apprenticeship level prior to starting an apprenticeship and offers chance to get Maths & English.	No educational level set, more of a focus on the work place experience.	Level 3/A-Level equivalent.	Level 3
<b>Eligibility</b> <small>(Age/employment status etc.)</small>	Aged 16 and above, no upper age limit and not in any other formal education.	Aged 16 - 24	Aged 16 - 24 and also on Universal Credit.	Aged 16 - 19 (or 16 - 24 for those with an Education, Health and Care Plan)	Aged 19+
<b>Summary</b>	Available in a wide range of job roles for a minimum of 30 hours per week. A real job where the apprentice learns, gains experience and gets paid. Off the job training at college or university is 20% of contract hours.	Pre-apprenticeship programme in a work placement, can help the candidate gain the qualifications and experience required to enroll on an apprenticeship. Duration is from 6 weeks right up to one year, although the majority take less than one year.	Work place experience last 6-months and at 25 hours per week. The job role given must be a new role created specifically for the participants. National minimum or living wage paid in full by the Government.	T Levels place focus on high-level technical study and work-ready skills. T Levels have been developed in collaboration with employers and businesses so that the content meets the needs of industry and prepares students for work, further training or study. This is a full-time course and a 2 year long placement.	Flexible Government funded training that can be used to upskill existing members of staff or new talent. Adults can receive this free training in a range of sectors and skills depending on the eligibility of the individual and the employer.
<b>Employer Benefits</b>	Progress skills in the workforce. Improve employee retention, productivity, efficiency and work place satisfaction by offering the opportunity to up skill. Alternatively, hire apprentices externally and inject fresh perspectives and new skills into the workforce.	Ideal if you are considering recruiting an apprentice at a later date, as the traineeship period offers the chance to get to know the candidate as well as giving the trainee time to understand the company culture and the basic running of the business. Also will provide additional hands in workplace.	Similar benefit to Traineeships in that Kickstarters can help to identify future recruits for apprenticeships or other job roles for the organisation, whilst getting the participant used to your company culture.	Support a young person with a long-term placement to enable them to gain the technical knowledge and skills required by employers in the industry. An additional pair of hands, a fresh perspective and energy for your organisation.	Improve the skills and confidence of your workforce. A great start to introducing further skills training later on in the development of your staff.
<b>Employer Commitments</b>	Offer a real and fulfilling job role that will benefit the development of the business and the apprentice. Must meet the on/off the job training requirements of the apprentice standard.	A minimum of 70 hours of paid or unpaid work experience. A maximum of 240 hours work. Fulfilling and useful job role and also an interview for apprenticeship or job at the end of the traineeship.	25 hours of work per week in a new role. This role must not result in current members of staff losing any work and the placement must not replace any currently or planned vacancies.	Must be able to provide a minimum of 45-60 days placement over the course of the 2-year T-Level.	Staff undertaking the training that has come from this funding, should be supported wherever necessary by more senior staff members, but there is no formal commitment.
<b>Employer Incentives</b>	£3000 per apprentice hired from 1 April - 30 September 2021. A further £1000 if 16-18, or 16-24 with Education, Health and Care Plan or have been in care of local authority.	£1000 per trainee for a minimum period of 70 hours in the workplace.	£1,500 placement to cover training and set up costs. Fully funded staff that can start up to December 2021.	£1000 per individual.	