



Traineeships

**An overview and update:
May 2020**



Department
for Education



Traineeships

Traineeships

A **flexible education and training programme** for 16–24 year olds (up to age 25 with EHCP), lasting between 6 weeks and 6 months.

Three core elements plus optional flexible element:

1. High quality work placement (with employer)
2. Work preparation training (with training provider)
3. English & maths training (with training provider)
4. Plus optional flexible content i.e. vocational qualifications/learning.



Traineeships

Target Group

- 16-24 year olds (25 with EHCP)
- Qualified below level 3
- Minimal work experience but focussed on the prospect
- Ready for an apprenticeship/employment following their traineeship



Purpose

To give young people the **skills and experience** needed to progress to apprenticeships or sustainable employment

Funding

- 16-18 traineeships are funded as Study Programmes
- 19-24 traineeships are funded from the Adult Education Budget (AEB)



Responsibilities and benefits

Provider

- Draws funding from Education and Skills Funding Agency.
- Responsible for quality and reporting
- Responsible for finding appropriate trainees (though employers can have a say over who they have on placement)

Employer

- Agree details of work placement
- Works with a provider to ensure design of programme meets your needs
- No costs
- No obligation to offer apprenticeship or job but must offer exit interview and written feedback to trainee.

Trainee

- Help with building CV
- Work preparation training
- Work experience placement with an employer
- English and maths support (if needed)
- Interview with the company (if a role is available) or an exit interview, together with meaningful written feedback.



Flexible delivery: provider and employer can determine, based on learner need

Delivery model

Content of 'Work Preparation Training'

Start dates

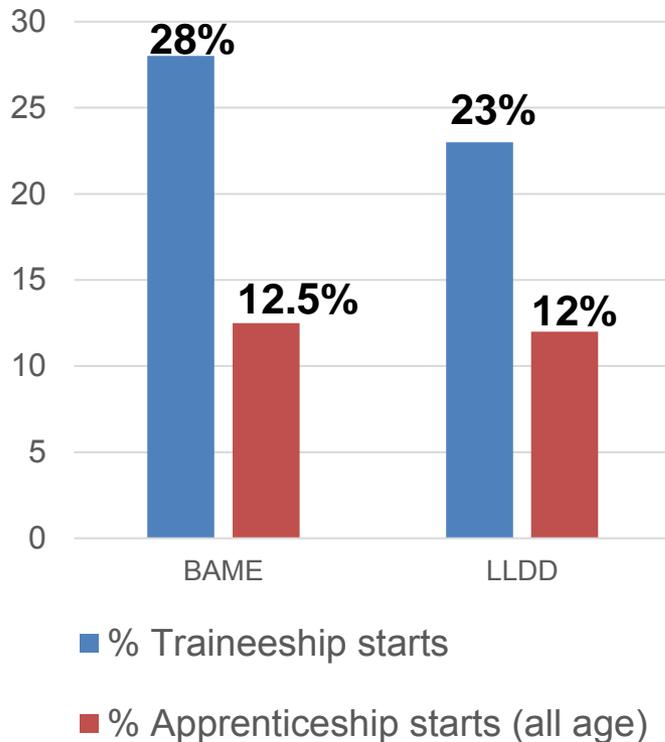
Programme duration

Inclusion of additional, relevant vocational qualifications

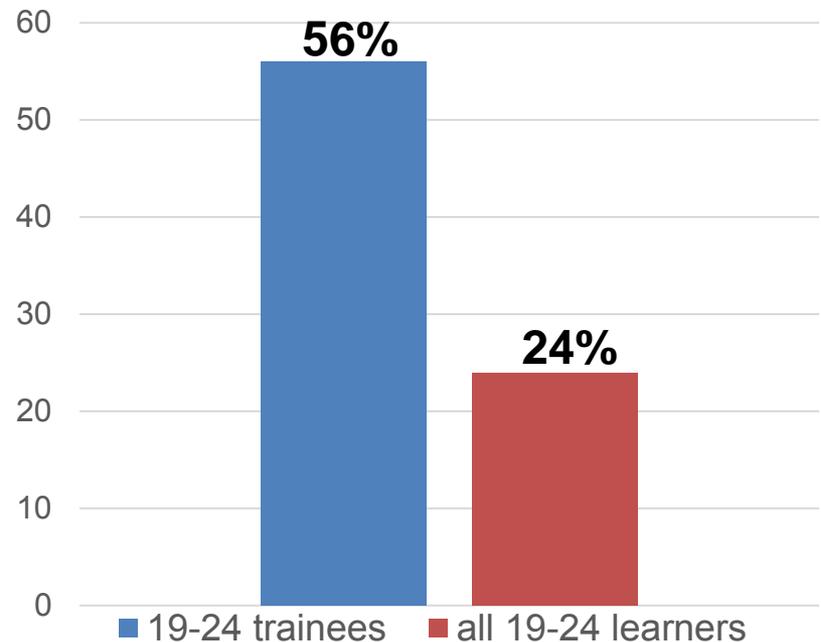


Traineeships support social mobility and workforce diversity

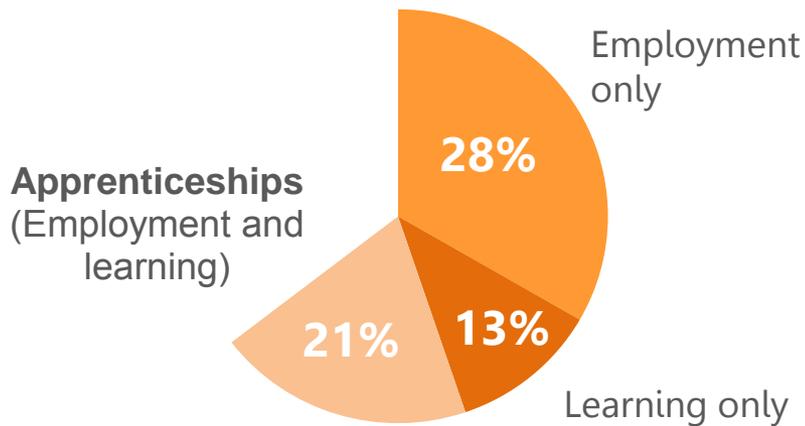
Proportion of trainees from BAME backgrounds and those with LDD compared to apprentices



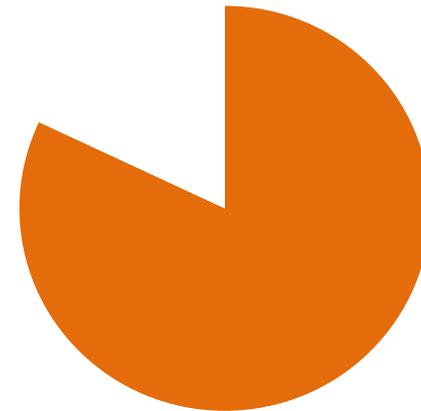
% of 19-24 year olds who were claiming benefits at the start of their learning



Traineeships get good outcomes for young people



62% 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.****

What do young people think?

"With not having the qualifications, it was that second chance to make something of myself and now I have the qualifications. I have my level 2 in maths and English which I didn't have before. I think I had an E in maths and D in English."

(Male)

"Lacked a bit of confidence, but staff work through that through role play".

(Female)

"I don't think I'd have gotten into it [the apprenticeship] if it wasn't for this course. I would say it is the easiest way to step into this sort of thing, and the college help you get into where you want to get into".

(Male)

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



Impact and recovery from Covid-19

Impact of COVID-19 on traineeship delivery

- The **core aim** of traineeships is for trainees to get '**work ready**' however trainees cannot currently access work placements.
- This problem is expected to continue once lockdown measures are lifted given the likely **reduction in employment opportunities** and employers' capacity to offer work experience.
- The **short duration** of the current programme is giving little flexibility for providers to adapt provision and do a work placement later
- Trainees can have challenging backgrounds and be more likely to find **online learning inaccessible** due to home circumstances or IT availability and/or connectivity.

Covid-19 flexibilities for current traineeships

- We have published guidance for traineeship providers in response to these issues.
- The guidance is published in the **FE provider Covid-19 operational guidance** and gives providers further flexibilities to tailor traineeships during the outbreak.
- Flexibilities include:
 - Extending the duration of the programme up to 12 months to give more flexibility for providers to keep trainees in learning.
 - Reducing the number of required work placement hours from 100 to 70 given some trainees will have almost completed the programme.
 - Not penalising providers for not delivering the required 100 hours for this academic year where they demonstrate continued support to develop a trainee's work experience skills.

Traineeship Covid recovery and wider reform

- During recovery from COVID-19, the traineeship programme will provide extra support required by vulnerable young people to progress into apprenticeships, work and further learning.
- There will be many more young people who are disengaged from learning due to a long break in learning or who need a focussed supported transition programme whilst they are unable to access apprenticeships and jobs.
- We are considering reforms to traineeships as part of covid recovery.



Impact and recovery from Covid-19

Impact of COVID-19 on traineeship delivery

- The **core aim** of traineeships is for trainees to get '**work ready**' however trainees cannot currently access work placements.
- This problem is expected to continue once lockdown measures are lifted given the likely **reduction in employment opportunities** and employers' capacity to offer work experience.
- The **short duration** of the current programme is giving little flexibility for providers to adapt provision and do a work placement later
- Trainees can have challenging backgrounds and be more likely to find **online learning inaccessible** due to home circumstances or IT availability and/or connectivity.

Covid-19 flexibilities for current traineeships

- We are about to publish guidance for traineeship providers in response to these issues.
- The guidance will be published in the **FE provider Covid-19 operational guidance** and will give providers further flexibilities to tailor traineeships during the outbreak.
- Flexibilities will include:
 - Extending the duration of the programme to give more flexibility for providers to keep trainees in learning.
 - Reducing the number of required work placement hours and allowing providers to continue to support and develop a trainee's work experience skills outside of a work placement where this isn't accessible.

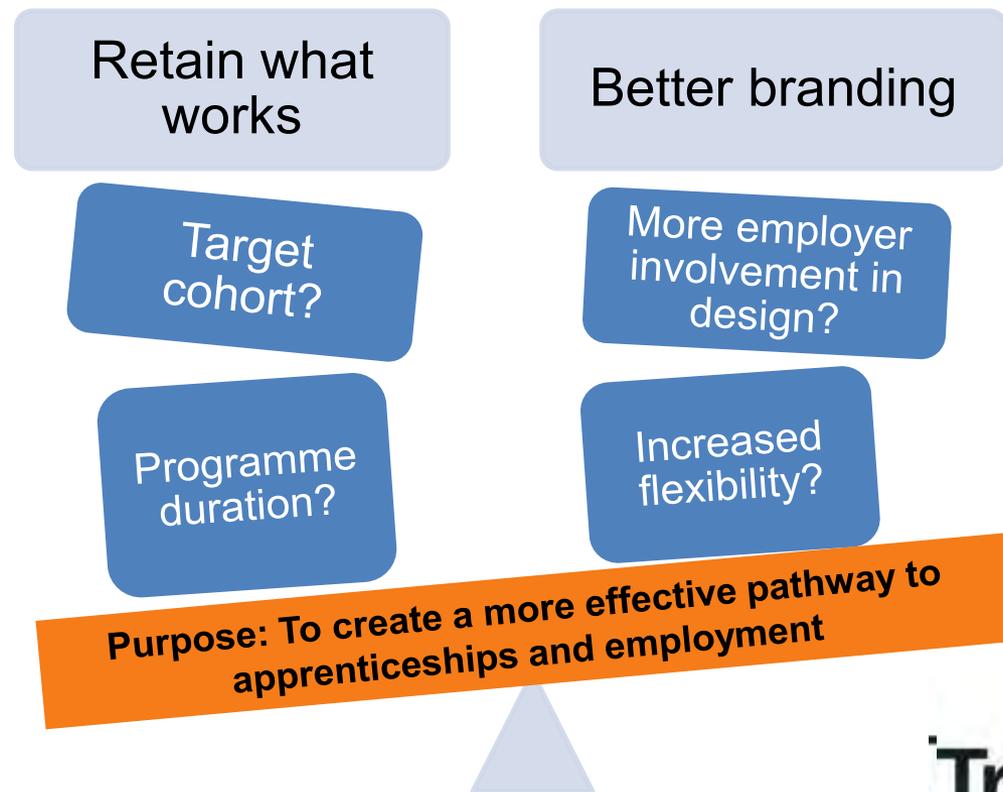
Traineeship Covid recovery and wider reform

- During recovery from COVID-19, the traineeship programme will provide extra support required by vulnerable young people to progress into apprenticeships, work and further learning.
- There will be many more young people who are disengaged from learning due to a long break in learning or who need a focussed supported transition programme whilst they are unable to access apprenticeships and jobs.
- We are considering reforms to traineeships as part of covid recovery.



Considering the longer term future of Traineeships

- Traineeships are the government's pathway programme to apprenticeships and employment and provide a good route for under-represented young people.
- We want to support more young people to progress into apprenticeships and employment, particularly at Level 3.



Advising trainees

Signpost to Traineeships

How do young people access a traineeship?

- by asking their local college or training provider if they have opportunities or 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 you're in receipt of benefits

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

Policy queries:

Traineeships.Policy@education.gov.uk