



Traineeships for 19 up to 24 year olds

- 2013/14

Presenters:

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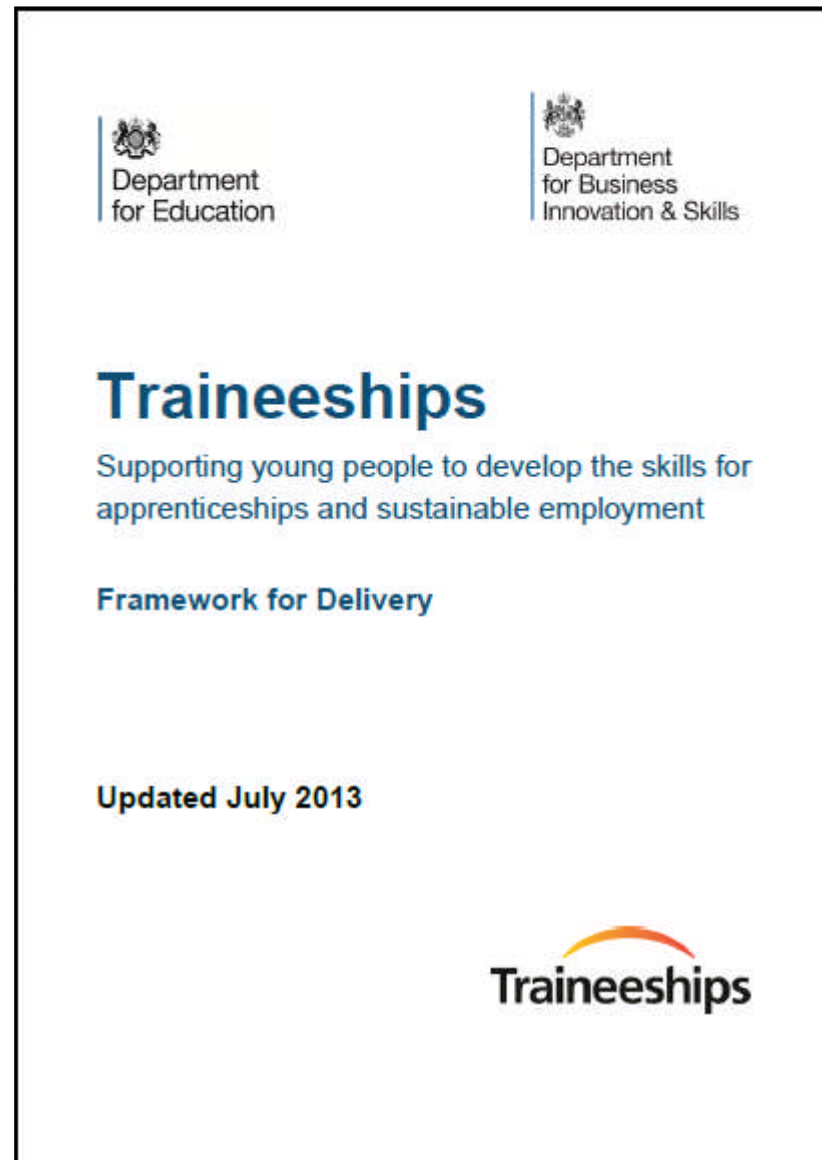
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Agenda



- Essential reading
- Policy Principles
- The Traineeship Programme
- How we fund it
- Next steps

References



<https://www.gov.uk/government/publications/supporting-young-people-to-develop-the-skills-for-apprenticeships-and-sustainable-employment-framework-for-delivery>

References

Traineeships



<http://skillsfundingagency.bis.gov.uk/providers/fundingrules/>

Principles

The issue



- Some young people who are motivated and focused on employment, including Apprenticeships, are **unable to successfully find work.**
- Employers consistently report that young people applying for vacancies often **lack work related skills and attitudes** which they need to secure and sustain employment.
- Young people '**move in and out of education and short-term employment...** churning between the two in an attempt to find either a course which offers a real chance for progress, or a permanent job, and finding neither'.

The Policy Intent



- This is the gap that we want to fill through the development of traineeships – a **progression route**.
- The programme will provide a **structured opportunity** for young people who are motivated by work to **develop the skills and experience** they need to be attractive to employers.
- This will help them to **move into sustainable Apprenticeships or other jobs**, reinvigorate the workforce, reduce the proportion of young people who are NEET and reduce youth unemployment.

Programme

The Core Offer



- Traineeships are for 16 up to 24 year olds who are unemployed.
- A high quality **work placement** to give the young person meaningful work experience, develop workplace skills, and provide an opportunity to prove themselves to an employer.
- A focused period of **work preparation training**, focusing on areas like CV writing, interview preparation, job search and inter-personal skills.
- **English and maths**, as these are seen as crucial employability skills.

Traineeships - A Quality Start

Who can deliver in 2013/14?

Colleges and training organisations are eligible to deliver from beginning of August 2013 only if they have a current Ofsted Grade of **Outstanding** or **Good** and are not under a formal notice (of concern or to improve).

Traineeships - A Quality Start

Why?

- Rigour and Responsiveness - driving improvements in quality of provision in the FE sector.
- A high quality programme with a brand that can be recognised by employers, providers and young people from day one.
- Ofsted grades represent a single and simple, externally validated quality measure that is recognised by the sector.
- The longer term plan is to develop robust success and destination measures for traineeships.

Delivery Routes



- **Existing Adult Skills Budget providers** that hold a contract with the Agency. Funded on the same basis per component model as standard ASB contract.
- Existing providers for 16-19 year olds that hold a contract with the Education Funding Agency will be able to deliver traineeships within the new Study Programme arrangements - funding per student.
- Existing 16-18 Apprenticeship providers that don't have an EFA contract will be able to deliver through their contract with the Agency. Funded on the same basis as those through the EFA.
- Employer Ownership Programme - additional route for employers.

Sub-contracting

- Existing subcontractors eligible – as notified on provider’s formal Subcontractor Declaration at 1 June 2013.
- *Unless* subcontractor has Notice of Concern or Notice to Improve.
- New subcontractors – must have an Ofsted Grade 1 or 2.

Funding

Learner Eligibility



- To be entitled to full funding for their Traineeship programme learners must comply with the **existing eligibility rules** set out in our Funding Rules 2013/14 Version 2, paragraph 42.
- **19 up to 24 year olds – first Level 2 entitlement.**
- Providers and employers must assess that there is reasonable chance of the young person being ready for employment, or an Apprenticeship **within 6 months of starting their traineeship.**

Funding Traineeships

- Using the **existing Adult Skills Budget arrangements** allows providers to work with employers and individuals to pick from the flexible content to design the programme.
- **New element - Work experience** and the benefit of packaging the elements under the traineeship branding.
- Providers must record a **learning delivery monitoring code** against all learning aims delivered as part of a Traineeship.

Work Preparation

- Qualifications and Credit Framework qualifications and units.
- Up to and including Level 2.
- Approved by us and listed in Simplified Funding Rates Catalogue 2013/14.
- Must have an “employability/work preparation focus”.
- Example: Entry Level Unit Preparing for an Interview Level 1 Award in CV Writing (QCF) Funded @ **£150**.

English and maths

- All learners must undertake English and maths training *unless...*
- They have an existing GCSE A*-C or Functional Skills Level 2.
- Any qualifications undertaken must be one of those set out in our Funding Rules.
- Example: Functional Skills English @ **£724**.

Funding Work placement

- The intent – “High Quality, Substantial and meaningful experience for the individual”.
- Duration - minimum 6 weeks/maximum 5 months
- Needs to fit with the individuals learners needs and circumstance (including fit with the benefit system)
- 16 hour benefit rule skills training only, work placement time is **in addition** to this.

Funding Work placement



- Funding rates based on assumed activity costs to engage employer and manage work placement.

Code	Hours band	Rate
Z0002341	100+	£500
Z0002342	200+	£700
Z0002343	500+	£900

- Weeks on placement for those on unemployment benefit must be consecutive.
- Can be with more than 1 employer – no less than 2 weeks at a time.

Funding Work placement



- Evidence - includes exit interview and formal feedback records.
- Simulated work placements are not eligible.
- The provider must record the Employer Reference Number (ERN) for each placement at learner level on the ILR (as per standard WBL learning).
- 20% achievement payment trigger – progression to a job or an Apprenticeship.

Funding £

Example



Activity	Funding
Entry Level Unit Preparing for an Interview Level 1 Award in CV Writing (QCF)	£150
Functional Skills English	£724
Functional Skills Maths	£724
Vocational Qualification	£700
Work Placement – banding – 200+hrs	£700
Total funding - excluding Area cost uplift and Disadvantage uplift	£2998

Next Steps

Next Steps

- Relationship or Employer Account managers are talking to all eligible providers to assess appetite and scale of delivery.
- List of eligible providers will be updated to included 19 up to 24 and all providers who have expressed an interest to deliver will be included.
- Branding and materials will be sent out to all eligible providers.
- Work with partners on referrals and communications



Skills Funding
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Queries can be sent to:

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