



# 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

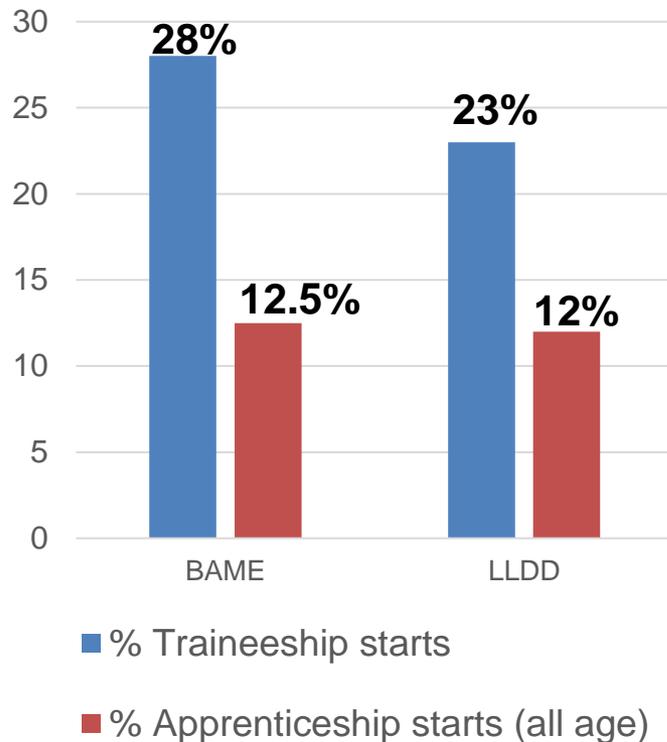
Programme duration

Inclusion of additional, relevant vocational qualifications

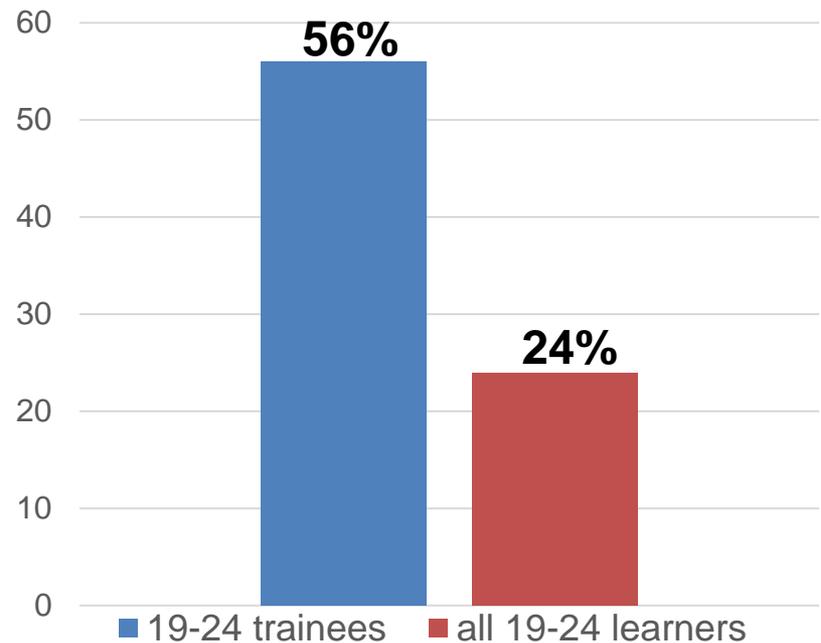


# Traineeships support social mobility and workforce diversity

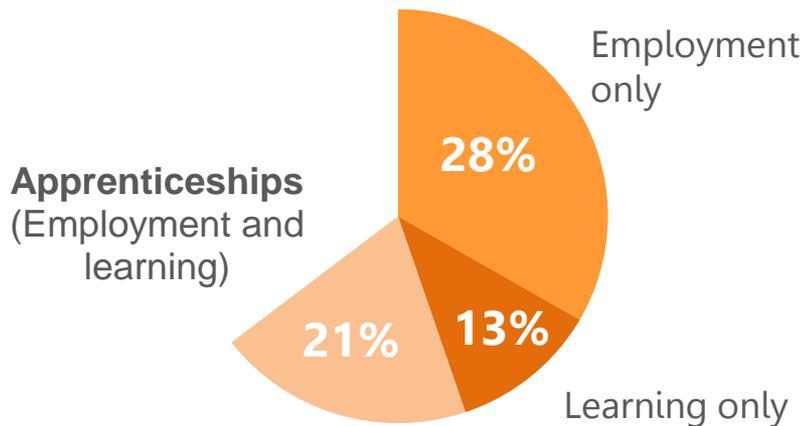
Proportion of trainees from BAME backgrounds and those with LDD compared to apprentices



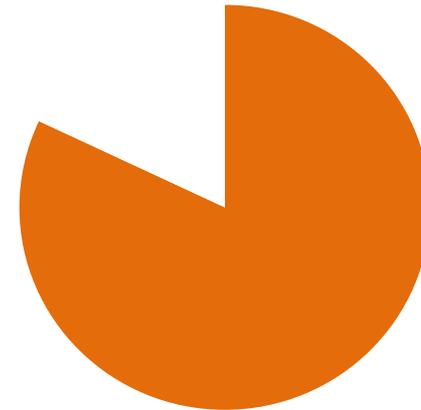
% of 19-24 year olds who were claiming benefits at the start of their learning



# 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.



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- 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.

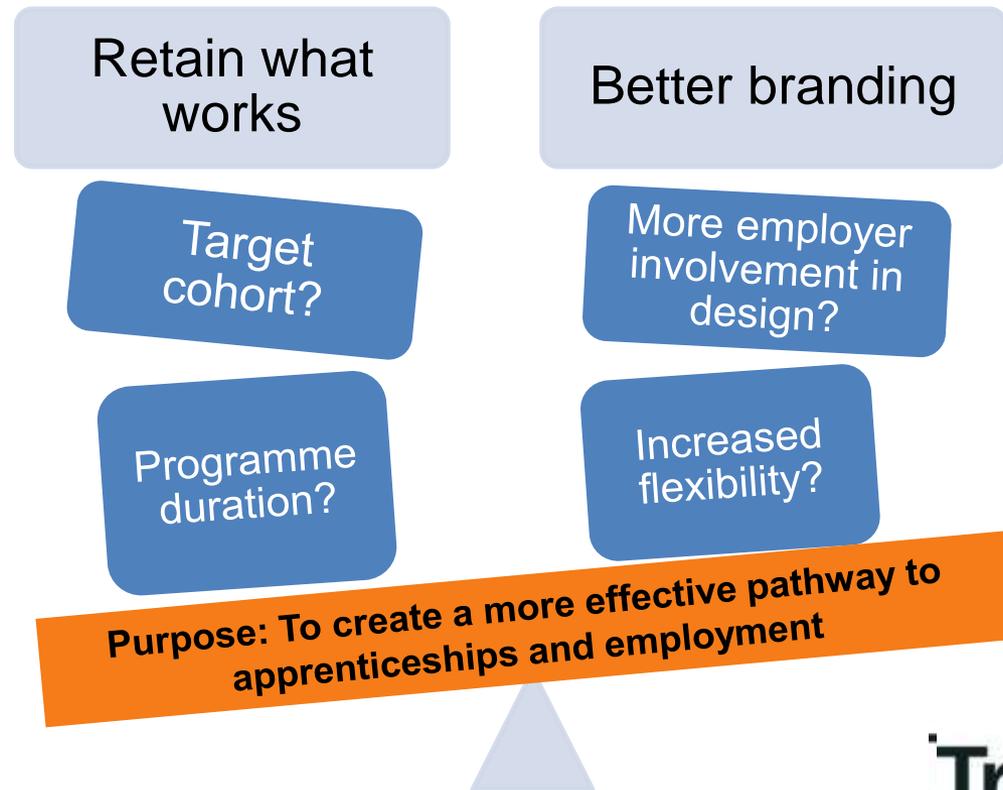
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# Considering the longer term future of Traineeships

- 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](http://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](mailto:Traineeships.Policy@education.gov.uk)**



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