

## Training Opportunities

|                        | APPRENTICESHIPS   | TRAINEESHIPS  | KICKSTART   |
|------------------------|---|---|---|
|                        | <p>Apprenticeships provide a real, new job with substantive, high quality training to become occupationally competent in a chosen industry.</p>   | <p>Designed to help young people who want to get onto an apprenticeship, but do not yet have the appropriate skills or experience.</p>  | <p>High-quality six-month work placements in 'new' jobs, aimed at those aged 16-24, who are currently out of work and deemed at risk of long-term unemployment.</p>   |
| EMPLOYER COSTS         | <p>Wages of the apprentice – at least £4.15 per hour.</p> <p>For levy payers, 100% of the cost of the apprenticeship will be taken directly from your levy pot.</p> <p>For non-levy paying employer, you will contribute 5% of the training costs, unless you are a small employer hiring a 16 to 18 year old of a 19 to 25 year old with a EHC plan.</p>   | <p>No cost</p> <p>Whilst there are no costs, employers may contribute to travel and subsistence costs for the young person.</p>   | <p>No cost</p> <p>You may want to use part of the incentive payment to support employability training of the 'Kickstarter'.</p>   |
| INCENTIVES             | <p>Available 1 August 2020 to 31 January 2021.</p> <p>£2000 for 16 to 24 year old and £1500 for 25+</p> <p>Payment is in addition to wider funding support for specific groups of apprentices.</p> <p>Incentives paid at 90 days and 365 days, and can be spent on a wide range of costs to support apprentices including wages travel, and mentoring.</p>  | <p>£1000 per trainee</p> <p>Limit of 10 incentive payments per employer.</p>  | <p>100% of wages are subsidised at NMW for 25 hours per week.</p> <p>NI contributions and auto enrolment costs funded.</p> <p>£1500 grant available to for start-up costs, e.g. equipment, uniform or training.</p> |
| TRAINING               | <p>Off-the-job (OTJ) training is required for the purpose of achieving the knowledge skills and behaviours of the apprenticeship standard.</p> <p>OTJ can include training delivered at the apprentice's normal place of work but can also include training days/ workshops.</p> <p>OTJ must account for at least 20% of the apprentice's normal working hours over the duration of the apprenticeship.</p> | <p>Work preparation training.</p> <p>English and Maths, if qualified below level 2 and digital training.</p> <p>A work placement lasting 70-240 hours.</p> <p>Access to additional support such as mentorship.</p> <p>Optional technical qualification to help learner prepare for an apprenticeship.</p> | <p>Employability support training to develop transferable skills to increase chances of longer-term work.</p>   |
| DURATION               | At least 12 months  | Duration can be between 6 weeks and 12 months   | 20 weeks  |
| ELIGIBILITY            | Any age from 16+  | 16 to 24 year old with a level 3 qualification or below   | 16-24 years old currently out of work and deemed at risk of long-term unemployment.   |
| PROGRESSION ROUTES     | Longer term employment, training or higher level or degree apprenticeships dependent on role/occupation and standards available.  | Longer term employment of training provision including an apprenticeship.   | Apprenticeships, sustained employment, and further training.  |
| ADDITIONAL INFORMATION | <p>Please contact Cathy Hughes at <a href="mailto:cathy.hughes@bpif.org.uk">cathy.hughes@bpif.org.uk</a></p> <p>More information can be found <a href="#">here</a>.</p>   | <p>More information on traineeships can be found <a href="#">here</a>.</p> <p>BPIF are seeking funding to support deliver of traineeships.</p>  | <p>Please contact Ceri Priddle at <a href="mailto:ceri.priddle@bpif.org.uk">ceri.priddle@bpif.org.uk</a></p> <p>More information can be found <a href="#">here</a>.</p>   |