

Delivering positive  
outcomes from  
traineeships

**prospects**

Inspiring People. Developing Potential



# Overview of a traineeship

Traineeships are an opportunity for young people to gain real work experience, job skills and improve their English and Maths over a 6 week to 6 month period with a view of them going into an apprenticeship or employment

- A minimum of 100+ hours of work experience
- Work skills programme
- Maths and English Functional skills

# The Core programme

## Pearson Work skills Level 1 Core Units

- Literacy for the workplace
- Numeracy for the workplace
- Personal Behaviour for Success
- Preparing for work placement
- Learning from the workplace



## Additional Bundles

# Work Skills Titles

- Art and Design
- Business Administration
  - Construction
- Creative and digital
- Customer services
- Driving in Logistics
  - Engineering
- Hair and Beauty
- Health and social care
  - Retail
  - Hospitality
- Sports and active leisure
- Warehousing and storage



What do you think  
are the barriers for  
the Employers?



# The barriers that we have faced from Employers

- Reputations of 16-18 year olds
- Upsetting customers
- Can't afford to pay them
- Do not have a vacancy
- To much hassle
- Time
- Upsetting the balance of the team
- Lack of awareness
- Locations of employers



What do you think are the barriers for learners?

# The barriers that we have faced from Learners

- Travel costs
- Locations
- Not being paid
- No money to buy uniform
- No enthusiasm
- No routine
- Low confidence
- Low self esteem
- Anxiety issues
- No purpose



Positive Outcomes  
for learners



Help with travel was a must

Quick process from applying to starting

Her first experience working with non-native English speakers

Enjoyed more as she gained confidence

Given more and more responsibility for the first time

Loves the relationship and the time with her Tutor

Took the traineeship to build her maths and English

Values the work experience, glad she kept with the programme and is now making plans for her future, i.e. positive outcomes and a change in attitude

Time in traineeship has gone fast

Views it as getting key experience by committing to the 10 weeks and then wants to work in an office



Enjoyable, fun experience

Really great mentor (Mack – head chef) helpful, has taught him new skills, always available to chat

Learning a lot of new skills

Free food – one of the best bits

Before the traineeship, wasn't really doing anything –  
He's hoping for a job at the end

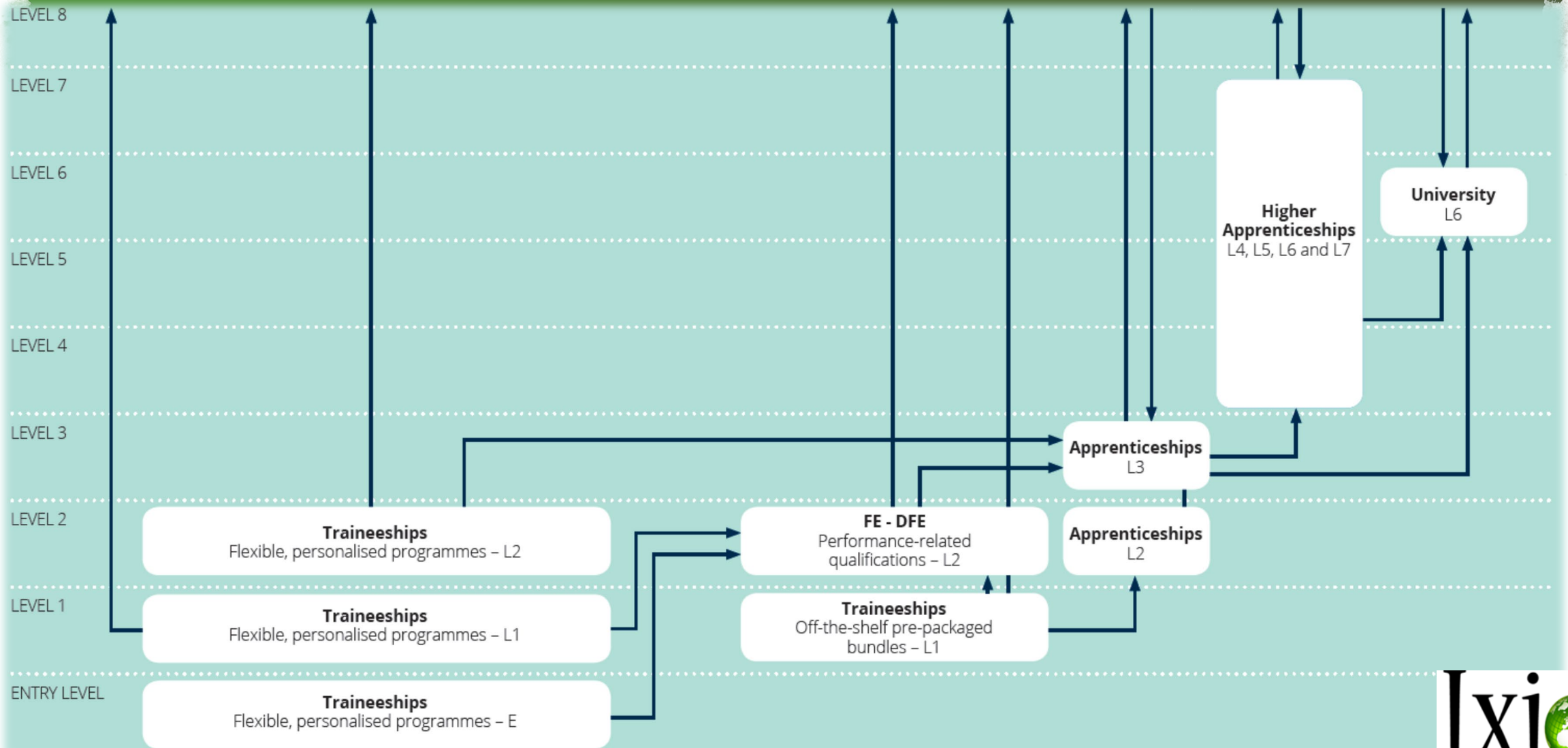
Found he's part of a hardworking yet easy going team

Gaining a wide range of skills

He's always doing something to help out, i.e. a  
positive, can-do attitude



# Progression pathway





# Outcomes for the Employer



- Creating a new workforce
- Forward planning for economic/political issues
- Meeting their own community commitment's such as social mobility
- Cutting the costs of recruitment
- A feel good factor in the sites
- The increased energy that youngsters bring
- Commitment to 2 further cohorts

# Our key learnings that help with outcomes



Dedicated  
Progression support



Choosing the right  
sectors for youngsters



Over subscribe



Complete assessment  
days prior to  
enrolment



Honesty with the  
employer



Have a range of  
employers ready



Not everyone that  
applies is suitable



Be flexible with the  
programme



Clear communication links  
between employer ,  
learner and provider prior,  
during and after the  
traineeship



# Any questions?

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