



Department  
for Work &  
Pensions

# Traineeships – The DWP View

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# The Jobcentre Plus Claimant Journey.

- The JCP model offers a tailored approach determined by individual circumstances and proximity to the labour market. JCP obtain information within diagnostic interventions to determine/agree the level, the type and frequency of support required by all.
- **183k (18-24s) claim benefit, down 51k on the previous year**
- For many young people, a light touch approach works - **30% moving into work within 4 weeks**. This illustrates the value of good diagnostic interventions and young people are not referred to training unnecessarily and thereby 'locked into' benefit
- For others, a short, work focussed intervention such as sector based work academies or a work experience placement is what is needed to address barriers to work. **(70% off-flow in 3 months)**.
- A small proportion of young people, despite numerous interventions, require the specialist support of the Work Programme

# Where Do Traineeships Fit into this Journey?

- Traineeships are ideal for those young people for whom a short intervention like sbwa or work experience is insufficient to address barriers such as low basic skills or sparse/no work history, but for whom the specialist support of the Work Programme is unnecessary.
- Traineeships offer those who are not too distant from the labour market the opportunity to focus on the work related skills they need to enter and progress in the workplace.
- Traineeships fill a space previously unoccupied by quality provision, and where content is influenced heavily by employers, meet the demands of today's labour market.
- DWP will offer 350 traineeship places to young unemployed people this year

# What Have We already Achieved with Traineeships?

- DWP is committed to enabling growth in the programme and we have introduced some major simplifications to the benefit system
  - Full-time learning whilst maintaining benefit entitlement for all,
  - Flexible participation in work placement.
- Traineeships are the most accessible programme of support for young benefit claimants and to date **over 10k have participated in a traineeship**
- DWP Employer Relations Managers have been at the forefront of securing traineeship take up by major industry leaders including the BBC (Make it Digital – 5k opportunities) and the Energy Efficiency Industrial Partnership.
- Jobcentre Plus has the capacity to test demand for traineeships where providers are unsure of the landscape by referring eligible young people for assessment when no live advertised opportunity exists – Providers need only contact their local Jobcentre/DWP contact.

# Building Relationships Enables Success - Coalville Jobcentre.

- Building on the opportunity to network with partner organisations at NIACE sponsored workshops, Jobcentres are building relationships locally to drive growth and increased employment starts
- The JCP in Coalville works closely in partnership with the East Midlands Homes Group to harness mutual understanding to the benefit of potential trainees.
- We have co-financed marketing campaigns locally, including the citing of A Boards around the town, displaying EMH, DWP and traineeship logos and aimed at potential trainees
- *“.... their active involvement in helping businesses like ours to attract trainees is incredibly helpful and is fab partnership working”* Chris Swaine EMH Group Academy L&D Manager.
- Several young claimants have progressed through the 2014 traineeship intake to join the Academy apprenticeship programme, with 2 of those nominated by NAS as Apprenticeship ambassadors

## Robson – EMH Group Trainee

- Robson was part of the 2015 traineeship intake, referred by the Jobcentre to EMH Group
- Before:
  - <https://www.youtube.com/watch?v=oXAdSEEv9QA>
- After:
  - <https://www.youtube.com/watch?v=UleoSH5tEms>
- **Robson has now started work, secured on his last day on the traineeship.**