



Two of the stated objectives for today's event

- Appreciate the policy context within which [we] are working
- Begin to develop a network of providers with whom to share the experiences of both Traineeship and Apprenticeship delivery

Aim of the programme

- To give young people the work experience and skills to progress to an apprenticeship or other sustainable employment

Programme needs to stay relevant

- 3m apprenticeship target, RPA for 16-18 year olds

Wider context

- Spending Review (25 November)
- *Fixing the Foundations* – Government's ambition to support increased productivity
- Devolution – Area Base Reviews and devolution of non-apprenticeships skills budgets to local areas.

Relevance of programme

- 3m apprenticeship target
- RPA for 16-18 year olds
- Fit with the other Government skills initiatives
- Review of the programme elements

Wider context

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Success to date

10,400 traineeship starts in 2013/14

- of which 7,000 were aged under 19 and
- 3,400 were aged 19 to 23 (final data).

15,100 traineeship starts in the first 3 quarters of 2014/15

- of which 9,400 were aged under 19 and
- 5,800 were aged 19 to 24 (provisional data)

Source: SFR, 25 June 2015

Traineeships first year process evaluation, March 2015

- 67% of traineeships had progressed into apprenticeships (22%), other jobs (28%) or further learning (17%) ;
- 82% of trainees said that the traineeship at least matched their expectations; with over half (54%) saying it exceeded their expectations.
- 94% of employers consider traineeships an effective way of increasing young people's chances of finding paid jobs and apprenticeships.



Traineeships
give your employees
the **opportunity** to
build mentoring &
coaching skills
by **supporting** the trainee.



greatbusiness.gov.uk/traineeships

- Employers / providers can design high quality programmes in partnership; matching the needs of your business and trainee.
- Employers can grow and nurture the next generation into a loyal, talented workforce.
- Employees have opportunities to build their mentoring and coaching skills.

‘Selling the business benefits’

- Need employers who are passionate about the programme.
- “Young people often lack the knowledge and experience we expect in the workplace”.
- Traineeships help to tackle this problem, while benefiting businesses.



Traineeships offer
small **businesses**
an **opportunity**
to help build **high quality**
future recruits for
their sector.



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The future – building on this success

Aspirations:

- to grow programme to support the 3m apprenticeship target
 - employers keen to engage and able to make the links between traineeship and apprenticeship opportunities offering high quality work experience placements in partnership with a training provider, or running their own programmes.
- to see traineeships become a clear choice and known route into the labour market for young people
- to maintain a strong focus on quality whilst reviewing the make-up of traineeships to remain as effective as possible.

Support & resources

- Wealth of info at <http://www.traineeship-staff-support.co.uk/>
- Consultancy service and the communities of practice that provide an opportunity to connect with others, share experiences and find solutions to the challenges they may be facing. <http://www.traineeship-staff-support.co.uk/cop-membership>
- [a new guide on delivering Maths and English in Traineeships](#)

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