GOVERNMENT PLAN FOR JOBS INCENTIVES

16+ / 18+ choices overview

bc.s.org/governmentincentivesforskills
## Apprenticeships - Provides a real job with substantive, sustained high quality training with a broad range of industries on offer.

Any age from **16+** - must be a new hire to be eligible.

(A 15-year-old can start an apprenticeship providing start is after last weekend in June and they are 16 before the end of the academic year in which they start.)

**Duration** – at least 12 months

Apprentice wage at least £4.15/ hour

A % of training cost for apprentices for employers who do not pay apprenticeship levy at a rate of 5% for starts from 1/4/19, (can be supported by a levy transfer). No cost to employer for apprenticeship training if they have less than 50 employees, and an apprentice (on first day of their apprenticeship) is aged 16-18 or 19-24 with an Education, Health and Care plan (EHC) or has been in the care of their local authority.

**Available 1 August 2020 - 30 September 2021 for new hires regardless of age** - £3000 Payment in addition to wider funding support for apprenticeship training/assessment, and other existing payments to support specific groups of apprentices. Can be spent on wide range of costs to support an apprentice e.g. wages, travel, mentoring.

Payment has been created to help more people build skills whilst working by becoming an apprentice, employers can choose how to spend the incentive.

**Off-the-job (OTJ) training is required to achieve knowledge, skills, and behaviours of the approved apprenticeship.**

OTJ training can include that delivered at the apprentice’s normal place of work. It can also include regular day release, block release and special training days/workshops. At least 20% of an apprentice’s normal working hours, over planned duration of apprenticeship training period must be spent on OTJ.

**Longer term employment, training or Higher level or Degree Apprenticeships dependent on role/occupation and standards available.**

## Kickstart - High quality six-month work placements in 'new' jobs.

**16-24-year olds** who are currently out of work and are deemed to be at risk of long-term unemployment.

**Duration** – 26 weeks

No cost

100% of wages are subsidised at NMW for up to 25 hours, NI contributions and auto enrolment cost. Funding for on the job start-up costs e.g. uniform, hard hat, IT equipment and other practical materials.

**In work training to develop transferable skills to increase chances of longer-term work.**

Progress to longer term employment or training provision which includes an apprenticeship.
## GOVERNMENT PLAN FOR JOBS INCENTIVES

### ELIGIBILITY AND DURATION | EMPLOYER COSTS | INCENTIVES | TRAINING | Progression route
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**Traineeships** - Help young people who want to get an apprenticeship or job but don’t yet have appropriate skills/experience. Study based programmes, combined with work placements. |  |  |  | **ACT NOW**

**16-24 year olds** with a level 3 or below and up to age 25 for those with an EHCP.

**Duration** - can be between 6 weeks and 12 months.

Minimum 70 hours work experience. No more than 240 hours for benefit claimants

No cost (Optional whether employer pays young person, including for things like travel and subsistence).

£1000 (limit of 10 incentive payments per employer).

- Work preparation training with training provider.
- English and maths, if qualified below level 2, and digital training with a training provider.
- A work experience placement lasting 70-240 hours with an employer.
- Flexible - young people can access additional support such as mentoring and do additional qualifications.

Can include optional technical and professional qualifications to help learners prepare for occupational standards within apprenticeships.

**Industry Placements as part of T Levels** - Form part of a Level 3 technical qualification, equivalent to 3 A Levels and based on same employer designed standards as Apprenticeships. Offers a broader course content across an occupational route, and students will also develop knowledge and skills that are required for an individual occupation.

**16-19 year olds**

Must be studying a T Level programme.

**Duration** - minimum of 315 hours (45 days) over 2 years. Can include up to 35 hours of work taster activities.

No cost (optional whether employer pays the young person)

Up to £750 through some providers, in selected regions only, for the 2020/21 Academic Year as part of a pilot

Two – year occupational specific course equivalent to 3 A’ Levels.

Young person could progress directly into employment, a higher or degree apprenticeship or further study.

**ACT NOW**
## More Information

### Apprenticeships
- Vacancies advertised on find an apprenticeship - [www.gov.uk/apply-apprenticeship](http://www.gov.uk/apply-apprenticeship)
- Apply directly to vacancies and FE / independent training providers - [www.apprenticeships.gov.uk](http://www.apprenticeships.gov.uk)
- [lab.nationalcareersservice.org.uk/careersadvice/careerchoices-at-16](http://lab.nationalcareersservice.org.uk/careersadvice/careerchoices-at-16)
- [lab.nationalcareersservice.org.uk/careersadvice/career-choices-at-18](http://lab.nationalcareersservice.org.uk/careersadvice/career-choices-at-18)
- [www.gov.uk/guidance/apprenticeship-funding-rules](http://www.gov.uk/guidance/apprenticeship-funding-rules)

### Kickstart

### Traineeships
1. Apply directly to college/training provider.
2. Through Jobcentre plus advisors after making a claim for benefits.
3. Through National Careers Service
4. GOV.uk – being updated to reflect new programme [lab.nationalcareersservice.org.uk/careersadvice/careerchoices-at-16](http://lab.nationalcareersservice.org.uk/careersadvice/careerchoices-at-16)
   - [lab.nationalcareersservice.org.uk/careersadvice/career-choices-at-18](http://lab.nationalcareersservice.org.uk/careersadvice/career-choices-at-18)

### T Levels
- [www.tlevels.gov.uk](http://www.tlevels.gov.uk)
- [www.gov.uk/guidance/t-levels-next-steps-for-providers](http://www.gov.uk/guidance/t-levels-next-steps-for-providers)
- [lab.nationalcareersservice.org.uk/careersadvice/careerchoices-at-16](http://lab.nationalcareersservice.org.uk/careersadvice/careerchoices-at-16)
- [lab.nationalcareersservice.org.uk/careersadvice/career-choices-at-18](http://lab.nationalcareersservice.org.uk/careersadvice/career-choices-at-18)