

Further and higher education information for employers (as at April 2021)

	Apprenticeship	Traineeship	Kickstart	Sector Based Work Academies (SBWA)	Adult Skills	Self-Funded	Level 3 Adult Offer	Study Programme	T Level	Higher Education (HE)	Consultancy, Research & Knowledge Exchange Partnerships	Help to Grow Management Programme
Level of study:	From Intermediate (Level 2) through to Degree (Level 7).	None set although English and maths at an appropriate level may be required.	None set.	None set.	From Pre-Entry to Level 3.	Various and includes sector specific certification / renewal.	Level 3.	From Pre-Entry to Level 3.	Level 3.	From Level 4 through to Level 8.	None set.	None set.
Age range and eligibility:	From 16 and above, no upper limit.	16-24.	16-24 on universal credit.	Open to all jobseekers aged 18 upwards.	From 19 and above, no upper limit.	From 16 and above, no upper limit.	From 19 and above, no upper limit.	16-19 (16-24 for those with Education, Health and Care Plan).	16-19 (16-24 for those with Education, Health and Care Plan).	From 18 and above, no upper limit.	N/A	Decision maker or senior management team member within the organisation.
Summary:	Available in a wide range of job roles for a minimum of 30 hours per week. A real job where the apprentice learns, gains experience and gets paid. 'Off' the job training at college or university is 20% of contract hours.	Skills development programme including a work placement. Duration is from 6 weeks up to a year (though most programmes last less than 6 months).	6-month and 25 hours per week job placements which must be 'new' jobs. 100% of national minimum wage or national living wage dependent on participant age, associated NICs and minimum pension auto enrolment contributions paid by government.	Generally 4 to 6 weeks, designed to prepare those receiving unemployment benefits to apply for jobs in specific industries.	Flexible funding that can be used to develop existing talent as well as new talent. Subject to eligibility adults can receive free training in a range of subjects and skill areas.	Training will be in technical (e.g. electrical IEE 18th Edition Wiring Regulations) and professional (e.g. chartered qualifications) areas.	From April 2021, any adult aged 19 and over who wants to achieve their first full level 3 qualification can now access hundreds of fully-funded courses. Courses are available in a variety of lengths, to support adults to get the skills they need to boost their careers.	Typically school leaver provision that may be fully vocational, fully A Level or a blend of both. Study programmes are a maximum of 600 hours per year, plus varying periods of work experience placements.	T Levels focus on high-level technical study and work-ready skills. Developed in collaboration with employers and businesses as an alternative to A Levels.	Under-graduate, post-graduate, and degree apprenticeship routes offer academic insight and applied, practical experience.	Employers partner with HE to co-create innovative solutions to address current and future challenges.	Subject to eligibility, this programme is designed to be manageable alongside full-time work.
Employer benefits:	Develop organisation skills. Improve productivity. Improve product or service quality. Use as part of recruitment and succession planning.	Design a programme that suits the needs of your business and the trainee. Increase capacity and productivity. A direct route to an apprenticeship or further training.	Identify and grow future talent. Support your community.	Access a pool of candidates with skills linked to specific sectors. Can lead to and open both Kickstart and Apprenticeship funding incentives.	Increase the confidence, knowledge and skills of staff. Pathway to further training. Online training can be used flexibly. Can be used to upskill existing staff and support HR activity within business of all sizes.	Raise your business's profile. Provide you and your staff the opportunity to contribute to and inform the curriculum. Identify and grow future talent.	Contribute to social responsibilities and provide developmental opportunities that support young people into their future careers. Establish a talent pipeline.	Expand existing workforce knowledge and skill base. Funding available through the apprenticeship levy for degree apprenticeships.	Tackle a broad range of business challenges. Provides access to highly skilled academics and your future workforce. External funding available to aid development and delivery.	Learn new skills and reach new customers to develop a long term financially sustainable business. 1:1 support from a business mentor, peer-learning sessions and an alumni network.		
Employer commitments:	Pay a lawful wage. Meet 'on' and 'off' the job training requirements. Support and supervision.	A minimum of 70 hours of work experience - but no more than 240 hours for benefit claimants. An interview for an apprenticeship or job at end of traineeship if one is available.	Create a 'new' job and not replace existing or planned vacancies. Not cause existing employees or contractors to lose hours.	Offer candidates a work placement, and an interview for a job at the end of placement if one is available.	No formal commitments required by the funding. Staff will need to be supported and the training may well feature in personal development targets/objectives.	Inform curriculum. Mentor learners and embed within team(s). Invited to provide talks, workshops, work experience opportunities or part-time employment.	45-60 day industry placement throughout the 2-year course. Curriculum and project development.	Support attendance and study requirements.	Monetary and time commitments, which will vary depending on the size of business and nature of the project being undertaken.	12 weeks of delivery with sessions delivered at a set time each week.		
Current employer incentive:	£3,000 per apprentice hired from 1 April - 30 September 2021. A further £1,000 if 16-18, or 16-24 with Education, Health and Care Plan or have been in care of local authority.	£1,000 per trainee for a minimum period of 70 work placement hours delivered between 1 September 2020 and 31 July 2021.	Fully funded 'new' staff available to start until December 2021 (therefore final placements expected to end in June 2022).	-	-	-	-	-	-	Programme is 90% subsidised by government - participants will only be charged £750.	Programme is 90% subsidised by government - participants will only be charged £750.	
Offered at:	EC FC HSDC SU	EC FC	EC HSDC	FC HSDC	EC FC HSDC	EC FC HSDC SU	EC FC HSDC	EC FC HSDC	FC HSDC	EC FC HSDC SU	SU	SU



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