Developing Traineeship Programmes for Young People who are Not in Education, Employment or Training [NEET]

Introduction

L&W is working with DFE to develop new approaches to the traineeship programme. We are able to offer free support to a range of organisations, which includes Local Authority employers, voluntary sector organisations and providers who are interested in developing traineeships for young people who are NEET (needing a supportive environment in order to enter the workplace). This Expression of Interest [EOI] provides background on the traineeship programme and information for Local Authorities who would like to receive free support to develop new or refine existing traineeship provision to engage NEET young people. We would also ask Local Authorities to share this EOI through their networks, so interested voluntary sector organisations and providers can also take part.

About Traineeships

Introduced in August 2013, traineeships are an education and training programme with work experience, designed to give young people the skills and experience they need to secure an apprenticeship or sustainable job. The programme is delivered as a partnership between employers and education and training providers.

Traineeships are for young people aged 16-24 inclusive, and for young people with Learning Difficulty Assessments or Education, Health and Care plans up to the age of 25[2]. The core target group for traineeships are young people who:

* Are not currently in employment and have little work experience, but who are focused on work or the prospect of it;
* Are aged 16-24 and qualified below level 3; and
* Providers and employers believe have reasonable chance of being ready for employment or an apprenticeship within six months of engaging in a traineeship.

For more information about traineeships, please visit the [GOV.UK website](https://www.gov.uk/government/collections/traineeships-programme).

The support L&W can offer

Support will be delivered in a workshop format to a number of attendees to help facilitate the cross-fertilisation of ideas and share the learning between organisations on various aspects of the traineeship model, some of which can include:

* identifying target group
* developing an action plan
* advice around establishing a programme
* increasing trainee progression rates
* developing effective practice to support NEET young people
* recruitment and marketing

Lorna Freakley and Sue Blake are L&W expert associates in traineeships. Since the introduction of traineeships in 2013, Sue and Lorna have delivered a number of support workshops and provided one-to-one consultancy to over 70 providers. Both have a strong track record in the FE and skills sector.

Your Role

As a participant in this project, you will be expected to use the support you receive to develop new traineeship provision for NEET young people or increase the number of NEET young people participating on your existing provision. This process will be supported by L&W, who will provide materials and resources to support organisations. L&W will contact you at an agreed date after the workshop for an update on your progress.

The workshop will be held at the **Learning & Work Institute, 21 De Montfort Street, Leicester, LE1 7GE** on **23 February 2017**. Organisations who are interested in attending this workshop should complete the attached EOI registration form and return it to Lorna Freakley, lornafreakley@ntlworld.com by **10 February 2017**. Places will be allocated on a ‘first come first served’ basis, one per organisation. Additional places may be offered subject to availability.

Why Local Authorities and their partners should get involved

Local Authorities are in a unique position to directly engage and support NEET young people in their local communities, and they are also strategically placed to engage with their local voluntary sector and provider networks to ensure there is adequate traineeship provision in their local area. There are already some excellent examples of traineeship provision and other forms of tailored support which are being delivered to support NEET young people from a range of organisations. In addition, upcoming national policy changes has meant it has become increasingly important for local authorities to consider delivering traineeships targeted at NEET young people:

* **Apprenticeship Levy** - Research by the LGA suggests that only 10 per cent of councils will be exempted from paying this levy, which will take a 0.5% share from all public and private firms with wage bills of more than £3m. This will provide an opportunity for local authorities to expand their internal apprenticeships programmes, and subsequently develop their internal traineeship offer to ensure NEET young people are provided opportunities to progress onto an apprenticeship.
* **Public sector apprenticeship targets** – All large public sector bodies will be required to ensure that apprenticeships make up at least 2.3% of their workforce. Delivering traineeships would allow local authorities to be able to build pipeline of young people coming through and progressing onto their internal apprenticeship programme, as well as providing opportunities to increase the diversity of apprentices employed within the organisation.

Next Steps

Please return your completed EOI registration form to lornafreakley@ntlworld.com by **5pm on Friday 10 February 2017.**

If you have any queries or questions about the Growing Traineeships project or the expression of interest, please contact: Kashif Mirza, Senior Researcher: Kashif.Mirza@learningandwork.org.uk / 07920 788906