



# World of Work Spotlight on



## Traineeships

### What is a Traineeship?

A traineeship is a fully funded education and training programme that supports young people aged 16-24 in learning new skills and gaining work experience that will help them to become 'work ready', with them of helping them to progress onto further learning, an apprenticeship or employment.

There are 3 main elements of a traineeship:

- High quality work placement
- Training in work preparation
- English and Maths training

The training provider and employer work together to tailor a positive work programme based upon the needs of the young person.

Alongside this, the young person will continue gaining their English and Maths qualifications.

### Who are traineeships for?

- Traineeships are available up to the age of 25 for people with an EHCP (Education and Healthcare Plan).

- Individuals who are looking for employment but may have little or no work experience
- Individuals working up to GCSE level or equivalent
  - Applicants must be motivated to work



### Benefits of a traineeship

- Builds confidence and self esteem
- Work experience supportive environment
- Help with building a CV and writing application forms
- Potential to have an interview with the company (if a vacancy is available) or exit interview with meaningful well written feedback.

### Traineeships Wages

Traineeship wages vary from scheme to scheme. This is because employers are not legally required to pay trainees. Many employers cover transport and meal expenses as an alternative to paying a wage.

Trainees are also not guaranteed to be paid for their work experience placements. A traineeship is not considered to be a job, so candidates are exempt from the National Minimum Wage.

Individual circumstances can be taken into consideration. Extra financial support can be provided for travel or childcare costs, or if you require further support due to a disability.

While trainees are not guaranteed a wage, they do not have to fret over tuition costs. All training costs are covered by the government. Furthermore, 16-19 year olds can still claim Job Seekers Allowance or Universal Credit during a traineeship.

It's best to check employer's websites for specific information regarding traineeship wages. RateMyApprenticeship also has a collection of reviews of traineeship programmes for schemes across the UK.

### **Where to find a traineeship**

Traineeships start at any time of the year, so it's important to know how to spot the opportunities for them.

<https://www.gov.uk/find-traineeship> will help you find traineeships in the local area.

**For further information:**

**Call National Careers Service- 0800 100 900**

**Nationalcareers.service.gov.uk/contact-us**

**<https://www.gov.uk/topic/further-education-skills/apprenticeships>**

**<https://www.ratemyapprenticeship.co.uk/traineeships>**

**<https://amazingapprenticeships.com/traineeships/>**