

WHAT IS...

A TRAINEESHIP

A Traineeship is an education and training programme which includes work experience, preparing young people for their future careers by helping them to become 'work ready'. Traineeships are an ideal opportunity for young people, aged 16 to 24, who are motivated to get a job but lack the skills and experience that employers are looking for.

Traineeships are part of the same family as apprenticeships and are for young people who want to work but need extra help before starting an apprenticeship or job. Traineeships will include a substantial work placement and other opportunities to develop the skills and workplace experience that employers require.

For young people who don't yet have enough skills or experience, traineeships provide the essential work preparation training, English, maths and work experience needed to secure an apprenticeship or employment.

WHAT DO THEY OFFER?

A traineeship has 3 core elements:

- > A high-quality work experience placement to give meaningful work experience and develop workplace skills with an employer.
- > Work preparation training, covering areas like job search, CV writing, interview preparation and interpersonal skills. This can include accredited qualifications such as, Employability or sector-based qualifications.
- > English and maths support – (these are seen as crucial employability skills) if required, provided by the training organisation.

Traineeships last anything up to a maximum of 6 months with the content tailored to the needs of the young person. The Trainee will usually spend time at a training centre or college before starting a work experience placement with an employer.



WHO ARE THEY FOR?

They are aimed at young people who:

- > aren't currently in a job and have little work experience, but who are focused on work or the prospect of it;
- > are 16-24 and are qualified below a full Level 3 qualification
- > providers and employers believe have a reasonable chance of being ready for employment or an apprenticeship within six months of engaging in a Traineeship.

Traineeships are unpaid. However, some colleges and employers pay a training allowance or may cover other costs such as travel or lunch during the work placement. This is called a bursary and parents or carers can still claim Child Benefit.

WHAT'S NEXT?

WHAT CAN YOU DO AFTER A TRAINEESHIP?

- > Apprenticeship- you can apply for an apprenticeship in a vocational area that you would like to work in. You may be kept on at the company where you did your Traineeship. See 'What is an Apprenticeship?'
- > Work – after 18 you can find a job without training. However, learning is for life so try and find a job with training.
- > F.E. College- you might decide to go to a college to further your qualifications on a full-time or part-time basis to get more qualifications.