

EMPLOYERS

# TRAINEESHIPS : FACT OR FICTION

**A myth-busting guide to inform employers about traineeships and the benefits to their business.**



# What is a traineeship?

A traineeship is a skills development programme that includes an unpaid work placement. They typically last from 6 weeks to 1 year, but they more commonly last up to 6 months.

Employers offering traineeship placements will need to be able to offer up to 70 hours of meaningful work experience.

Trainees are aged between 16-24 years of age (or 25 for those on an education, health and care plan). They have been developed to offer young people valuable work experience and training to prepare them for a job or apprenticeship.

## Fact or fiction?

There are a lot of myths around traineeships and their purpose which can deter employers from offering work placements to trainees.

To help, we've identified some of our top facts or myths about traineeships.

### 01 "There are few benefits to employers in offering traineeship opportunities"

Traineeships can help employers to:

- prepare young people for specific roles in your sector
- get to know and work with young people to see if they're right for an apprenticeship or job within your business
- provide current employees with training and mentoring opportunities
- create a more flexible work placement
- support young people in finding meaningful work
- increase your capacity and productivity

**Employers who create work placement opportunities may be able to access an incentive payment of up to £1000 per learner (for up to 10 learners per region) for work placements delivered between 1 September 2020 and 31 July 2022.**

FICTION

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FACT

### 02 "I do not have to pay a trainee"

Traineeships are of benefit to young people who need to develop their employability skills.

To support those from disadvantaged backgrounds to access the programme, trainees may be eligible for financial support.

This could be from their Jobcentre if they are receiving benefits, or through their training provider. This includes support for:

- travel and meal costs
- childcare costs
- disability support

There is no requirement for employers to pay trainees for their time on a work placement because they are undertaking training and are not employed.

It is optional whether you choose to pay the young person's expenses to help cover things like travel and subsistence.

### 03 "Traineeships are just work experience placements that do not lead to a job"

The Traineeships Impact Evaluation (published in June 2019) found that:

- 75% of trainees started in further learning, employment or an apprenticeship within 12 months of starting a traineeship

FICTION

# 04

**"Traineeships are only for young people with significant barriers to learning and work"**

Traineeships are for young people who just need a little help to become employment ready or given a chance to show an employer what they can do.

Traineeships are not intended for young people with significant barriers to work or study.

There are alternative funded programmes available to prepare them to be ready for a traineeship.

FICTION

# 05

**"I have to be able to offer a job at the end of a traineeship work placement"**

We hope that employer can offer a real job interview for an apprenticeship or other post but recognise this is not always possible.

Alternatively, employers are expected to hold a formal exit interview to help the young person practice and prepare for future opportunities and to provide meaningful feedback. This will allow the trainee to reflect on their placement and help improve their performance.

FICTION

# 06

**"Training a young person alongside paid staff is uncomfortable"**

A traineeship is a course where you contribute a work experience placement. It is not a job with training like an apprenticeship.

The trainee will spend time with a training provider tailored to their needs. This may include maths, english, digital skills, interview skills, confidence building etc.

FICTION

# 75%

**of trainees went on to positive destinations within 12 months of starting a traineeship**

FACT

**Further information:**

- register and apply for the employer incentive payments;  
<https://www.gov.uk/guidance/traineeship-information-for-employers>
- email [nationalhelpdesk@findapprenticeship.service.gov.uk](mailto:nationalhelpdesk@findapprenticeship.service.gov.uk) for general enquiries or support with advertising a traineeship
- contact a local training provider who will design the traineeship and help advertise the opportunity;  
<https://www.gov.uk/government/publications/traineeship-providers>

**For more information visit:  
[www.apprenticeships.gov.uk](http://www.apprenticeships.gov.uk)**

