

Employer Learning & Development Outsourcing

Solent and South Hampshire region

Further and Higher Education opportunities as at May 2022

| | Apprenticeships | Traineeships | Adult Skills | Adult Skills Level 3 free courses for jobs offer | Work Experience / Industry Placement / Supported Internship | Higher Education (HE) | Knowledge Transfer Partnerships (KTPS) | Help to Grow Management Programme |
|------------------------------------|--|--|---|---|--|--|---|---|
| Employer Benefits | Expand existing workforce knowledge and skill base. Funding available through the apprenticeship levy for degree apprenticeships. | 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. | 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 businesses of all sizes. | Upskill existing staff with level 3 training that will provide key skills expand knowledge and skills within the business. | Identify new talent who may be interested in a future role upon completion of College study. Provides an opportunity to contribute to and inform the curriculum. | Develop organisation skills. Improve productivity. Improve product or service quality. Use as part of recruitment and succession planning. | The Knowledge Transfer Partnership Enables a business to bring in new skills and the latest academic thinking to deliver a specific, strategic innovation project through a knowledge-based partnership. | 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 traineeships if one is available. | No formal commitments required for 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. | 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 Incentives | Training is 95% funded for apprenticeship levy payers. 100% funded for small businesses. When an apprentice is aged 16-18 or is aged 19-24 with an EHC plan, the employer will get an extra incentive payment of £1,000. | £1,000 per trainee for a minimum period of 70 work placement hours delivered between 1 September 2021 and 31 July 2022 | None Set | None Set | None Set | None Set | Part-funded by a grant. Employers contribute to the salary of the associate who will work with the business, plus the cost of a supervisor who will oversee the scheme. | Programme is 90% subsidised by government - participants will only be charged £750 |
| Summary | Available in a wide range of industries and roles. A real job where the apprentice learns, gains experience and gets paid. 'Off' the job training at college or university is 20% of Apprentice employment 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). | 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 | A wide range of fully funded courses covering a range of sectors. Courses are available in a variety of lengths, to support adults to get the skills they need to boost their careers | Typically for 16-19 year old learners. Work experience normally one full week, industry placement typically 1-2 days per week for minimum 315 hours (45 days), Supported Internships vary. | Under-graduate and postgraduate routes offer academic insight and applied, practical experience. | Taking part in a KTP can help business develop. Employers can get academic expertise that is not available in house. This can improve business performance and help businesses to become more competitive and productive. | Subject to eligibility, this programme is designed to be manageable alongside full-time work. |
| Level of Study | From Intermediate (Level 2) normally for operational roles. Up to Degree (Level 7) normally for leadership or executive roles. | None set, normally at operational or team member level. | From Pre-Entry to Level 2, as such normally for operational roles. | Level 3, as such normally for technically / occupationally skilled, supervisory, first line management roles. | From Pre-Entry to Level 3. As such normally at operational or team member level. | From Level 4-8. Technical / occupational specialists, management, leadership and executive roles. | None Set | None Set |
| Age Range and Eligibility | From 16 and above, no upper limit. | 16-24. | From 19 and above, no upper limit. Full and co-funding available subject to qualification and criteria. From April 2022, adults earning under £18,525 annually and eligible for co-funding, can access fully funded training. | From 19 and above, no upper limit. Fully funded for those without a prior level 3. From April 2022 until July 2022, adults earning under £18,525 annually, can access these qualifications fully funded, regardless of their prior qualification level. | 16-19 (16-24 for those with Education, Health and Care Plan) | From 18 and above, no upper limit. | Normally technical / occupational specialists, management, leadership and executive roles. | Decision maker or senior management team member within the organisation |
| Career Stage | New/Existing Talent | New Talent | New/Existing Talent | New/Existing Talent | New Talent | Existing Talent | Existing Talent | Existing Talent |

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