

Scheme	Incentives Available to Employers	Commitment Required from Employers	Scheme Overview	Duration	Outcomes and Progression Opportunities
Apprenticeships	<p>From the 1 April to the 30 September employers can claim £3,000 for all new apprentices of any age.</p> <p>An additional £1,000 is also available for employers who hire new apprentices aged 16-18, totalling £4,000 for this age group.</p> <p>(Terms and conditions apply, please see our Apprenticeships Funding and Incentives Flyer here for more details)</p> <p>Kirklees College also offers a FREE recruitment service with guidance from our Business Development team on how the above incentives work. We can also offer advice and guidance through the full journey of hiring and training an apprentice.</p>	<p>National Minimum Wage of £4.30 per hour paid to apprentices.</p> <p>Mentoring provided.</p> <p>Provide a contract of employment to all apprentices, with a minimum of 30 hours per week.</p> <p>Provide 20% off the job training. This may comprise of day/block release at college, the apprentices time with their work-based assessor, or time provided by the employer for the apprentice to complete written assessments.</p> <p>If you do not pay the Apprentice Levy (only applicable if you have a PAYE over £3 million) employers pay 5% co-investment towards the cost of training.</p>	<p>Apprenticeships can be for candidates of any age, and can be used to hire new talent to train, or to upskill existing members of staff.</p> <p>Apprenticeships are jobs which combine practical on the job training with mentoring from the employer. The scheme also involves 20% off the job training through a variety of methods depending on the apprenticeship, such as college day/block release and/or assessor visits on site.</p> <p>This 20% off the job training goes towards the apprentices contracted hours.</p> <p>Why an Apprenticeship - Kirklees College</p>	<p>Minimum 12 months on all apprenticeships.</p> <p>The longest apprenticeships can be 60 months.</p> <p>These are typically Higher or Degree Level apprenticeships.</p>	<p>Upon completion of an apprenticeship, candidates can:</p> <ul style="list-style-type: none"> • Progress to further/higher education apprenticeships (Degree Level) • Apprentices can complete Level 2 Intermediate through to degree level apprenticeships without accumulating Learning Loans debt • Long-term employment within a recognised occupation <p>Many apprentices remain in employment with the apprenticeship employer to continue to build their skills. Qualified apprentices tend to then train new apprentices of the future.</p>
T-Levels Industry Placement	<p>This is a FREE service to employers.</p> <p>By using industry placements employers can identify future talent before committing to a long-term scheme.</p> <p>Placements can also offer FREE support during peak business times.</p>	<p>There are no costs to this scheme. You may choose to pay the student on placement a wage for expenses such as travel and subsistence.</p> <p>The primary commitment is for employers to offer insightful work placements.</p> <p>There are no requirements for the employer to offer employment to students upon completion of their industry placement.</p>	<p>T-Levels are designed to offer opportunities for students aged 16 - 19 to gain work place experience and to develop their skills and knowledge.</p> <p>This scheme combine classroom learning with industry placements to help prepare young people for future skilled employment or higher educational study.</p> <p>Industry placements are based in the workplace throughout the duration of the scheme. Further flexibility for some sectors and students with special educational needs and disabilities.</p>	<p>A minimum of 45 days is spent in an industry placement throughout a T-Level</p>	<p>Students may progress onto:</p> <ul style="list-style-type: none"> • Apprenticeship • Longer term employment • Further/Higher training opportunities • Higher earning opportunities in the future.
Sector-Based Work Academies	<p>This FREE scheme offers employers assistance with recruitment and pre-employment training for applicants.</p> <p>Support is tailored to employer needs, with quick and easy access to local talent.</p>	<p>There are no costs to this scheme.</p> <p>Provide work placement opportunities.</p> <p>Guarantee job interviews to applicants who complete the work academy.</p>	<p>Designed to help meet immediate and future recruitment needs and to recruit a workforce with the right skills to sustain and grow your business.</p> <p>Available to anyone receiving out-of-work benefits over 19.</p> <p>The scheme provides a real opportunity to decide whether an individual a good fit for an apprenticeship in your business after their placement.</p>	<p>2-6 weeks</p>	<p>Upon completion candidates could progress onto:</p> <ul style="list-style-type: none"> • Apprenticeship • Longer term employment • College or alternative further education opportunities • University or similar opportunities
Traineeships	<p>Employers claim can £1,000 per candidate, up to 10 incentive payments available per region.</p>	<p>There are no costs to this scheme. You may choose to pay the student on placement a wage for expenses such as travel and subsistence.</p> <p>Provide work placement.</p>	<p>This is a work-based pathway programme to apprenticeships and employment for people aged 16 - 24 (or up to age 25 if they have an EHCP Plan) with no higher than a level 3 qualification.</p> <p>Training provider delivers: maths, English and digital skills. Traineeships are not jobs but trainees who are eligible can maintain their entitlement to benefits whilst on a traineeship.</p>	<p>70-240 work placement hours offer by the employer.</p>	<p>Trainees could progress onto:</p> <ul style="list-style-type: none"> • Apprenticeship • Employment • Further education or a Kickstart placement where an employment opportunity is not available (those claiming Universal Credit) or work.
Kickstart Schemes	<p>£1,500* to cover costs of employability training and start-up costs such as uniform, safety equipment, IT equipment and other practical materials.</p> <p>*Only applicable for employers who are able to provide a min of 30 job placements unless paired with a Kickstart gateway</p>	<p>No cost.</p> <p>Provide work placement.</p>	<p>Designed for people aged 16 - 24 who are out of work, claiming Universal Credit and at risk of long-term unemployment. 100% of their time is spent in the workplace with in-work training to develop transferable skills to increase their chances of sustained employment.</p> <p>https://www.gov.uk/government/collections/kickstart-scheme</p>	<p>26 weeks</p>	<p>Students may progress onto:</p> <ul style="list-style-type: none"> • Apprenticeship • Longer term employment • Further/Higher training opportunities