








# 16+/18+ choices overview

	 Employer Costs	 Incentives	 Training	 Duration	 Eligibility	 Progression Route	 More Information
<b>Apprenticeships</b> Apprenticeships provide a real job with substantive, sustained high quality training in order to become occupationally competent in the chosen industry with a broad range of industries on offer.  <b>ACT NOW</b>	Wages of the apprentice – at least £4.15 /hour  A % of the cost of training for apprentices for employers who do not pay the apprenticeship levy at a rate of 10% for starts prior to 01/04/19 and 5% from that date, (note this can be supported by a levy transfer, where an employer who pays the apprenticeship levy transfers some of their funding to an employer who does not pay the apprenticeship levy) No cost to employer for apprenticeship training if they have less than 50 employees, and an apprentice (on the first day of their apprenticeship) is aged 16-18 or 19-24 with an Education, Health and Care plan (EHC) or has been in the care of their local authority	Available from 1 August 2020 until 31 January 2021 for new hires: £2000 - 16-24 £1500 – 25+  Payment is in addition to wider funding support for apprenticeship training/assessment, and other existing payments to support specific groups of apprentices.  Incentive payment can be spent on wide range of costs to support an apprentice e.g. wages, travel, mentoring. The incentive payment has been created to help more people build skills whilst working by becoming an apprentice, employers can choose how to spend the incentive to best support their apprentices	Off-the-job (OTJ) training is required for the purpose of achieving the knowledge, skills and behaviours of the approved apprenticeship.  OTJ training can include training that is delivered at the apprentice’s normal place of work. It can also include regular day release, block release and special training days/workshops.  At least 20% of an apprentice’s normal working hours, over the planned duration of the apprenticeship training period must be spent on OTJ.	At least 12 Months	Any age from 16+, but must be a new hire to be eligible for the incentive. A 15 year old can start an apprenticeship providing the start is after the last weekend in June and they will be 16 before the end of the academic year in which they start	Longer term employment, training or Higher level or Degree Apprenticeships dependent on role/occupation and standards available	Vacancies advertised on find an apprenticeship <a href="https://www.gov.uk/apply-apprenticeship">https://www.gov.uk/apply-apprenticeship</a> Apply directly to vacancies and FE / independent training providers <a href="https://www.apprenticeships.gov.uk/">https://www.apprenticeships.gov.uk/</a>  <a href="https://lab.nationalcareersservice.org.uk/careers-advice/careerchoices-at-16">https://lab.nationalcareersservice.org.uk/careers-advice/careerchoices-at-16</a> <a href="https://lab.nationalcareersservice.org.uk/careers-advice/career-choices-at-18">https://lab.nationalcareersservice.org.uk/careers-advice/career-choices-at-18</a>  <a href="https://www.gov.uk/guidance/apprenticeship-funding-rules">https://www.gov.uk/guidance/apprenticeship-funding-rules</a>
<b>Kickstart</b> High quality six-month work placements in ‘new’ jobs, aimed at those aged 16 to 24 who are currently out of work and are deemed to be at risk of long-term unemployment <b>PLAN FOR AN AUTUMN START</b>	No Cost	100% of wages are subsidised at NMW for up to 25 hours, NI Contributions and auto enrolment cost. Funding for on the job start up costs for example uniform, hard hat, IT equipment and other practical materials	In work training to develop transferable skills to increase chances of longer term work	26 weeks	16-24 year olds who are currently out of work and are deemed to be at risk of long-term unemployment	Young person could progress to longer term employment or training provision which includes an apprenticeship	Through job centre plus work coaches <a href="https://www.gov.uk/government/collections/kickstart-scheme">https://www.gov.uk/government/collections/kickstart-scheme</a>
<b>Traineeships</b> Designed to help young people who want to get an apprenticeship or job but don’t yet have appropriate skills or experience. Study based programmes, combined with work placements, which give young people the opportunity to develop workplace skills and experience; putting them in a better position to compete for future vacancies and opportunities <b>ACT NOW</b>	No cost (Optional whether employer pays the young person including payment for things like travel and subsistence)	£1000 (limit of 10 incentive payments per employer)	<ul style="list-style-type: none"> <li>Work preparation training with a training provider</li> <li>English and maths, if qualified below level 2, and digital training with a training provider</li> <li>A work experience placement lasting 70-240 hours with an employer</li> <li>They are also flexible so young people can access additional support such as mentoring and do additional qualifications</li> <li>Can include optional technical and professional qualifications to help learners prepare for occupational standards within apprenticeships</li> </ul>	Duration can be between 6 weeks and 12 months  Minimum 70 hours work experience. No more than 240 hours for benefit claimants	16-24 year olds with a level 3 or below and up to age 25 for those with an EHC	Apprenticeship, sustainable employment and further learning	1.Apply directly to college/training provider. 2.Through Jobcentre plus advisors after making a claim for benefits. 3.Through National Careers Service 4.GOV.uk – being updated to reflect new programme <a href="https://lab.nationalcareersservice.org.uk/careers-advice/careerchoices-at-16">https://lab.nationalcareersservice.org.uk/careers-advice/careerchoices-at-16</a> <a href="https://lab.nationalcareersservice.org.uk/careers-advice/career-choices-at-18">https://lab.nationalcareersservice.org.uk/careers-advice/career-choices-at-18</a>  <a href="https://www.gov.uk/guidance/adult-education-budget-aeb-funding-rules-2020-to-2021">https://www.gov.uk/guidance/adult-education-budget-aeb-funding-rules-2020-to-2021</a> <a href="https://www.gov.uk/guidance/16-to-19-education-funding-guidance">https://www.gov.uk/guidance/16-to-19-education-funding-guidance</a>
<b>Industry Placements as part of T Levels</b> Form part of a Level 3 technical qualification, equivalent to 3 A Levels and based on the same employer designed standards as Apprenticeships. Offers a broader course content across an occupational route, and students will also develop knowledge and skills that are required for an individual occupation <b>ACT NOW</b>	No cost (optional whether employer pays the young person)	Up to £750 through some providers, in selected regions only, for the 2020/21 Academic Year as part of a pilot	Two – year occupational specific course equivalent to 3 A’ Levels	Minimum of 315 hours (roughly 45 days) over 2 years. This can include up to 35 hour of work taster activities. The only exception is the Early Years Educator occupational specialism, within the Education and Childcare T Level, that must be for a minimum of 750 hours.	16-19 year olds Young person must be studying a T Level programme.	Young person could progress directly into employment, a higher or degree apprenticeship or further study	<a href="https://www.tlevels.gov.uk/">https://www.tlevels.gov.uk/</a>  <a href="https://www.gov.uk/government/publications/t-level-industry-placements-delivery-guidance">https://www.gov.uk/government/publications/t-level-industry-placements-delivery-guidance</a>  <a href="https://www.gov.uk/guidance/t-levels-next-steps-for-providers">https://www.gov.uk/guidance/t-levels-next-steps-for-providers</a>  <a href="https://lab.nationalcareersservice.org.uk/careers-advice/careerchoices-at-16">https://lab.nationalcareersservice.org.uk/careers-advice/careerchoices-at-16</a> <a href="https://lab.nationalcareersservice.org.uk/careers-advice/career-choices-at-18">https://lab.nationalcareersservice.org.uk/careers-advice/career-choices-at-18</a>