

Government Incentives A PLAN FOR JOBS

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OUTSTANDING



A plan for jobs - a guide

With over £30 billion of support in place to support the economic recovery of our local communities in 2021, Fareham College's Business Plus Team is working to deliver a range of initiatives designed to support unemployed residents of all ages into work and upskill existing employees, developing skills to meet the needs of industry. Here we outline the main initiatives available and what they offer.



Kickstart Scheme

The Kickstart Scheme is a £2 billion fund to create hundreds of thousands of high quality six-month work placements for young people aged 16 to 24 on Universal Credit.

Are wages covered?

Yes. Funding will cover the relevant National Minimum Wage for 25 hours a week plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions.

What happens at the end of the six months?

At the end of the placement there is no requirement to employ the individual permanently, however a range of Apprenticeship financial incentives and funded training is in place to support this next step.

Are there limits on the number of placements?

Yes, there is a minimum number of 30 placements offered per employer, however, employers wishing to pursue this incentive can partner with other organisations to reach this minimum number of placements.

Where can employers apply?

Visit kickstart.campaign.gov.uk. Once the application is accepted the local Jobcentre Work Coaches will select a number of suitable young people who are at risk of long-term unemployment and link them to the employer.

Sector-Based Work Academy Programme (SWAP)

A short programme, generally over six weeks, designed to prepare those receiving unemployment benefits to apply for jobs in specific industries. The Sector-Based Work Academy Programme (SWAP) should work with relevant employers and include a guaranteed interview with an employer linked to current vacancies.

Who is eligible?

Anyone aged 19-24 and in receipt of benefits.

How can employers' benefit?

Finding a new employee via the SWAP route opens up funding opportunities linked to the Kickstart Scheme and Apprenticeships, leading to wages being paid for six months and incentives for offering Apprenticeships, saving £1,000's in recruitment and wage costs.

Does an employer have to offer employment?

Interviewing participants is an effective way to access a pool of candidates with skills and ambitions linked to specific roles and careers in their business. It's also a great way for employers to support members of the community to improve their interviewing skills. Employers are not required to offer employment to participants.

What will individuals learn?

Programmes generally include training in specific skills. Fareham College's Business Plus Team offers programmes in Digital Industries, Construction and Engineering, and is expanding its offer further this year. As part of the programme, participants will receive employability coaching and Maths and English if they have not previously achieved these qualifications.

How do employers take part?

Employers can get in touch and register their interest. Business Plus has an experienced team specifically established to support in this area.

Skills Bootcamps

A free, flexible courses of just 12 to 16 weeks, designed to develop sector sector-specific skills and fast-track to an interview with a local employer.

What subjects will be the focus?

Sectors targeted for growth, include digital, construction and engineering, supporting the growth of skill in the sectors

Where will this take place?

Skills Bootcamps are currently being delivered outside of this region, however from April 2021 an investment of £43 million will roll this programme out across the country. Fareham College is currently working with employers to define the needs of the labour market across this region.



Traineeships

A skills development programme designed to support young people to move into employment. Participants complete employability training, learn sector specific skills and complete Maths and English if they have not previously achieved these qualifications. Traineeships include a work experience placement, giving employers and young people the chance to see if they are a good match for each other before committing to commencing an Apprenticeship.

What incentives are available for employers?

To encourage local employers to offer opportunities for employment to young people across our communities, employers will be able to claim £1,000 per work experience placement offered as part of a Traineeship.

Is there support for 19-24 year olds?

The Plan for Jobs included a £111 million investment to triple the number of traineeships available. Fareham College's Business Plus Team will be expanding its offer to communities across Hampshire from January 2021.

Does the young person get paid?

Payment is not a requirement; however, Fareham College's Business Plus Team offers participants a training bursary of at least £64.50 per week to support them to engage and benefit from the offer.

Apprenticeships

Providing opportunity to train both new and existing staff with industry specific skills across a wide range of roles, Apprenticeships are an important route into work for many in our local communities. There is now a range of financial incentives available to support employers to take on a new apprentice:

What incentives are available?

Employers could access up to £3,000 per Apprentice. Between the 1st August 2020 and the 31st March 2021, the Government will pay:

- / £2,000 for any new apprentice hired aged under 25 years
- / £1,500 for any new apprentice aged over 25 years.

From 1st April 2021 until 30th September 2021 the Government will pay:

- / £3,000 per new Apprentice hired of any age

This is in addition to £1,000 for any new 16–18-year-olds who commence an Apprenticeship.

How much does training cost?

Effectively, zero. We work with large employers such as Hampshire County Council, to facilitate the transfer of the 'Apprenticeship Levy' to local employers that fully covers the costs of training for SME's. Schools and other employers that are part of larger organisations can access funds for training through their own Apprenticeship Levy pot – Business Plus is on hand to support and answer any questions you may have.

How can we employ an Apprentice?

Many schools employ Apprentices in a range of roles, including IT, School Business Professional, Administration, Leadership and Teaching Assistant roles. Fareham College's Business Plus Team can support schools, to access funded training and incentives.

Online courses

Online learning is a highly flexible and cost-effective way to complete a fully accredited training course anytime, anywhere and is an excellent option for learners who want to build their confidence, change career direction, update their knowledge, and improve their skills without the need to attend regular classes on the College site.

Many of the online courses we offer are free of charge, so if you are eligible you will not have to pay any course fees.

We offer a wide range of online courses to help develop your current knowledge. Please visit our website fareham.ac.uk/online-courses for further details and to apply.



Initiatives for 2021

National Skills Fund

With £375 million allocated, this initiative will support adults to gain valuable skills needed to improve their job prospects. The National Skills Fund includes funding for a new Level 3 adult offer and regional skills bootcamps. This is part of the Lifetime Skills Guarantee announced by the Prime Minister in September 2020.

Level 3 Adult Offer

Who is eligible?

From April 2021, any adult aged 24 and over who wants to achieve their first full Level 3 qualification, which is equivalent to a technical certificate or diploma, or 2 full A Levels, will be able to access almost 400 fully funded courses.

What will be on offer?

A wide range of courses linked across the following sectors:

- / Accounting and finance
- / Agriculture
- / Building and construction
- / Business management
- / Child development and wellbeing
- / Environmental conservation
- / Health and social care
- / Horticulture and forestry
- / ICT for users
- / ICT practitioners
- / Manufacturing technologies
- / Mathematics and statistics
- / Medicine and dentistry
- / Nursing and vocations and subjects allied to medicine
- / Public services
- / Science
- / Teaching and lecturing
- / Transportation operations and maintenance
- / Warehousing and distribution.

T Levels

T Levels are a revolution in technical education, and we are proud to be one of the few elite colleges in the South of England to be pioneering these new courses. We launched our first two T Levels in September 2020 in:

- / Digital Production, Design & Development
- / Education & Childcare

In addition to these two courses, from September 2021 we will be offering T Levels in the following subjects:

- / Design, Surveying and Planning
- / Digital Business Services
- / Digital Support Services
- / Health
- / Healthcare Science
- / Science
- / On-site Construction

We are also really excited to announce that from September 2022, in addition to these subjects, we will also be offering the following T Level courses:

- / Business & Administration
- / Engineering & Manufacturing
- / Legal, Finance & Accounting.

What are T Levels?

T Levels are a new qualification that focuses on high-level technical study and work-ready skills. They have been developed to offer a credible alternative to A Levels and will provide young people with a clear route to skilled employment, as well as progression to higher or degree Apprenticeships, or degree-level study at university. T Levels combine the career focus and practical elements of current technical and professional qualifications like BTECs and NVQs, with the theory and study of traditional A Levels.

A core component of the T Level qualification is an industry-based placement, where students will apply the theory they learn in the classroom to the workplace and develop the essential work-ready skills that employers are looking for.

T Levels will eventually be available in 25 subject areas that relate to important sectors of the economy including engineering, manufacturing, law, accounting, construction, finance, health, science and creative design – all which offer excellent career opportunities.

Why have T Levels been developed?

- / To provide a highly credible, academically rigorous alternative to A Levels
- / To ensure that young people learn the skills they need to either go straight into employment after college and progress in their career or advance to higher-level study
- / Because employers across a range of industries require the competencies and attributes taught on T Level courses, therefore students who complete this qualification will be in huge demand for some of the best jobs.

Who are T Levels for?

T Levels are a great choice for students who:

- / Aspire to achieve an advanced level of technical excellence in a chosen career pathway
- / Value the opportunity to develop their technical skills within both the classroom and the workplace
- / Are keen to experience the world of work and develop their employability skills
- / Wish to start a career in a more advanced role or would like to progress onto a higher-level Apprenticeship or a degree course at university.

How are T Levels taught?

- / T Levels take two years to complete and are much like A Levels; in fact, they have an even wider scope because, as well as a high level of classroom-based learning, students will develop the practical skills required to actually undertake a job in their chosen subject area
- / To be accepted onto a T Level course, students require five GCSEs at grades 9-5, including English and Maths
- / Assessment takes place through a combination of exams, coursework, workplace observations, an employer project and an end-point assessment
- / In order to pass the qualification, students must have fully completed the industry placement element of the course and gained the necessary level of work experience which will be validated by an employer
- / When completed, the qualification will be worth the same as three A Levels and carry the equivalent UCAS points.

Industry placements

An industry placement, during which students will gain valuable work experience, is an essential part of the T Level qualification. Students will complete between 45 and 60 days in an industry placement throughout the two-year course. This level of work experience means students will develop the workplace skills that employers are looking for and also gain a clear idea about the sector they wish to work in and what the job they want to do involves. If students work hard and develop a good relationship with their work experience employer, they have a valuable opportunity to secure future employment.

Interested? Please contact our Careers Centre Team for more information by emailing info@fareham.ac.uk.



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