

Preparation for Work Directory – National and Regional Initiatives

The landscape for pre-employment programmes, work experience and careers initiatives has significantly changed in recent months. Here we have identified the current key national and regional ‘offers’ to enable you to work out which pre-employment and work experience initiative best suits your needs:

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## National Pre-Employment and Work Programmes (HEE linked into)

## National Prince’s Trust Programme

**Brief Overview**

Bringing 10, 000 young people into entry level employment in health and social care services between 2020 and 2024. Programme consists of 3 programmes:

Get Into – 4-6-week programme of placement and training aimed at young people a distance from job readiness, including those not in employment, education or training (NEETs).

Get Started- 1-3-day employability programme aimed at young people near job readiness including those with previous work experience or educational qualifications.

Mentoring – support for individuals of each programme to access mentoring support for up to 6 months after the programme has ended.

**Audience**

Young people aged 16-30 ranging from those needing additional support to gain employment to those virtually ‘job ready’.

**Geographical Coverage**

Nationwide – although some areas have more delivery programmes available than others.

**Funding**

Programmes are funded as part of the £27m the Department of Health and Social Care (DHSC) funded programme (including £7m match funding from the Prince’s Trust).

Resource implications for the employer would be internal placements and any internal training provided.

Employers are expected to have available entry level vacancies which the young people could apply and be interviewed for.

**Career Pathways**

Direct employment, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on Healthcare Apprenticeship Standards Online (HASO) website.

To view different apprenticeship pathways, you can click on the following link to the HASO website and use the pathways tool to view a variety of career pathways, across both clinical and non-clinical roles. The link is here: <https://haso.skillsforhealth.org.uk/>

**How is this different from other available programmes?**

Fully funded up to 2024, specific age group of 16-30, large focus on pastoral support, DHSC supported, and covers both health and social care across England. Dedicated team to help employers develop and implement packages around their workforce need.

**Further Information**

[talentforcare@hee.nhs.uk](mailto:talentforcare@hee.nhs.uk)

## Step into Work (SIW)

**Brief Overview**

Aiming to engage with up to 1000 participants furthest away from the labour market, SIW aims to support specific target groups to progress into Health and Social Care roles there are two programmes available:

SIW: 6-12-week programme designed by Trusts with a mixture of training and placements, with a core focus on employability.

Accelerated SIW: 5 day programme designed by Trusts to meet specific workforce issues, targeting for those underrepresented groups, closer to being ‘work ready’ particularly effected by the economic impact of Covid-19, being out of work for more than 6 months.

**Audience**

Focused more on those aged over 30.

**Geographical Coverage**

England

**Funding**

HEE has funded programmes across 10 NHS Trusts and is looking at a 3-year funding programme for this work.

Resource implications for the employer would be internal placements and any internal training provided.

Employers are expected to have available entry level vacancies which the people on programme could apply and be interviewed for.

**Career Pathways**

Direct employment, apprenticeships, and bank work. Career pathways exist via apprenticeships, further detail on HASO website

To view different apprenticeship pathways, you can click on the following link to the HASO website and use the pathways tool to view a variety of career pathways, across both clinical and non-clinical roles. The link is here <https://haso.skillsforhealth.org.uk/>

**How is this different from other available programmes?**

Programme is localised and will have a different content to the Prince’s Trust programme and aimed at an older demographic.

**Further Information**

Becky Orton, HEE National Programme Manager – Widening Participation, Talent for Care [becky.orton@hee.nhs.uk](mailto:becky.orton@hee.nhs.uk)

## Fast Futures

**Brief Overview**

FastFutures is a free digital and personal skills

12-week training programme, coaching education leavers (18-22) on workplace skills, backed by leading global employers to help secure part or full-time employment.

**Audience**

1,000 free places, application process August 2020. Designed to appeal to and prioritise underrepresented groups to deliver a diverse group of participants and help address inequalities across the workforce.

**Geographical Coverage**

Nationwide.

**Funding**

Direct employment in digital or other roles, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on HASO website

To view different apprenticeship pathways, you can click on the following link to the HASO website and use the pathways tool to view a variety of career pathways, across both clinical and non-clinical roles. The link is here: <https://haso.skillsforhealth.org.uk/>

**How is this different from other available programmes?**

Private sector funded initiative training course of technology and digital business skills, that helps bridge the gap between education and full-time employment. This could be a standalone skills programme or act as a pipeline into other pre-employment programmes where relevant.

**Further Information**

Further details are available at via clicking on the following link. You will be able to look at the Fast Futures website and register your interest in the programme. Link here: [www.avadolearning.com/fastfutures](http://www.avadolearning.com/fastfutures) .

## Project Choice

**Brief Overview**

HEE is the provider (college) and deliverer of Project Choice (a Specialist Post-16 Institution) which aims to widen access for opportunities into entry level employment or apprenticeships via delivering year long supported internship programmes aimed at those aged 16 to 24 with disabilities, learning disabilities, difficulties and/or Autism.

The programme is about to start Year 4, taking 128 students in 2020/21 with targets of 90% to complete the programme, with over 50% moving into an apprenticeship or other employment.

So far, Project Choice has supported 241 young people in Year 1 and 2 of the programme, with a similar number expected (128) in this academic year, 2019/20.

Project Choice passed its Ofsted inspection in December 2019 and was rated overall as good. This means the programme is no longer in pilot phase and the numbers of interns can now start to grow, with the model being adopted and spread across the country over time.

**Audience**

Young people aged 16 to 24 with disabilities, learning disabilities, difficulties and/or Autism, who have an Education, Health and Care Plan (EHCP).

**Geographical Coverage**

Provided by the Department of Education via the Education and Skills Funding Agency (ESFA), Local Authorities and Department of Work and Pensions (DWP).

**Funding**

Provided by the Department of Education (DoE), Local Authorities and DWP.

**Career Pathways**

The supported internship programme provides students with employability skills (including Maths and English) necessary to help them move into an apprenticeship or other employment.

Most importantly the programme provides interns with ‘hands on’ work experience in ‘live work placements’ and aims to build the social and professional work skills needed to go into the world of employment.

**How is this different from other available programmes?**

Project Choice and Project Search are the only 2 supported internship programmes available to young people aged 16 to 24 with disabilities, learning disabilities, difficulties and/or Autism within the NHS.

Project Choice takes a person-centered approach, working with each individual student to find and develop their own skills to find the right career path and environment for them.  We have a 15-year pedigree, local and national award-winning history.

Our outcomes are consistently above national expectation and our provision is OFSTED rated ‘Good’ with ‘Outstanding’ elements.

To achieve such goals, we provide a high level of support to interns, providers and employers in addition to providing specialist transition support and guidance 5 years post programme (into employment /apprenticeships.)

**Further Information**

Please contact [project.choice@hee.nhs.uk](mailto:project.choice@hee.nhs.uk)

## Royal Collage of Nursing (RCN) Prince of Wales Nursing Cadet Scheme

**Brief Overview**

The RCN Prince of Wales Nursing Cadet Scheme contributes to the social and educational development of young people, whatever their background, to support and encourage them to pursue careers in the health and social care sectors. A scheme of this type aligns closely with the RCN’s professional aims, to increase and to identify innovative ways to encourage young people to consider nursing as a career choice. The scheme was launched in July 2019 with two Wales based pilots running with the Army Cadet Force Wales. The programme is being expanded into England. It combines 105 hours of guided experiential learning including learning modules and a clinical observational placement within their local health care region.

**Audience**

Young people.

**Further Information**

Further information about the programme can be found if you click on the following link it will take you to the Royal College of Nursing webpage: <https://www.rcn.org.uk/professional-development/nursing-cadet-scheme>

## Other HEE Sponsored Resources

## Apprenticeships

**Brief Overview**

An alternative route to a recognised qualification is an apprenticeship. An apprenticeship means you are in paid employment but also studying towards a qualification which is funded by your employer. The NHS have been involved in the creation of over 70 new health specific apprenticeships standards offering apprentices the opportunity to earn while they learn, and we now offer career pathways from Level 2 up to Level 7. Apprenticeships are a great way to attract new talent into the NHS and there are no age restrictions. Examples of the apprenticeships on offer are Registered Nurse, Paramedic, Nursing Associate and Healthcare Support Worker but there are many other non-clinical apprenticeship roles in the NHS such as HR, Finance, IT and Hospitality.

**Audience**

Those aged 16 and over.

**Funding**

In the NHS the cost of the apprenticeship qualification will be covered by the employer through their access to their apprenticeship levy.

**Further Information**

Further information: The best place for information on current health apprenticeship qualifications is the Health Apprenticeship Standards Online (HASO) website which can be accessed via this link: <https://haso.skillsforhealth.org.uk/>

Another good resource is the is the HEE career pathways tool which you can access by clicking the following link: <https://haso.skillsforhealth.org.uk/pathways/>

## T-Levels

**Brief Overview**

T levels are new courses, equivalent to 3 A-levels. They are being developed as part of the Government’s reform of vocational and technical education in a bid to help support the acquisition of skills that young people will need to enable them to enter the workplace.

Aimed at 16-18 year olds, T level courses, which start in September 2020, will be undertaken by students after they have completed their GCSEs and are an alternative to A-levels or entry level apprenticeships (levels 2 and 3). They are being developed in partnership with employers and businesses to ensure that the content meets the needs of industry and prepares students for work.

At the end of a T level course, students will be able to enter skilled employment, undertake further study or do a higher or degree level apprenticeship.

**Audience**

Aged 16-18 year olds.

**Further Information**

Further information on t-levels can be read about on the Skills for Health webpage. To read this information please click on the following link: <https://haso.skillsforhealth.org.uk/t-levels/>

## Functional Skills Resources and Packages

## Functional Skills Software - provided by a company called ‘The Basic and Key Skills Builder’ (BKSB)

**Brief Overview**

HEE have funded access to software that supports functional skills learning, for 1 year starting April 2020.

This will help to support maths, English and Information and Communication Technology (ICT )skills development at a time when many employees may be struggling with all kinds of challenges - from calculating pay and budgets, understanding large volumes of text and information and spending more time on screen than usual. The BKSB platform also supports self-directed study and learning and can be undertaken from home via a laptop, personal (desktop) computer PC, tablet or mobile phone.

Both BKSK’s generalised and vocation-specific learning resources support good English, maths and ICT skills in the workplace and at home.

The BKSB initial assessment and diagnostic assessment can be used to:

• support 1-1 and work-based learning for employees/apprentices

• produce an Individual Learning Plan (ILP) and SMART targets to fill skill gaps. SMART stands for; Specific, Measurable, Achievable, Realistic and Timely.

• inform enrolment to the appropriate English, maths and functional skills level

• perform basic self-assessment for dyslexia and dyscalculia

• evidence Information and Guidance (IAG)

This tool can be used in several ways.

• It can help prepare employees who would like to take a functional skills qualification e.g. for an apprenticeship. This platform will not provide the examination or qualification itself, but the examination can be taken at a local college or further education provider.

• It can also help with generalised upskilling and gaining confidence around learning.

Individuals can study on their own and at their own pace, which for some is a great advantage and is more private than other forms of learning.

• It can also be used by employers to do a skills analysis of a group to inform workforce planning.

**Audience**

All NHS trusts, community, primary and social care employers.

**Geographical Coverage**

Across England.

**Funding**

This is a free to access site funded by HEE for the year period April 2020 to end of March 2021.

**How is this different from other available programmes?**

Access to platform, diagnostic assessment and resources.

**Further Information**

Further information: In order to gain access to this tool we ask that you satisfy the below criteria:

1. **Identify the member of staff who will be the point of contact for BKSB.**

This person will receive training to be the BSKB expert/super user for the organisation. The training is quick and straightforward, as is the subsequent process of setting up learners for the organisation.

2**. Identify the learners who will use this product.**

We don’t need to know names, but we ask that you give BKSB an initial number of learners. (If initial places are used up you may be able to add to this later, depending on national take up). Please only ask for the number you plan to use, as the number of users is limited, and we want as many people as possible to be able to access.

3**. Ask your nominated staff member to email:** [hee@bksb.co.uk](mailto:hee@bksb.co.uk) **to start the process and enrol learners.**

## National Numeracy

**Brief Overview**

National Numeracy is an independent charity established in 2012 to help raise low levels of numeracy among both adults and children and to promote the importance of everyday maths skills. HEE have been working with National Numeracy on a range of projects looking at attitudinal approaches to numeracy. This includes their National Numeracy Challenge which individuals can complete to:

* Quickly check their everyday maths abilities
* Improve their skills
* Increasing their confidence with numbers
* Understand the level they are working at and print out a certificate
* Get the ‘Essentials of Numeracy’

Prepare them for a more formal maths courses

**Audience**

Anyone within the health or social care workforce.

**Geographical Coverage**

Across England.

**Funding**

This is a free to access site.

**How is this different from other available programmes?**

Much of National Numeracy’s focus is on changing people’s attitudes towards maths and how they use it every day and in work.

**Further Information**

Further information about the organisation National Numeracy can be found by clicking on the following link which will take you to their webpage: <https://www.nationalnumeracy.org.uk/>

Link to National Numeracy Challenge can be accessed via the link: <https://www.nnchallenge.org.uk/?utm_source=nnsite&utm_medium=banner&utm_campaign=internal_link&_ga=2.80555543.1442308518.1599583569-62548430.1585584012>

## National Learning Hub for Volunteers

**Brief Overview**

Helpforce, in collaboration with Health Education England (HEE) and the NHS, has developed national standards to connect those involved in health and care volunteering with training and education opportunities. This is aimed at supporting current volunteers and expanding volunteering. It can support volunteers who are ready to help and have time to prepare whilst they are waiting to start, they can complete e-learning using the National Volunteer Standards. For volunteers already supporting trusts with their time, they will find refresher sessions on roles and responsibilities and infection prevention and control. Individuals will soon be able to complete a National Volunteer Certificate using the training packages on the site.

**Audience**

Existing and new volunteers.

**Geographical Coverage**

Across England.

**Funding**

This is a free to access site.

**How is this different from other available programmes?**

This site is aimed at volunteers and those working with volunteers. It can also support individuals who may be looking at volunteering opportunities as a route into employment.

**Further Information**

Further information on the national learning hub for volunteers can be found via clicking the follow link which takes you to the volunteer learning hub provided by Help Force: <https://volunteerlearning.community/> Individuals can log on with a personal e-mail.

**NHSE/I Initiatives**

**St Johns Ambulance Cadet Scheme**

**Brief Overview**

The NHS and St John Ambulance are joining forces for the NHS' anniversary to recruit and train thousands of 'NHS cadets'. The cadets will help to improve care for patients while offering a route into health service employment for up to 10,000 young people. The £6 million programme funded equally by NHS England and NHS Improvement and the charity will provide 14 to 18-year-olds with first aid training courses to develop their leadership skills, and volunteering opportunities in the NHS – including vital hands-on work experience in hospitals.

The NHS Cadet programme is being piloted across Colchester, Hull and London and will be rolled out across England with Liverpool, Bradford, Hertfordshire and Wirral in the coming months, with the aim of enrolling 10,000 young people by 2023. The programme is seeking young people from marginalised backgrounds, including teenagers from BAME communities, young people not in employment, education or training – or at risk of becoming so – and others who might not have previously considered a career in the NHS.

**Audience**

Young people aged 14-18 years old.

**Geographical Location**

England

**Funding**

Funded by NHSE and St Johns Ambulance

**How is this different from other available programmes?**

This is a volunteering programme for young people.

**Further Information**

Further information can be found by clicking on the icon below which is an embedded PDF document. You will need to click on this icon to open the PDF, which is a flyer for the St John’s ambulance cadet scheme and summaries more information about the programme structure and information. It also includes images and web page links in the document.

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## Department of Work and Pensions (DWP) Employability Offers and Priorities

## DWP Offers

## Sector-based Work Academy Programmes (SWAP)

**Brief Overview**

Sector-based work academies are pre-employment programmmes that can last up to 6 weeks. The Government has pledged £17 million to triple the number of these. Placements have 3 main components:

1. pre-employment training – matched to the needs of the business sector
2. work experience placement – an opportunity for employers to identify talent and for the individual to cement their knowledge and understanding of the required role
3. a guaranteed job interview or help with an employer’s recruitment process

They offer a flexible approach and can be adapted to meet the needs of an employer. Employer Advisers in Job Centre Plus can help you to develop other ways to deliver some form of a work placement within the constraints brought about by coronavirus (COVID-19).

**Audience**

Placements are particularly useful for young people but are open to all jobseekers aged 18 upwards.

**Geographical Coverage**

Sector-based Work Academy Programme is administered by Job Centre Plus and available in England and Scotland.

**Funding**

Participants remain on benefits while on a SWAP placement. The government will pay any travel and childcare costs whilst benefit claimants are on the scheme. There is no direct cost to an employer for running a sector-based work academy as training and administration costs are covered by government funding.

Resource implications for the employer would be internal placements and any internal training provided.

Employers are expected to have available entry level vacancies which people on the programme could apply and be interviewed for.

**Career Pathways**

Direct employment, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on HASO website

To view different apprenticeship pathways, you can click on the following link to the HASO website and use the pathways tool to view a variety of career pathways, across both clinical and non-clinical roles. The link is here: <https://haso.skillsforhealth.org.uk/>

**How is this different from other available programmes?**

Co-ordinated by DWP and aimed at unemployed jobseekers their coaches work with. Mainly aimed at those aged over 30.

**Further Information**

Discuss with local Employer advisors in Job Centre Plus or contact Employer Services Line on 0800 169 0178 Further information online can be found via clicking the following link which will take you to the sector based work academy employer guide: [sector based work academies Employer Guide](https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide)

## Traineeships

**Brief Overview**

From 1st September 2020 traineeships have been relaunched and the Government invested £111 million. These are flexible education and training programme lasting between 6 weeks and 12 months. Traineeship core elements:

1. High quality work placement with an employer lasting 70-240 hours.
2. Work preparation training with training provider.
3. English and maths, if qualified below level 2, and digital training with a training provider.
4. Optional sector focused technical and professional qualifications to help learners prepare for occupational standards within apprenticeships.

Flexible delivery based on learner and labour market needs. The Government will improve provision and expand eligibility for traineeships to those with Level 3 qualifications and below, to ensure that more young people have access to high quality training.

**Audience**

Target group: 16-24-year olds (up to 25-year olds with an Education, Health and Care Plan), qualified up to level 3, minimal work experience as part of programme.

**Geographical Coverage**

UK

**Funding**

Fully funded -Participation funding goes to the training provider:

* 16-18 traineeships are funded through 16-19 young people’s methodology through the study programme and standalone 16-19 traineeship contracts.
* 19-24 traineeships are funded through the adult education budget (AEB).

Introducing £1000 per trainee to incentivise employers to offer new traineeship work placements and support with employer costs in setting up their offer. The new incentive payment will only apply during the 2020/21 academic year.

**Career Pathways**

Ready for an apprenticeship/employment following the traineeship.

Further apprenticeship details on HASO website:

To view different apprenticeship pathways, you can click on the following link to the HASO website and use the pathways tool to view a variety of career pathways, across both clinical and non-clinical roles. The link is here: <https://haso.skillsforhealth.org.uk/>

**How is this different from other available programmes?**

Programme aimed at getting people ready for moving into an apprenticeship. The new changes put more of a focus on the 19-24 age group.

**Further Information**

Logistics currently being worked out and further information and contacts to be provided.

## Kickstart

**Brief Overview**

The Government has committed up to £2.1bn across the UK, to fund the direct creation of 300,000 high quality jobs for 16-24-year olds lasting 6 months. Initial cohort November 2020 and final cohort starting December 2021 finishing summer 2022. Employers can spread numbers up to Dec 21 (date for last starters) for example 30+ between November 20 and Dec 21.  The scheme will need to provide evidence that the new jobs created:

▪ Are additional

▪ Offer at least 25 hours per week at the national minimum wage

▪ Offer young people training and support to secure a permanent job

**Audience**

Young person 16-24 claiming universal credit or at risk of long-term unemployment.

**Geographical Coverage**

UK

**Funding**

The funding available for each job will cover 100% of the relevant National Minimum Wage for 25 hours a week, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions. [On top of the wage subsidy, £1,500 per job placement is available for setup costs, support and training.](https://protect-eu.mimecast.com/s/nSM7C8M08tOXjMXCM1fsM?domain=movementtowork.com/) [Applications are for minimum 30 job placements. Employers can partner with other organisations to reach the minimum number.](https://protect-eu.mimecast.com/s/nSM7C8M08tOXjMXCM1fsM?domain=movementtowork.com/) If an organisation is creating more than 30 job placements as part of the #Kickstart Scheme, you can submit your application directly here <https://www.apply-kickstart-grant-employer.service.gov.uk>

[If your organisation is creating fewer than 30 Kickstart job placements, you must partner with others which could include:](https://protect-eu.mimecast.com/s/nSM7C8M08tOXjMXCM1fsM?domain=movementtowork.com/)

* [similar employers](https://protect-eu.mimecast.com/s/nSM7C8M08tOXjMXCM1fsM?domain=movementtowork.com/)
* [local authorities](https://protect-eu.mimecast.com/s/nSM7C8M08tOXjMXCM1fsM?domain=movementtowork.com/)
* [trade bodies](https://protect-eu.mimecast.com/s/nSM7C8M08tOXjMXCM1fsM?domain=movementtowork.com/)
* [registered charities](https://protect-eu.mimecast.com/s/nSM7C8M08tOXjMXCM1fsM?domain=movementtowork.com/)

For employers recruiting to fewer than 30 places, the employer would go through an intermediary/ representative who would act on behalf of a group of employers e.g. Combined Authority, trade body or sector lead organisation. If you are a representative applying on behalf of a group of employers, you can get £300 of funding to support associated admin costs. More information about being a representative is here on the Gov.UK website which can be accessed via clicking the following link: <https://www.gov.uk/guidance/check-if-you-can-apply-for-a-grant-as-a-representative-of-a-group-of-employers-through-the-kickstart-scheme>

**Career Pathways**

Long-term and sustainable work including apprenticeships.

How is this different from other available programmes?

Paid employment for the young person, salary and costs covered by Government, 6-month programme. No guaranteed job or job interview at the end.

**Further Information**

DWP will be producing a frequently asked questions document shortly.

News stories can be read on the Gov.UK website by clicking the following link below:

<https://www.gov.uk/government/news/kickstart-scheme-opens-for-employer-applications>

Promotional and marketing materials can be found on the Gov.UK website on their Kickstart pages and can be accessed via clicking on the link below: <https://www.gov.uk/government/collections/kickstart-scheme>

Additionally, DWP has also published a series of national/ regional email addresses for employers to get in touch about Kickstart and these can also be found on the Gov.UK website by clicking the below link: <https://www.gov.uk/government/publications/kickstart-scheme-employer-contacts/kickstart-scheme-employer-contacts>

## Work Experience

**Brief Overview**

Work experience through Job Centre Plus enables young, unemployed people (or other age groups) to volunteer for placements lasting between 2 and 8 weeks, or longer (up to 3 months) for some young people. These volunteers will be matched with suitable host employers and complete a light touch selection process.

Young people who have spent up to 8 weeks in a work experience opportunity can have their placement extended by up to 4 weeks where an employer makes an offer to take them on to an apprenticeship.

**Audience**

DWP organised work experience is available to:

* all 18 to 24-year olds

people aged 25 and over who do not have any recent work history

**Geographical Coverage**

UK

**Funding**

DWP will continue to pay participants’ benefits and will also cover the costs of travel and childcare if necessary. Hosts do not pay participants and doing so might affect their benefit entitlement.

**Career Pathways**

Aimed at improving peoples’ chances of gaining employment. Direct employment, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on HASO website

To view different apprenticeship pathways, you can click on the following link to the HASO website and use the pathways tool to view a variety of career pathways, across both clinical and non-clinical roles. The link is here: <https://haso.skillsforhealth.org.uk/>

**How is this different from other available programmes?**

Organised through DWP and voluntary.

**Further Information**

If you are interested in offering work experience, please contact the Employer Services Line on 0800 169 0178. Further information can also be found online on the Gov.UK website by clicking on the following link : [Government guidance on Work Experience](https://www.gov.uk/jobcentre-plus-help-for-recruiters/work-experience-apprenticeships)

## Work Trials

**Brief Overview**

A work trial is a short period in work an employer can offer to a jobseeker on benefits. Providing an opportunity for both individual and employer to experience each other. The work trial must:

* only be used as a way for you and the potential employee to decide if they’re right for the role
* be for a job where the jobseeker is the only person you’re considering hiring
* be for a job which is at least 16 hours a week for at least 13 weeks

You need to agree the length of the work trial with the jobseeker before it starts. It must:

* end when you’re sure about whether the jobseeker is suitable for the role
* last no more than 5 days if the job is for less than 6 months
* last no more than 30 days (and usually around 5 days) for jobs lasting 6 months or more

The work trial can be longer than 30 days if the jobseeker needs more time to adjust to being back at work. This needs to be agreed before the work trial starts.

**Audience**

Jobseeker on benefits.

**Geographical Coverage**

UK

**Funding**

Jobseekers volunteer for a work trial. They keep getting their benefits whilst they are on it and are not paid a wage.

**Career Pathways**

Employment.

**How is this different from other available programmes?**

Aimed at those on benefits, short programme of experience, strict criteria to this.

**Further Information**

You need to agree a work trial with Job Centre Plus before you offer it to a jobseeker. Further information on this can be found on the Gov.UK website which can be accessed by clicking on the following link: [Government guidance on Work Trials](https://www.gov.uk/jobcentre-plus-help-for-recruiters/work-trials)

## Find a Job

**Brief Overview**

Find a Job service offers a simple way for employers to post job adverts and jobseekers to look for work. It has a simple login process, an enhanced search function and a facility for jobseekers to upload and share their CVs whilst automatically recording onsite activity and job applications. Employers can:

* Add your company to the service
* Post job adverts to our audience of UK jobseekers

Manage users of your company

**Audience**

All ages.

**Geographical Coverage**

UK

**Funding**

Funded by DWP

**Career Pathways**

Employment

**How is this different from other available programmes?**

Could be used as an additional place to advertise job vacancies, including NHS Jobs and Every day is different (social care).

**Further Information**

Further information on Find a Job can be accessed on the Gov,UK website which you can view by clicking on the following link: [Employer section of Find A Job](https://findajob.dwp.gov.uk/sign-in?employer=1)

## DWP Tailored Service

**Brief Overview**

Job Centre Plus’s network of local Employer Advisers can provide a tailored service to help employers find the right people for your jobs and support your local community. Employer Advisers can work with employers to design a bespoke package to meet your recruitment needs, including:

* providing access to [pre-employment training](https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide/sector-based-work-academies-employer-guide) to give you a skilled workforce for your business
* providing [work experience](https://www.gov.uk/government/publications/employers-could-you-offer-work-experience/work-experience-employer-guide) opportunities to help people build marketable skills
* offering a [work trial](https://www.gov.uk/jobcentre-plus-help-for-recruiters/work-trials) for potential employees so they are suited to that role and your company

They can also offer more support to employers who are committed to creating opportunities for people who need extra help to succeed in the labour market.

**Further Information**

For further information contact your local DWP/Job Centre Plus representative.

## Other DWP Priorities

## Disability Confident

**Brief Overview**

Voluntary scheme developed by employers and disabled people with 3 levels to support your organisation on your Disability Confident journey to change attitudes, behaviours and culture.

**Further Information**

Further information about Disability Confident is on the Gov.UK website and can be viewed by clicking on the following link: [The Disability Confident scheme](https://www.gov.uk/government/collections/disability-confident-campaign)

## Fuller Working Lives

**Brief Overview**

This is a strategy to tackle age discrimination and support older workers. This publication encourages businesses to retain, retrain and recruit older workers and presents the benefits of a fuller working life.

**Audience**

Focused on those aged over 50.

**Further Information**

Further information can be found by clicking on the icon below which is an embedded PDF document. You will need to click on this icon to open the PDF, which is a 50-page booklet created by DWP, covering ‘a partnership approach’ to the Fuller Working Lives strategy written in February 2017:



## The Armed Forces Covenant

**Brief Overview**

The covenant aims to ensure the fair treatment of those who serve, or have served, the nation.

**Audience**

Current or former armed services personnel.

**Further Information**

Further information about the Armed Forces Covenant can be found on their webpages which can be accessed via clicking on the following link: [Armed Forces Covenant](https://www.armedforcescovenant.gov.uk/)

## See Potential

**Brief Overview**

Encouraging employers to recognise the potential within people regardless of their background. Provides a step-by-step guide to open recruitment.

**Audience**

Employers.

**Further Information**

Further information about the See Potential campaign can be found on the Gov.UK webpages, and this can be accessed by clicking on the following link: [See Potential Employer Guide](https://www.gov.uk/government/publications/see-potential-case-studies-and-employer-information-pack/see-potential-employer-information-pack)

## Mentoring Circles

**Brief Overview**

A mentoring circle is a type of action learning set which focuses on the personal development of those involved – employers will mentor jobseekers who are unemployed and aged between 18-24 years via 3 mentoring circle meetings. Every jobcentre has access to a local toolkit to help work coaches get to know the make-up of their micro-labour market for all claimants on all benefits and will help to determine who will benefit from an initiative of this kind.

Work coaches can also use the toolkit to improve on the personalised service they offer by finding out more about the health profile of people living in their area and the disability employment rate.

**Audience**

The Mentoring Circles Programme is open to everyone with a focus on black minority ethnic (BME) young people age 18-24.

**Geographical Coverage**

UK

**Career Pathways**

Aimed at improving people’s chances of gaining employment and could support people in accessing pre-employment programmes. Direct employment, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on HASO website

To view different apprenticeship pathways, you can click on the following link to the HASO website and use the pathways tool to view a variety of career pathways, across both clinical and non-clinical roles. The link is here: <https://haso.skillsforhealth.org.uk/>

**How is this different from other available programmes?**

Focus on pastoral support and working with people from under-represented groups.

**Further Information**

Further information about mentoring circles can be found by visiting the Gov.UK website, which can be accessed through the following link: [national-mentoring-initiative](https://www.gov.uk/government/news/national-mentoring-initiative-to-tackle-employment-inequality-across-uk)

## Care Leavers Covenant

**Brief Overview**

DWP lead on delivering the Care Leavers Employer Covenant in partnership with Spectra First and the Department for Education (DfE). The covenant is a promise made by private, public or voluntary organisations to provide support for care leavers aged 16-25 to help them to live independently.

* Providing care leavers with opportunities to enter

the world of work, such as offering work experience

placements, work shadowing placements,

internships, traineeships and apprenticeships;

* Providing care leavers with additional support. For

example, one-to-one mentoring or pastoral support

and guidance on various aspects of their lives,

financial guidance, career/employment guidance,

educational prospects and opportunities;

* Providing care leavers with opportunities to broaden their horizons e.g. concessionary access to sport, leisure and cultural activities along with discounted retail offers;
* Encouraging their involvement in specific activities and events which inspire their personal interest and

widen their employment prospects;

Providing or supporting them in educational and training opportunities that will improve their vocational and educational profile and open up future employment opportunities.

**Audience**

Care leavers aged 16-25.

**Geographical Coverage**

UK

**Career Pathways**

Direct employment, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on HASO website

To view different apprenticeship pathways, you can click on the following link to the HASO website and use the pathways tool to view a variety of career pathways, across both clinical and non-clinical roles. The link is here:<https://haso.skillsforhealth.org.uk/>

**How is this different from other available programmes?**

Supporting care leavers to live independently including support around employment initiatives.

**Further Information**

Further information about the Care Leavers Covenant can be read on their website which can be accessed by clicking on the following link: <https://mycovenant.org.uk/>

**Movement to Work**

**Brief Overview**

Movement to Work (MtW) is a not-for-profit coalition of UK employers, youth-outreach organisations, training providers and  
government allies – all aiming to level the playing field for young age people aged 16-30 facing barriers to work. As a delivery partner, they work with employers to design and implement work experience and vocational solutions for their  
organisation, either in-house or through one of our recommended training providers. With hundreds of organisational members,  
Movement to Work has a proven track record of driving social mobility with over 98,000 work placements delivered to date, made possible by employers, charities and government working together. Collectively they have provided young people with diverse and empowering experiences ranging from hospitality to engineering, with regional hubs working in London, the Midlands, North East and North West to make a difference nationwide.

**Audience**

Not in Education or Training (NEET) young people aged 16-30

**Geographical Coverage**

UK

**Career Pathways**

MtW links unemployed young people and life-changing opportunities with employers.

**How is this different from other available programmes?**

Supported by a unique coalition of UK employers, youth-outreach organisations, training providers and government allies.

**Further Information**

Further information about Movement to Work can be read on their website which can be accessed by clicking on the following link: <https://www.movementtowork.com/>

## Additional Government Announcements

There have been a range of new government announcements recently focusing on additional resources to bring people into employment, particularly around youth employment, including:

## New funding for the careers service

**Brief Overview**

The Government will provide an additional £32 million funding over the next 2 years for the National Careers Service so that 269,000 more people in England can receive personalised advice on training and work.

**Further Information**

For further information contact your local DWP/Job   
Centre Plus representative.

## Additional Apprenticeship Funding

**Brief Overview**

Payments for employers who hire new apprentices – The Government will introduce a new payment of £2,000 to employers in England for each new apprentice they hire aged under 25, and a £1,500 payment for each new apprentice they hire aged 25 and over, from 1st August 2020 to 31st January 2021. These payments will be in addition to the existing £1,000 payment the Government already provides for new 16-18-year-old apprentices, and those aged under 25 with an Education, Health and Care Plan – where that applies.

**Further Information**

For further information contact your HEE Regional Relationship Manager.

## High Value Courses for School and College Leavers

**Brief Overview**

The Government will provide £101 million for the 2020-21 academic year to give all 18-19-year olds in England the opportunity to study targeted high value Level 2 and 3 courses when there are not employment opportunities available to them.

**Further Information**

To be confirmed.

## Expanded Youth Offer

**Brief Overview**

The Government will expand and increase the intensive support offered by DWP in Great Britain to young jobseekers, to include all those aged 18-24 in the Intensive Work Search group in Universal Credit.

**Further Information**

For further information contact your local DWP/Job Centre Plus representative.

## Enhanced Work Search Support

**Brief Overview**

The Government will provide £895 million to enhance work search support by doubling the number of work coaches in Jobcentre Plus before the end of the financial year across Great Britain.

**Further Information**

For further information contact your local DWP/Jobcentre Plus representative.

## Expansion of the Work and Health Programme

**Brief Overview**

The Government will provide up to £95 million this year to expand the scope of the Work and Health Programme in Great Britain to introduce additional voluntary support in the autumn for those on benefits that have been unemployed for more than 3 months. This expansion will have no impact on the existing provision for those with illnesses or disabilities in England and Wales.

**Further Information**

For further information contact your local DWP/Jobcentre Plus representative.

## Job Finding Support Service

**Brief Overview**

The Government will provide £40 million to fund private sector capacity to introduce a job finding support service in Great Britain in the autumn. This online, one-to-one service will help those who have been unemployed for less than three months increase their chances of finding employment.

**Further Information**

For further information contact your local DWP/Jobcentre Plus representative.

## Flexible Support Fund

**Brief Overview**

The Government will increase the funding for the Flexible Support Fund by £150 million in Great Britain, including to increase the capacity of the Rapid Response Service. It will also provide local support to claimants by removing barriers to work such as travel expenses for attending interviews.

**Further Information**

For further information contact your local DWP/Jobcentre Plus representative.

## Accelerated NHS Investment (resulting in potential employment opportunities)

**Brief Overview**

NHS maintenance and A&E capacity – The Government will provide £1.05 billion in 2020-21 to invest in NHS critical maintenance and A&E capacity across England.

Modernising the NHS mental health estate – The Government will provide up to £250 million in 2020-21 to make progress on replacing outdated mental health dormitories with 1,300 single bedrooms across 25 mental health providers in England.

Health Infrastructure Plan – The Government will provide a further £200 million for the Health Infrastructure Plan to accelerate a number of the 40 new hospital building projects across England.

**Further Information**

To be Confirmed.