

Chapter 4: tapping into national skills and employment programmes and financial incentives

There are a range of new and existing skills and employment programmes available to widen access to employment opportunities, upskill new or existing staff, offer work experience or support those with transferrable skills into the workforce (see Appendix).

Many of these programmes focus on young people, who face the dual challenge of a disrupted education and a tough labour market. Programmes can also work together or be a step to another one. For example, an individual can join your organisation for a Kickstart placement and progress onto an apprenticeship and a wide variety of career pathways.

HEE has developed a preparation for work directory which pulls together information guidance and resources on the current pre-employment activity offer including work experience and careers initiatives. Up to date details of all of these offers, as well as details on how to apply for funding can be found on the HEE website.

Financial incentives are available to support the delivery of these programmes and vary, depending on which option you choose. This presents an opportunity for employers to draw down funding to attract and retain local talent, enabling them to learn and develop their careers to reach their full potential. This is a key part of the NHS People Promise.

Apprenticeships

Apprenticeship payments have increased on the previous scheme's terms of £1,500 for those hired over 25 or £2,000 for those aged 24 and under. Employers will now receive £3,000 for each apprentice taken on, regardless of age, as a new employee between 1 April and 30 September 2021.

Traineeships

An additional £126 million to fund 40,000 more traineeships for 16- to 24-year-olds in England, in the 2021 to 2022 academic year. Employers offering traineeship work placements will continue to receive £1,000 per

young person placement (up to 10 incentive payments per employer, per region) between 1 September 2020 and 31 July 2022.

T Levels are two-year technical programmes, designed with employers, to give young people the skills that industries need. Employers can claim £1,000 per T Level student they host on an industry placement between 27 May 2021 and 31 July 2022.



What you can do

- Share the stories of local people who have benefitted from being employed. The Prince's Trust supported Thomas to secure a role in the NHS. This has transformed his life and he shares his powerful story in this video.
- Look at the range of support and national/local offers available. Based on your workforce gaps and the skills available in your local labour markets, which programmes best suits your need?
- Contact your local DWP lead for up to date information on sector-based work academies, traineeships and the Kickstart Scheme.
- Ensure that you are making the best use of traineeships and apprenticeships across your workforce, and that you are using these training schemes as a way to attract people in to NHS jobs.