

Supporting Recruitment and Retention

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Funding Streams & DAS

Apprenticeship Levy

AEB

Student Loans

Digital Apprenticeship Account

The Apprenticeship Levy



The apprenticeship levy is paid by large employers with a pay bill of over £3 million. Currently, only 2% of employers pay the levy, which is set at a rate of 0.5% of their total annual pay bill. Large employers can share up to 25% of their levy funds to fully fund apprenticeships for other employers

Smaller employers non levy – those with a total annual pay bill of less than £3 million – pay just 5% of the cost of their apprenticeship training and the Government pays the rest.

Levy funding can only be used to invest in high quality apprenticeships

Employers access levy funds via their Digital Apprenticeship Service Account, this links to your organisations government gateway account, it is really simple to open Employers access levy funds via their Digital Apprenticeship Service Account, this links to your organisations government gateway account, it is really simple to open

AEB Adult Education Budget



The Adult Education Budget (AEB) is a funding stream that helps adults aged 19 and over to gain the skills they need to retrain, upskill, or change careers.

AEB can fund, short accredited courses as well as stand alone diploma courses.

AEB funding can be tricky to find and access as it is awarded via a tender process to Training Providers, LA's and FE Providers , I am please to confirm that E-Training have access to funds for Kent & Medway.

Student Loan Facility



For students aged 19 or over studying an approved course at Level 3, 4, 5, or 6 at an approved college or training provider in England, you can apply for an Advanced Learner Loan. Eligibility for the loan doesn't depend on your income, and there are no credit checks

You will have to start repaying your Advanced Learner Loan when your income is over a certain amount, which is called the 'threshold' amount. The threshold amount is currently £511 per week, £2,214 per month, or £26,575 per year

IPS will be able to support individuals with making their applications

Digital Apprenticeship Account



The Digital Apprenticeship Service (DAS) is an online portal that allows employers to manage their apprenticeship funding and training [Sign in to your apprenticeship service account - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Employers can use the DAS to create apprenticeship adverts, accept employer agreements with the Department for Education (DfE), give account access to people within their organisation, give training providers permission to do some things for them (such as creating adverts and reserving funds), add details about their organisation or company, PAYE scheme, and apprentices

To create a DAS account, you need a GOV.UK One Login account linked to an email address you use for work. You can create this at the same time as creating your DAS account. You also need the Government Gateway login for your organisation or your accounts office reference number and employer PAYE scheme reference number if your annual pay bill is less than £3 million -

A large employer that pays the apprenticeship levy, can choose to transfer up to 25% of their levy funds each year to other businesses, to pay for their apprenticeship training and assessment. There is also a facility within your Digital Account to help you find employers that are looking to share their levy. When sharing their levy this mean 100% of the apprenticeship costs are covered to the max funding band



Apprenticeships



APPRENTICESHIPS

Who can apply for an Apprenticeship?



- Anyone who has left or will soon be leaving full-time education or training.
- Anyone who is aged 16 and above.
- Apprenticeships are for new recruits and employed staff who are looking to upskill and develop new skills within a business.

How can I advertise for an apprentice?



- Online via any job advertising platform
- Via the apprenticeships service
- <https://www.gov.uk/guidance/creating-an-apprenticeship-advert>
- Via your own website

What can my new apprentice do?



- The new recruit, will be leaning 'on the job' working through the key tasks they will be performing in their new role.
- You could use a job description and/or person specification to structure the role.
- They will be employed in the same way any other new member of staff

Apprenticeships



Any Questions?



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What can we offer you

- **Apprenticeships**
- **Adult Learner Loans**
- **As an Endorsed Provider - WDF **fully funded** courses**
 - Lead to Succeed, Well Led,
 - Leading Change Improving Care
- **AEB funded courses** – Short courses
- **Recruitment**
 - AEB funded SWAPS, Foreign recruitment

Adult Education Budget Funding

- **Fully funded**
- Functional Skills
- ESOL
- Short Courses
 - Certificates and Awards in Dementia Care, End of Life Care, Understanding Autism and others
- Catch us at lunchtime for more info....

Recruitment

- Sector Work Academy Programme (SWAPS)
 - Free service to you
 - Award in H&SC
 - Being job ready
 - Maths and English
 - You interview with our recommendations
 - You decide who to take on
- Visit us in the breakout room at lunchtime

Foreign Recruitment Programmes

- Sponsoring international H&SC workers to work in the UK - £3k.
- They will arrive with you with level 1 and 2 Health and Social Care qualifications
- All recruitment costs covered in the fees
- All visa cost covered
- See us in the breakout rooms at lunch time for further information



Prince's Trust

**START
SOMETHING**

PROGRAMME DATA (Participations to date)



Prince's Trust

10,600

Young people supported across England



The programme is targeting the regions with the highest vacancy rates

58%
Participants under 25 years old

Versus 6% in the NHS workforce and 8% adult social care.

62%
of participants with no prior experience of the HSC sector

41%
from black, Asian or minority ethnic background

Approaching double the rate of both the adult social care workforce and NHS workforce.

57%
from most deprived areas of UK (23% from IMD1)

Distribution differs from the wider labour market, indicating success in enrolling participants from areas of higher deprivation

41%
of participants with Free School Meals eligibility

31%
of participants report having a disability

The programme is working with a cohort of young people who are more likely to report having a disability or disabilities

“The Health and Social Care programme is supporting anchor institutions in developing their role and taking initial steps to realise their potential within communities. This extends to putting in place systems to support local people, including those from disadvantaged backgrounds and from under-represented groups in the workforce, to move into entry-level roles in the sector.”

- Wavehill Evaluation of the Health and Social Care Programme Interim Report December 2022



YOUNG PERSON OUTCOMES



Prince's Trust

"I cannot express how grateful I am for you both. It honestly means the world to have people that are supportive and want me to do the best that I possibly can. If it wasn't for the Prince's Trust, I would not be a Healthcare Assistant, I would not be confident, I would not have relevant experience, and I 100% would not have got into university to do my dream course!"

-Josh, Get Into with Lanes Hospitals Trust



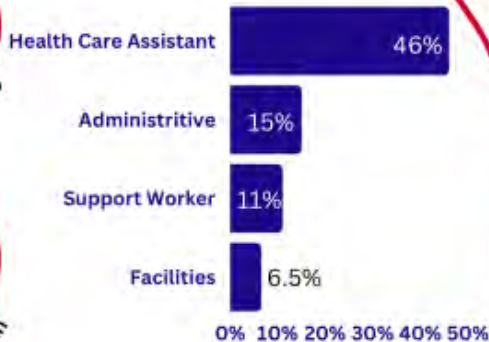
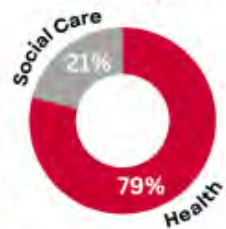
50% of those who completed the programme go on to achieve a job offer

79% of young people with an offer start their job

79% of those who start go on to sustain a job in health & social care for 3mths+

→ Over the next 3 years, we aim to increase the % of social care outcomes from 21% to 40% and to do so we want to work with employers like yourselves to identify and promote your vacancies!

JOB TYPES



Young people from the most deprived areas of the UK (IMD1-3) are equally as likely to have a positive outcome as those from less-disadvantaged areas

Young people also said the programme helped develop their skills, provided personal development and enabled them to make informed career decisions

59% of young people who secured their own Health & Social Care job attributed their success very strongly to the PT programme



Working with You

→ Health and Social Care

If you have entry level vacancies in clinical and/or non-clinical roles, then we want to hear from you!

We'll promote your vacancies on our website, social media channels and through our referral partner networks to help find great talent for your interviews.

You then invite the candidates to interview and decide if you want to offer them a role/second interview.

The support is completely FREE for employers and candidates as we're funded by the DHSC.

We provide pre, during and post interview support for every applicant through...



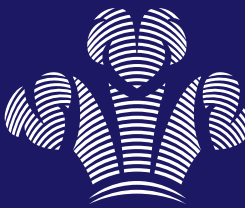
Our Support

- **Sector specific training for clinical & non-clinical roles e.g.** understanding your role, person centred care, EDI, infection prevention control, communication and handling information, awareness of mental health, dementia and learning disabilities, GDPR, how to deal with difficult situations, understanding your role.
- **Personal development e.g.** confidence building, communication, teamwork, decision making, resilience etc.
- **Employment prep e.g.** mock interviews, CV and supporting statement workshops, personal finance, how to prepare for onboarding checks and starting a new job.
- **Mentoring, Development Awards and MYNDUP:** Providing individuals with tailored coaching and mentoring support (up to 6 months) to enhance their personal and professional development. Financial bursaries up to £500. Mental health and wellbeing support.

Your Recruitment

We can work with you to create tailored comms to add to your:

- Job website / adverts / descriptions
- In your comms inviting candidates to interview
- In your comms for candidates who are unsuccessful post interview



Your Recruitment

Applicants can then self-refer to TPT to receive:

- 1:1 mentoring for up to 6-months
- Personal and careers development workshops
- Financial support up to £500
- Mental health and wellbeing support through MYNDUP



* Contact

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Head of Partnerships



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