



Traineeships

What are they, and could a Traineeship be a good option?

School is not the best place for every young person, but entering the world of work without experience can be challenging. Traineeships are an ideal next step for 16-24 year olds if qualified below level three (equivalent to two A Level passes) and do not have much, if any work experience.

How Traineeships work

Traineeships are designed to fill in the gaps in work experience and qualifications. It includes working with an employer for a maximum of six months to receive:

- work experience
- work preparation training

A training provider (a local school or college) will with studying English and maths to give a qualification boost, unless you already have GCSEs grades A*-C in those subjects.

Like an apprenticeship you'll be doing a real job and getting real experience, learning about the industry and building up your skills as you go. Traineeships are available in all kinds of areas so you could be doing anything from building cars to cutting hair.

Unlike an apprenticeship employers won't have to pay you, but they may well cover expenses for things like travel and meals. Your training provider may also be able to help you with things like childcare, travel costs or any extra support you need due to a disability.

The benefits

The main benefit of a Traineeship is experience.

Employers always want to hire people with work experience, which can be tricky if you haven't had the opportunity to get any yet. Lack of experience or qualifications can also make it tough to get onto an Apprenticeship. That's where Traineeships come in: they get you the experience you need.

Once your Traineeship ends you'll be in a much better position to apply for jobs and apprenticeships because you'll have up to six months of solid work experience. Your employer may interview you for a job with them, if one is available, or they'll help you with your next steps towards a different job or an Apprenticeship.

There are other benefits, too. You'll improve your English and maths skills, which will be useful for any job or course you apply for in the future – and they're good skills for life in general. You'll also spend time working with other people, learning how to get on in the world of work (it's pretty different to school or college) and generally becoming more confident and independent.

Here are some things to think about:

Age – You need to be 16-24 to be eligible for a Traineeship

Qualifications – If you have level three qualifications or above, an Apprenticeship might be better for you.

Previous experience – If you have lots of work experience or are currently working more than 16 hours a week,

you probably won't be eligible for a Traineeship. An Apprenticeship could be ideal for you though.

Enthusiasm – Like any job, you'll need to compete with other people to get a Traineeship, so being keen and having a positive attitude towards your training will help you stand out.

So, if you know someone keen to get to work, are aged 16-24 but don't have many qualifications or much work experience yet, a Traineeship could be a great opportunity.

At some point in each of our lives, we are all reliant on being presented with an opportunity...

Movement to Work operates in a world of opportunity and seeks to break the vicious 'no job – no experience' cycle that is preventing around 800,000 young people, not currently in education, employment or training, from stepping onto the career ladder. Movement to Work offer work experience to 18 year olds and over who are looking to develop their skills, gain essential work experience and build knowledge of a specific industry. Explore the array of post 18 options available to your children here: <https://www.movementtowork.com/job-search/>

