

Apprenticeship Task Group

## Strengthening Support for Apprenticeships – Leanne Land



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### Background – The Challenges

- Construction companies have told us they need more support with:
  - Understanding apprenticeships
  - Knowing how to support an apprentice or trainee in work
  - Finding the right provider for them
- To increase apprenticeship/construction training uptake, we've launched a new service to help with these challenges

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## The New Entrant Team – Working with Key Stakeholders

The New Entrant team has been introduced to deliver an enhanced support service to employers already employing or considering employing apprentices. The team are focused on increasing the number of employers recruiting apprentices and supporting employers to attract, recruit and retain apprentices.

- We want to offer services to employers on the support highlighted above –you can speak to your local New Entrants Employer Support Advisor
- CITB Advisors can refer organisations that need support directly to the New Entrants Team.
- They'll be marketing material to highlight the support on offer

## Recruiting an Apprentice: The team can support employers to:

- Register their vacancy on a number of portals to attract quality applicants including Talent View, Apprenticeship Service, Go Construct, training providers and other key influencers of potential applicants
- Determine if they can deliver the scope of the selected apprenticeship / training programme
- Ensure they understand their responsibilities in the delivery of the apprenticeship including the role of the workplace mentor
- Setup of the apprenticeship digital account to secure funding
- Access CITB grants and funding to support an apprentice (£2500 per year for attendance and £3500 for achievement)
- Access Travel to Train funding if accommodation and travel is required for the apprentice

## Retaining an Apprentice: The team can support employers to:

- Link employers to local provision for their apprentice
- Signpost and link employers to local and regional organisations who support employers with the pastoral needs of learners
- Monitor progress by conduct regular check-in visits to employers with apprentices and liaising with the training providers accordingly (ensuring they have accessed all grants and funding available)
- Progress the apprentice on completion of programmes by signposting

## Retaining an Apprentice: The team can support employers to:

- Effectively deal with internal and external complaints, timely and to a full resolution
- Make appropriate Safeguarding decisions around escalation of incidents as appropriate (the provider will still be taking the lead on this)
- Work based mentor training – currently developed a grant funded training module to educate employers on the requirements of the Standard, mentor support and more. This will also be followed up with ongoing health checks for employers/learners to drive up retention and achievement rates (this will benefit employers who have disengaged apprentices and also employers who have issues with committing to apprentice attendance in college)

## New Entrant Employer Support Team



## Thank You

Questions and Feedback

Leanne Land

[Leanne.land@citb.co.uk](mailto:Leanne.land@citb.co.uk)

To get help from the team or refer a company- email

[newentrant.team@citb.co.uk](mailto:newentrant.team@citb.co.uk)