



# #ALL TOGETHER NOW

A SUMMARY FOR EMPLOYERS  
OF PLACEMENT & EMPLOYMENT  
SCHEMES | JANUARY **2023**

Keep it green!  
Please download  
me, thank you



# **We are a CIC, passionate about developing real, practical ways of breaking down barriers between individuals & employers.**

This guide aims to raise your awareness of opportunities for you to create social impact as well as identifying potential new sources of talent, training and funding with support from local charities, community organisations and training providers.

**MISSION:** Giving every person an equal opportunity to access meaningful work, training, or a career path.

Social impact is easily created through simple changes. Perhaps you could open your doors to others who may not have not come through a traditional pathway, rethink how you advertise opportunities to make them more inclusive, or give time to raise aspirations of local school children.

By sharing your networks, experience and connections you also contribute social capital to that individual, making it that little bit easier for them to take their next step. So, like us, if you want to strengthen your local community, get in touch with BizEd or the organisations in this guide, we would love to hear from you.

**Vicki Ayton**  
CEO



# MEET THE TEAM

It's all about the people! We are growing quickly, flexibly and aligning talent with shared values and belief in making a difference.

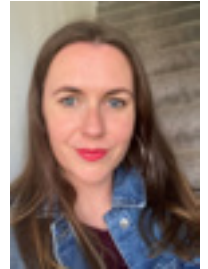


## Workshops, Training & Projects

Catherine brings her skills as a business mentor, coach and trainer, backed up by 30 years in the financial services industry helping businesses achieve their financial goals. She is working with BizEd using her training and development skills to help co-design and develop new programmes that deliver social impact for our communities. She also has her own consultancy business, Castrama Consulting.

## Business Development

Laura brings a wealth of employer engagement experience gained from over 15 years in the education sector. She loves to combine her creative and strategic skills and has a keen interest in sales and marketing. Laura is passionate about social enterprise and mobility and the opportunity to 'level-up' through diversity and accessibility.



## Marketing Support

Becca has many years' experience of working in the charity sector, with volunteers as well as in the NHS. She believes in the power of community and the positive impact it can have on people's mental health and the planet. She fits BizEd around her yoga teaching business, working with adults, families and young people.

# What's New?

New organisations  
**Enable, University of  
Chester and Armed  
Forces**, plus our 1st  
Guest Blog, **MULTIPLY**  
& case studies from  
Wrekin Housing Trust,  
Jon Gidney and NMITE  
plus the **Local Skills  
Investment Plan**

What is the **Armed Forces  
Covenant**?  
How does social  
impact link with the  
**Sustainable  
Development Goals**,  
new 16-19 **T-Levels**,  
**Industry Placements** and  
Volunteering all in one  
place!  
**#AllTogetherNow**

# HOW THIS GUIDE CAN HELP?

1

Compare your options using the Route Summary by age, funding, duration, type and end goal.

2

See something you like? Want to discuss? Descriptions of each programme can be found in the guide – including a local directory of providers we are connected with!

3

Click and Go – Contact Details are in the back page – reach out for a friendly chat – they would love to hear from you!

# ROUTE SUMMARY

	EMPLOYER CONSIDERATIONS					
	Is a contract of employment required?	Is there support for the employer?	Is it flexible?	Are there employer funding or subsidies?	End goal of placement or programme	Duration
APPRENTICESHIPS	Y	Y	Y	Y	Qualification	12 months to 3 years*
BUSINESS OR PERSONAL MENTORING	N	Y	Y	N	Depends on scheme	Depends on scheme
CAREERS OR WORK TASTERS	N	TBC*	Y	N	Experience	1 day to 1 week
COLLEGE OR 6TH FORM PLACEMENT	TBC*	Y	Y	N	Experience	1 day to 3 months*
ENTERPRISE OR EMPLOYABILITY PROGRAMMES	TBC*	Y	Y	TBC*	Experience	Up to 6 weeks
SCHOOL PLACEMENT	N	Y	N	N	Experience	1-2 weeks
SECTOR BASED WORK ACADEMIES	N	Y	Y	N	Employment	Up to 6 weeks
T-LEVELS INDUSTRY PLACEMENT	N	Y	Y	N	Qualification	Up to 45 days
MULTIPLY	N	Y	Y	N	Upskilling	Various
UNIVERSITY INTERNSHIP	Y	Y	N	Y	Qualification	3-12 months
UNIVERSITY PLACEMENT	N	Y	Y	N	Experience	3-5 weeks*
WORK SHADOWING	N	TBC*	Y	N	Experience	1 day to 1 week
WORK TRIALS	Y	Y	Y	TBC*	Employment	Up to 6 months

\*length can vary depending on provider and pathway



Choose by outcome, such as experience or employment, length of programme, age range, or who can apply to help you quickly find what you are looking for and maximise your impact.

### WHO CAN APPLY?

Age range	Unemployed	Employed	Career changers	In full-time education	In part-time education	Not In Education, Employment or Training (NEETS)
16-64	Y	Y	Y	Y	Y	N
14+	Y	N	Y	Y	Y	Y
16-64	Y	Y	Y	Y	Y	Y
16-19	N	N	N	Y	Y	N
16-64	Y	Y	Y	Y	Y	Y
14-16	N	N	N	Y	Y	N
18+	Y	N	N	N	N	Y
16-19	N	N	N	Y	N	N
19+	Y	Y	Y	Y	Y	Y
18+	N	N	N	Y	Y	N
18+	N	N	N	Y	Y	N
16-64	Y	Y	Y	Y	Y	Y
16-24	Y	N	Y	N	N	Y



# GUEST BLOG

With Jo Kent, Workforce & Skills  
Development, Shropshire Council

GUEST BLOG

*"Working within the Economic Growth Team at Invest in Shropshire, my role is a new post with a key focus on engagement with businesses, employers, and stakeholders across Shropshire to support workforce and skills development."*

## What does this actually mean?

Well, my aim is to support and empower businesses and employers across Shropshire to explore their 'skills gaps' and develop opportunities to bridge these; working with post 16 education and training providers, I want to support and develop provision that matches business needs and maximise job opportunities for local people.

Some of the projects that I am currently involved with, and this is just the start, offering 1:1 support:

- Ø Skills Needs Analysis: determining skills gaps and/or map skills needs to local provision
- Ø Workforce Development Plans and Training Pipelines
- Ø Recruitment: Supporting businesses with positive approaches to recruitment planning and developing local links to meet need
- Ø Redundancy support

The area of 'skills' is huge and if you want to talk through an area of development or need some support or advice on anything skills related, I am more than happy to help in any way I can. I've been told that I have a unique and mixed set of skills and seem to be able to turn my hand to anything and I will always try – my key aim will always be to help others grow and develop and I genuinely want to help people and businesses succeed.

If any of the above sounds like it might be something you want to explore and/or discuss further, please feel free to contact me on [jo.kent@shropshire.gov.uk](mailto:jo.kent@shropshire.gov.uk) or on [LinkedIn](#) or Twitter @Jo\_Kent1



# HEALTH & SAFETY FOR EMPLOYERS

If you're worried about hosting someone who isn't yet an employee for a work experience placement, or taster session, don't let worries about health and safety put you off! Much of the information below is from the HSE website which offers reassurance to employers about opening their doors for experience in the work place. Here are the facts on your responsibilities and where to find further information. Your local education and training providers can also talk through guidance on this matter:

## Young people and work experience

"Under health and safety law, work experience students are your employees, like any other young person you employ." View guidance from HSE [here](#)

## Completing a Risk Assessment

What you cover in your risk assessment depends on the level of risk.

Review your risk assessment before they start if you:

- Do not currently employ a young person
- Have not employed a young person in the last few years
- Are taking on a work experience student for the first time
- Are taking on a work experience student with particular needs

Make sure you communicate with and check this with parents, carers or the training provider and explain any risks. When you induct students, explain the risks and how they are controlled, checking that they understand what they have been told.

## Insurance

Your existing employers' [liability insurance](#) policy will cover work placements provided your insurer is a member of the [Association of British Insurers \(ABI\)](#), or Lloyds, so there may be no need for you to get any additional employers' liability insurance if you take on work experience students. The ABI website confirms this but you should also check with your insurer that you have adequate cover.

## Useful resources

Careers and Enterprise Company have useful [work experience resources](#) to help you understand this process, including working with those with Special Educational Needs or [SEND](#).

# DISABILITY CONFIDENT EMPLOYER SCHEME

If you're a forward thinking employer looking to increase diversity and accessibility within your business then the Disability Confident Employer Scheme could be for you.

**Become a change maker for local inclusivity** and take a new approach to recruitment and staff retention by supporting the development of disabled employees.

Regardless of the size of your organisation, committing to the scheme will enable you to shine a light on the value that these talented individuals bring to the local community and could ultimately result in improved diversity within your business.

## Did you know?



- 21% of working age adults are disabled
- The employment rate of disabled people is 53%. Compared to 82% of non-disabled people. (*Labour Force Survey, 2021*)
- Life costs you **£583** more on average a month if you're disabled. (*The Disability Price Tag, 2019*)

The Disability Confident Employer Scheme has 3 levels of commitment – designed to support your business in it's journey to becoming a Disability Confident Leader. For more information about the scheme and how to pledge your support go to <https://www.gov.uk/guidance/disability-confident-how-to-sign-up-to-the-employer-scheme>

Did you know there is a **new disability action plan and pioneering lab on its way in 2023** with a range of new policies? You can follow updates and find out more about this [here](#)



A photograph of a chain-link fence with three white signs attached to it. The signs are positioned horizontally across the middle of the frame. Behind the fence, there is a dense line of green trees and bushes. The ground in front of the fence is covered with a layer of small, dark stones and some dry leaves. The overall scene is outdoors, likely in a park or a similar green space.

**DON'T  
GIVE UP**

**YOU ARE  
NOT ALONE**

**YOU  
MATTER**



# PROVIDING A SHORT TERM EXPERIENCE OF THE WORK PLACE

**1hr, 1 day to 2+ months**

Career or work tasters, work shadowing, T-Levels placements, University, school, college and 6th form placements.

# SHORTER TERM OPTIONS



## **CAREER OR WORK TASTERS**

Adults trying a new career or work place 1-5 days



## **UNIVERSITY PLACEMENTS**

Adults looking to work on projects with businesses relevant to study - 3-5 weeks



## **WORK TRIALS**

Post 16 looking for 1st experience of part-time or full-time work on a trial basis



## **SCHOOL PLACEMENTS**

Aged 14-16. 1-2 weeks linked to full time education. Gain experience of the workplace



## **T-LEVELS PLACEMENTS**

Aged 16-19 linked with subject of 2 year programme. Min 45 days placement.



## **COLLEGE OR 6<sup>TH</sup> FORM**

Aged 16-19 may be linked to education program or to build CV - Flexible



# VOLUNTEERING

With Jon Gidney, Marketing & Sponsorship Consultant

CASE STUDY

## How did you get into volunteering with Shropshire Youth Support Trust?

I came across SYST after meeting one of their team at a local business event. We stayed in touch, I learnt more about the charity and I liked the work that SYST were doing. I was asked if I could become a volunteer and mentor some young people that would benefit from some marketing advice and support and I agreed to do so. Over the last 12 months or so it has been great to help some young people as a mentor and to see their careers progress.

## What sorts of things do you get involved with as a volunteer at SYST?

Providing marketing advice and support for young people to develop their career or business. For example I supported an up and coming voiceover artist with creating a new website, personal branding and photography.

**“It’s a good feeling having a positive impact on the careers of local young people and to see them succeed.”**

## Would you recommend volunteering with a charity or community organisation to other employers?

Yes – if you have the time, skills or knowledge to help young people to improve their business or careers and would like to help then I would highly recommend speaking to SYST and offer your time to help as a mentor.



# CAREER OR WORK TASTERS



## Usually aged 18+

A chance for an adult to experience a new career or work environment they may be interested in without either committing or leaving their current role.

## Why Offer?

A chance to try an adult who may already be semi-skilled and have some work experience at no cost in your business. Easy to organise and no ongoing commitment. Potential talent pathway to promote diversity and inclusion.

## Employers' Contribution

**Duration:** 1 to 5 days in workplace

**Wages:** Unpaid

**Arrangements:** Directly by the individual or taster scheme

### Organisation Required:

- Risk assessment of activities
- Management and supervision of individual
- Employers and Public Liability insurance (check it covers work experience & volunteering)
- Feedback offered to individual and/or taster scheme

# WORK TRIALS



## Usually aged 18+

A chance for an adult to shadow a particular job role. Often used as a leadership development tool but can also be used to showcase new careers.

## Why Offer?

A way of developing and assessing an existing employee within the business for a leadership role with little risk/no cost. Only usually requires 1 member of staff. One way of replacing retiring staff with new talent. A way of demonstrating a career which is higher risk such as medicine or manufacturing through observation.

## Employers' Contribution

**Duration:** 1 to 5 days in workplace

**Wages:** Unpaid

**Arrangements:** Arranged directly by the individual or work shadowing scheme

### Organisation Required:

- Risk assessment of activities
- Management and supervision of individual
- Employers and Public Liability insurance (check it covers work experience & volunteering)
- Feedback offered to individual and/or taster scheme

View the 'Work Shadowing in Accountancy' example:

[www.rsmuk.com/careers/students/work-experience/work-shadowing](http://www.rsmuk.com/careers/students/work-experience/work-shadowing)

# SCHOOL PLACEMENTS



## Aged 14–16 (work experience)

A chance for students to experience the world of work within an industry that interests them.

## Why Offer?

Often the 1st chance for a young person to experience the real world of work. Can open up different conversations about career choices and pathways. Provides an insight into your world of work and promotes your industry. Can lead to part-time employment opportunities or further training.

## Employers' Contribution

**Duration:** Placement of 1–2 weeks

**Wages:** Unpaid

**Arrangements:** Placements arranged by the education provider, usually including H&S risk assessment pre-placement

### Organisation Required:

- 1–2 weeks placement
- Arrangement of placement with individual or school
- Young Persons risk assessment
- Supervision of individual (Age 14–16 so DBS a consideration depending on working arrangements)
- Employers and Public Liability insurance (check it covers work experience & volunteering)
- Feedback offered to individual and school

# T-LEVELS



## Aged 16–19 (as part of full-time 2 year programme)

T-Levels are a new, 2 year, full-time technical qualification for 16–19 year olds, equivalent to 3 A-Levels. They combine classroom learning with industry work placement. Placements can be in a block or spread over time around studies.

## Why Offer?

Less commitment than an Apprenticeship but still a technical training route developing the skills you will need from your future workforce. A good option for finding potential employees you can train yourself and take on at 19.

## Employers' Contribution

**Duration:** 45 days but can be shared between more than 1 employer

**Wages:** Unpaid

**Arrangements:** Arranged by college placement service

### Organisation Required:

- Employer Set Project – to be completed by the individual during their Industry Placement. This is a pre-agreed project that meets your needs as an employer – and the curriculum of their T-Level.
- Risk assessment of activities
- Management and supervision of individual (16–19)
- Employers and Public Liability insurance (check it covers work experience & volunteering)
- Feedback offered to individual and/or taster scheme

View the 'Employer T-Levels Placement' video [here](#)

## T-LEVELS INDUSTRY PLACEMENT

With Lawrence Gardner, Head of IT, Wrekin Housing Trust



How did you get in to offering industry placements with Telford College?

Our collaborative relationship with Telford College is really important to us. We, like many other local employers, continue to be challenged, in finding experienced candidates of the right calibre to fill our IT positions. We have shifted to what is often referred to as a 'grow-your-own' approach – where we look to take on and develop youngsters who exhibit a strong potential for this line of work, taking them through a key skills journey to be able to fulfil roles within our business. A key feeder of prospective talent are Schools, Colleges, and Universities. Supporting students in work placements provides an early introduction to our business, and an opportunity for us to showcase the roles we need to employ into. The win-win situation enables us to play a proactive part in encouraging youngsters into the IT field, and prospectively provides a pathway to future employment.

What sorts of activities does a student get involved in on an industry placement?

Of course, working in any precision discipline means we have to start students with the basics and then move forwards as they exhibit aptitude and understanding of the role. Students find themselves in a busy work area, with no shortage of challenging work, with a guiding hand, so that they are neither thrown in at the deep end or left solely with menial tasks.

What do you get back as an employer from offering the placement?

We get to play our part in seeking to address the IT industry skills shortage, providing what might be a student's first contact with IT in a work setting – we hope that we can cement their enthusiasm for this line of work. On a more selfish note we get an opportunity to meet with potential future employees.

Would you recommend offering an industry placement to other employers?

I do not think that the skills shortage in the IT industry will correct itself and that the best way to influence it for the better is to encourage new entrant skills and to invest in their development. Placements can be a key feeder into this.

Any tips?

You can't do it on the cheap, it's not money as much as time. For the student to get a fulfilling and meaningful experience someone in the workplace needs to have the time and energy to support them, especially in the early days. This also enables a more useful judgement to be made as to any prospective future employment potential.

With thanks to Telford College for this case study

# UNIVERSITY PLACEMENTS



## **Aged 18+ (as part of a degree level programme)**

Usually linked to learning within a particular degree programme module to develop research and project delivery skills.

## **Why Offer?**

Access to adults with technical and higher level skills in your industry. Opportunities for free market research, product or project support and development. New talent pathway for your business.

## **Employers' Contribution**

**Duration:** 3 to 5 week placement

**Wages:** Unpaid but there may be funding available for a student bursary

**Arrangements:** Arranged by University or individual

### **Organisation Required:**

- Contract of employment
- Linked to degree programme area of study
- Risk assessment of activities
- Management and supervision of individual
- Employers and Public Liability insurance
- Feedback offered to individual and University



# COLLEGE OR 6TH FORM PLACEMENT



## **Aged 16–19 (placement alongside full or part-time study)**

Alongside full or part-time study. Placement is optional but could be linked to curriculum or career interests. Often used to build CV.

## **Why Offer?**

Students may already have some technical and professional skills from their studies and will be looking to develop these. Help to build their CV and inform career choices for future employment, training or academic studies. May lead to other opportunities such as traineeships, apprenticeships and part-time employment.

## **Employers' Contribution**

**Duration:** 1 day to 3 months, can be very flexible

**Wages:** Unpaid

**Arrangements:** Placements arranged by the individual or education provider including support with H&S risk assessment

### **Organisation Required:**

- Length and timing TBC by employer and individual around studies
- Arrangement with college or individual
- Supervision of individual (Age 16–19)
- Employers and Public liability insurance (check it covers work experience & volunteering)
- Feedback offered to individual and school



# Help us to help **YOU**

**Do you employ staff?** Then we need YOUR help

The **Department for Education** wants to understand directly from employers how they see the future needs for their sectors for skills and training.

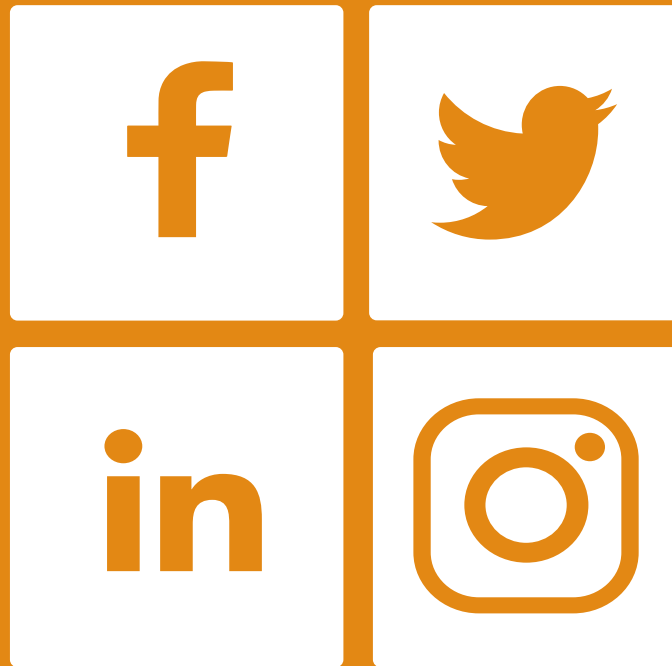
Help us to ensure they have the facts to make the changes needed.

**To learn more contact us TODAY!**

**Marches LSIPs Team**

**E:** [lsip@shropshire-chamber.co.uk](mailto:lsip@shropshire-chamber.co.uk) **T:** 01952 208227

# FANCY BEING SOCIABLE?



**E:** [info@bizedprojects.com](mailto:info@bizedprojects.com) **W:** [BizEdProjects.com](http://BizEdProjects.com)

# THE ARMED FORCES COVENANT

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## **What is the Armed Forces Covenant?**

The Armed Forces Covenant is a promise from the nation to those who serve or who have served, and their families, which says we will do all we can to ensure they are treated fairly and not disadvantaged in their day-to-day lives.

The Armed Forces Covenant relies on the people, communities, and businesses of the UK to actively support it in order to make a difference.

## **What does the Armed Forces Covenant mean for businesses?**

Businesses and charitable organisations who wish to demonstrate their support for the Armed Forces community can sign the Covenant. Organisations can make a range of written and publicised promises to set out their support to members of the Armed Forces community who work in their business or access their products and services.

The level of support will depend on the size and nature of the organisation, but typically includes policies that: encourage Reserve service; support employment of veterans and service spouses and partners and gives the Armed Forces community a fair deal on commercial products and services.

More than **9000** businesses and charities have signed an Armed Forces Covenant, and that number continues to grow.

## **How can the Ministry of Defence and the Armed Forces community support businesses?**

The Armed Forces community can contribute real value to a business, both as employees, who bring a wealth of skills and experience, and as customers.

The Armed Forces Covenant encourages the Armed Forces community to do their bit to nurture this two-way relationship.

It is important that Defence seeks to foster an open and honest relationship with employers and that we ensure the needs of companies are considered alongside those of Defence and the Armed Forces community.

To find out more about the Armed Forces Covenant and the organisations that have pledged their support, visit: [www.armedforcescovenant.gov.uk](http://www.armedforcescovenant.gov.uk)

Find out how the Ministry of Defence and West Midland Reserve Forces & Cadets Association work with employers in our region by visiting the contact details in the back on p43.







## ARMED FORCES COVENANT

*With Samantha Lewis, Director of People and Operations, NMITE, Herefordshire*

CASE STUDY

### **How did you hear about the Armed Forces Covenant?**

Herefordshire is steeped in military history and is known to have a vast veteran community, around 14,000 individuals and their families.

Although most veterans are able to integrate back into civilian life, it's widely understood that there are many individuals that struggle with the transition, or find it difficult to positively manage their physical and mental wellbeing given their previous experience in the field.

It has long been a desire of NMITE to find further ways in which to support the veteran community and Armed Forces Family in its broadest sense, and help these individuals to better harness and build on their skills that may otherwise be lost.

On a personal level, it's always been a priority of mine to be proactive in supporting the veteran community. Knowing the Armed Forces Covenant (AFC) has acted as a catalyst for veteran and military support and is highly recognised within the Herefordshire community, it became an immediate action of mine to ensure NMITE signed the Armed Forces Covenant and be ambassadors, and activists, in the AFC's ongoing work.

### **What do you get back from offering opportunities via this service?**

NMITE holds the privilege of being a Gold Award Holder of the Employer Recognition Scheme. We are recognised as an employer of choice within the veteran community, which greatly adds a diversity of experience and skills to the NMITE workforce.



We are also part of a large network of like-minded organisations that are keen to collaborate and provide an impact within the community to support veterans and their families, serving personnel, reserves and Adult Cadet Volunteers.

**“Since signing the AFC and being awarded the Gold ERS, we have supported serving military personnel in their lifelong learning and transition, supported veterans in recruitment, some of which have joined NMITE, and have held a prestigious Military to Business Showcase for the past 3 years.”**

With the network of attendees having grown substantially over the last 3 years, these showcases will continue to bring together businesses, charities, supporting organisations, veterans and their families. We have provided workshops to veterans to enable them to start their own business, provided industry days with our strategic partners, and continue to work closely with those thinking of leaving the forces to ensure additional support is provided during the transition period.

### **Would you recommend it to other employers?**

Absolutely. To support, attract and retain veterans and reserves within a business is highly rewarding. Typically, these individuals possess a work ethic that is second to none, and they have an abundance of skills and insight to offer employers of all sectors.

**“They are creative, determined, ambitious, natural problem solvers, and make for fantastic leaders.”**

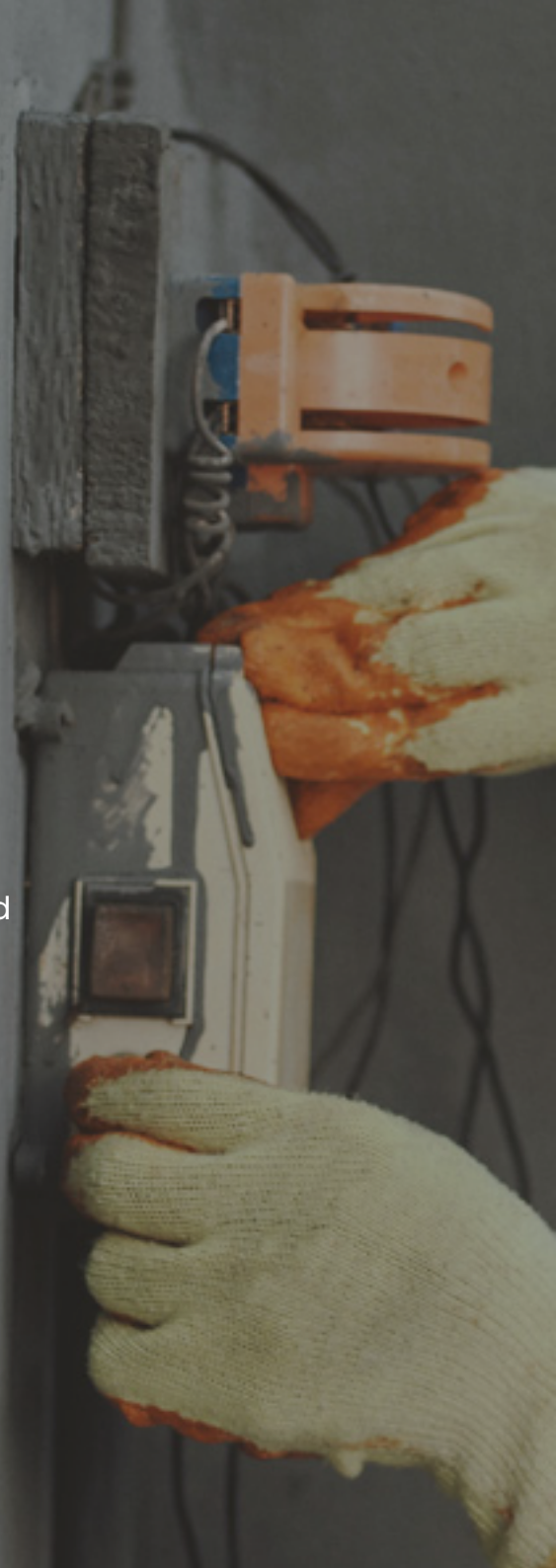
It's our pledge to continue our support to the veteran community, and I have no doubt that the ways in which this support is delivered will continue to grow and develop with the help of the Armed Forces Covenant.

**Feeling inspired by Sam's story?  
Contact details on page 43.**

# PROVIDING A LONGER TERM PLACEMENT OR ROUTE TO EMPLOYMENT

## 3 months plus

Volunteering, Work trials, Mentoring, Internships, Sector-based Work Academies, Multiply and Apprenticeships.



# LONGER TERM OPTIONS



## **BUSINESS OR PERSONAL MENTORING**

Age 16+, work 1:1 or with small groups, personal or business focussed. 3-5 weeks



## **WORK TRIALS**

Age 16+ a supportive work environment 6 weeks to 6 months



## **INTERNSHIPS**

Aged 19+ graduate for 3 to 12 months, subsidised costs



## **MULTIPLY**

19+ funded training to boost adults skills with numbers



## **SECTOR BASED WORK ACADEMIES**

Age 16+ training package tailored to your industry to recruit the unemployed. Up to 6 weeks



## **APPRENTICESHIPS**

Aged 16+ suitable for recruitment and upskilling, 20% off job, p/t and f/t

# BUSINESS OR PERSONAL MENTORING



## **Any Age – Linked with education, training or employment programmes**

Providing individuals with 1:1 coaching or advice on careers or business challenges. A way of sharing knowledge or skills to support a project or activity.

## **Why Offer?**

A great way to give some structured 1:1 coaching or mentoring to an individual or small group. May be part of an Enterprise Programme or 1:1 as a sounding board for a youth or more mature would be entrepreneur. Can help you to develop your own experience and coaching style or those of an employee.

## **Employers' Contribution**

**Duration:** Usually for a minimum number of sessions, depends on structure of programme and age of individual

**Wages:** Depends on scheme (for individual)

**Arrangements:** Organised by a 3rd party, such as school, training provider or charity

### **Organisation Required:**

- May require some mentoring training and induction, this is usually a recognised qualification and organised by the 3rd party
- Will need to be able to commit to appointments or meetings
- Ability to provide knowledge, skills and support to individual or group

# WORK TRIALS



## **Aged 16+ (unemployed or not in education, employment or training - NEET)**

Aiming to help get individuals into a supportive workplace in a paid or unpaid role and be ultimately taken on in to employment.

### **Why Offer?**

Maybe you know what it feels like to need that 1st chance and not have a support network at home or school. Perhaps you have some experience of starting a career with limited qualifications and training and succeeding? These individuals may need a more supportive or flexible work environment and still face additional barriers to employment but can blossom with the right opportunities.

### **Employers' Contribution**

**Duration:** Up to 6 months but can continue if employer wishes

**Wages:** Unpaid

**Arrangements:** Arranged by employment agency or training provider

#### **Organisation Required:**

- Length and timing TBC by employer and agency
- May require additional support and supervision so this should be considered if delegating responsibility within the organisation
- Opportunity to offer employment



# UNIVERSITY INTERNSHIPS



## **Aged 18+ (including mature students)**

Access to undergraduates for a period of employment linked to their area of study. Usually linked with a particular job role or research project.

## **Why Offer?**

Ideal for exploring a business project or developing a new role within the company. Access to graduate level expertise at little or no cost. Employers can draw down funding to pay the student for Internships.

## **Employers' Contribution:**

Duration: 3 to 12 months

Wages: Paid, SME business subsidies available

Arrangements: Arranged by University with employer

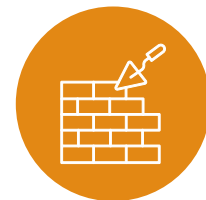
Organisation Required:

- Communication with University to design and advertise internship
- Employers must provide a contract for employment and add student to payroll. You then invoice the university to receive the funding.
- Supervision of individual (19 plus)
- Opportunity to offer employment
- Employers and Public liability insurance
- Feedback should be offered to individual and University

Why not check out hosting a university internship or placement with a local University? Contact details in the back...



# SECTOR BASED WORK ACADEMIES



## Aged 18+ (unemployed)

A tailored programme for employers to recruit the unemployed using a 3 step programme. If employers cannot offer all 3 steps, this can be adapted using a consortium of employers.

1. Pre-employment training
2. Work experience placement
3. Guaranteed job interview

## Why Offer?

Tailored to your business needs, flexible, can pay for Health and Safety or job requirement qualifications. Can provide you with more than 1 employee at a time.

## Employers' Contribution

**Duration:** Up to 6 weeks

**Wages:** Unpaid, but covers travel fees, childcare, PPE covered and individuals benefits not affected.

**Arrangements:** Arranged by Job Centre Plus

### Organisation Required:

- Able to articulate demand for a number of job roles with similar skills at entry level
- Time to work with Job Centre to design programme to meet employment requirements
- Offering of placement in work place
- Guaranteed interview for individuals at end of programme
- Supervision of individual (19 plus)
- Employers and Public liability insurance

# OPENING DOORS TO NEW TALENT

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BizEd Projects



# APPRENTICESHIPS



## Aged 16 – Adult (work based training programme)

Apprenticeships are an employment based training route. Individuals are employed by the company, full time or part-time and are suitable for aged 16 plus and adults, who need to reskill or upskill into leadership or management roles. L2-L7. Requirement for 20% off the job training at college, university or remotely. £1,000 grant available for employers who recruit Apprentice aged 16-18. Employers with a payroll bill of £3m and over are subject to an Apprenticeship Levy – so large employers would benefit from speaking to your HR dept.

## Why Offer?

Apprenticeships have moved on and become a highly recognised pathway for recruitment and upskilling. They offer job or role specific training, in both existing and emerging industries. Apprenticeship courses can also include valuable technical, professional and degree qualifications. Heavily subsidised training fees for small and medium employers.

## Employers' Contribution

**Duration:** 12 months to 5 years depending on the industry, level and contracted hours and whether p/t or f/t

**Wages:** Apprenticeship wage or above £4.81/hr in April 2023 will become £5.28/hr

**Arrangements:** Employer and Training Provider

### Organisation Required:

- Advertise through your Digital Apprenticeship Service (DAS) Account or your local training provider from our directory
- The job role must meet the requirements of the apprenticeship standard employment contract needed from day 1
- Employers and Public Liability insurance
- Supervision of individual allocating a workplace mentor.

# Multiply



**If you, or someone you know, claims not to be a 'numbers person' then our range of courses might be just the confidence boost they need.**

**Suitable for all abilities we offer a range of free courses including:**

- **Support your child with their maths homework**
- **Get to grips with numbers**
- **Manage your money**
- **Numeracy for ESOL adults**

**Book online**

**[www.scg.ac.uk/multiply](http://www.scg.ac.uk/multiply)**

**SHREWSBURY**  
COLLEGES GROUP

# MULTIPLY



## Aged 19 + Funded training for employees and unemployed

The Multiply programme has been launched recently as part of the Levelling Up agenda. The aim is to provide a range of confidence building programmes that boost people's ability to use maths in their daily life, at home and work.

## Why Promote?

Opportunity to encourage employees to gain access to free numeracy courses, improving their opportunities whilst also potentially impacting on your waste reduction and low productivity. Businesses who develop their employees' numeracy skills can boost productivity, increase profits, and improve employee retention.

**"With almost half of businesses (48%) requiring hard data skills and struggling to recruit to these roles, this insight suggests that maths skills could be the starting point to addressing skills gaps for many businesses."**

## Employers' Contribution

**Duration:** Varies – short course with online learning

**Wages:** Multiply is for both employed individuals and those returning to the labour market – so there is no wage obligation, however, employers are encouraged to speak to their local participating organisations to discuss what their business needs in terms of numeracy skills.

**Arrangements:** Contact your local provider – see page 40/41



# 30 SECOND SKILLS POLICY BRIEF

“Official statistics show there are already around 400,000 jobs in low carbon businesses and their supply chains across the UK, with turnover estimated at £41.2 billion in 2020. Both the British Energy Security Strategy and Net Zero Strategy aim to leverage an additional and unprecedented £100 billion of private investment, while supporting an additional 480,000 British jobs by 2030.” ([BEIS, 2023](#))

Whilst Chris Skidmore (CBI) is predicting **huge growth in the net zero markets**, this will also come at a cost of transformation of existing industries. He announced **4 key proposals to incentivise decarbonisation of business; a Help to Grow Green campaign, trailblazer net zero cities, decarbonising homes and a cross sector infrastructure strategy to support new energy sources**. Lots here for future skills and upskilling pathways.

“**Scale Up Britain**” – converting start-ups to scale-ups was the message from the UK to the world at the World Economic Forum, Davos. You can see the whole speech from Grant Shapps, MP [here](#). Cranfield University has also recently published research on the role of [Part-time working to boost the UK economy](#) as a result of the pandemic furlough scheme, which allowed employers to try alternative working arrangements – not something new, but may increase wages in part-time roles ultimately.

So GROWTH, GROWTH, GROWTH is the messaging from across government at the moment, (even when at a climate change conference) and you have to ask Why? Perhaps driven by a need to deflect away from the “barometer” of the economy, the Construction Industry Training Board (CITB) which warns of [turbulent times](#) ahead.

So this seems like an apt time to mention the **Sustainable Development Goals** or more widely known as the SDG’s. Just in case you aren’t sure what they are, in 2015, 193 UN member states formed a global partnership to **end poverty, protect the planet and for all people to enjoy peace and prosperity** – this became the 17 Sustainable Development Goals.





**The UK is trying to achieve as many of the 17 SGD's as possible by 2030, you can see all 17 goals here <https://sdgs.un.org/goals>**

## THE GLOBAL GOALS

**By working with BizEd, you are contributing to the following goals:**

SDG 1 – TO END POVERTY IN ALL ITS FORMS EVERYWHERE.

We're donating profits to those who need it most through the Community Foundation.

SDG 4.4, 4.6 – ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFE LONG LEARNING OPPORTUNITIES FOR ALL. We develop training resources to meet this need.

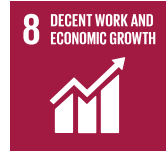
SDG 5.5 – TO ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS. We support women and young girls through placements, volunteering and business events.

SDG 8.3, 8.5 – TO PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL our mission is to provide decent work and entry to employment or upskilling pathways for all, throughout all our services including #AllTogetherNow

SDG 9.1 – TO BUILD RESILIENT INFRASTRUCTURE AND PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALISATION AND FOSTER INNOVATION – we support inclusive innovation and collaborate regularly on research with socioenvironmental outcomes.

SDG 10.2 – TO REDUCE INEQUALITY we are trying to make sure that the organisations that help the most vulnerable are recognised and included as part of the employment system and continue to develop services that reduce inequality in the workplace.

SDG 13 & 8.4 – TAKING URGENT ACTION TO COMBAT CLIMATE CHANGE we work on projects using our skills to help others, including making information accessible such as the #LittleGreenGuide



# LOCAL DIRECTORY

	Age range	AI Training	Armed Forces Careers Office	Enable	Landau Ltd
APPRENTICESHIPS	16+ including mature adults	✓			✓
BUSINESS OR PERSONAL MENTORING	14+		✓	✓	✓
CAREERS OR WORK TASTERS	16+ including mature adults		✓		✓
COLLEGE OR 6TH FORM PLACEMENT	16-19				
ENTERPRISE OR EMPLOYABILITY PROGRAMMES	16+ including mature adults	✓	✓	✓	✓
MULTIPLY	19+				
SCHOOL PLACEMENT	14-16				✓
SECTOR BASED WORK ACADEMIES	18+				
T-LEVELS PLACEMENT	16-19				
UNIVERSITY INTERNSHIP	18+				
UNIVERSITY PLACEMENT	18+				
VOLUNTEERING			✓	✓	
WORK SHADOWING	16+ including mature adults		✓	✓	
WORK TRIALS	16-24	✓	✓	✓	



Shrewsbury Colleges Group	Shropshire Youth Support Trust	Telford College	University of Chester
✓		✓	✓
✓	✓	✓	
✓	✓	✓	
✓		✓	
✓	✓	✓	
✓			
		✓	
		✓	
			✓
			✓
	✓		✓
	✓		

Interested in one of these pathways?

Why not

try it for size

through support from the providers listed in the guide?

You may even find **your next employee**, give someone their **1st opportunity** or just enjoy the satisfaction of knowing you are **giving back** to your local community

Its easy to connect...



# DIRECTORY CONTACTS

## AI Training

AOne Social Care Training  
Grange House  
Lancaster Road  
Shrewsbury  
SY1 3JF

**T:** 0182 3475 707

**E:** [info@aonettraining.org.uk](mailto:info@aonettraining.org.uk)

[www.aisocialcaretraining.co.uk](http://www.aisocialcaretraining.co.uk)

Find us on:



## Enable Supported Employment Services

Offices in Shrewsbury, Oswestry,  
Ludlow, Market Drayton, Telford,  
Bridgnorth & Whitchurch

**T:** 01743 276900

**E:** [enable@shropshire.gov.uk](mailto:enable@shropshire.gov.uk)

[www.enableservices.co.uk](http://www.enableservices.co.uk)

Find us on:



## Armed Forces Covenant

West Midland Reserve Forces & Cadets  
Association  
Tennal Grange, Tennal Road,  
Harborne, Birmingham  
B32 2HX

**T:** 0121 274 2226

**E:** [ww-ee@rfca.mod.uk](mailto:ww-ee@rfca.mod.uk)

[www.wmrfca.org](http://www.wmrfca.org)

Find us on:



## Landau Ltd

5 Landau Court  
Tan Bank, Wellington  
Telford  
TF1 1HE

**T:** 01952 245015

**E:** [Studyprogrammetelford@landau.co.uk](mailto:Studyprogrammetelford@landau.co.uk)

[www.landau.co.uk](http://www.landau.co.uk)

Find us on:



## Shrewsbury Colleges Group

London Road Campus  
London Road  
Shrewsbury  
SY2 6PR

**T:** 01743 342460

**E:** [employer@scg.ac.uk](mailto:employer@scg.ac.uk)

[www.scg.ac.uk/employers](http://www.scg.ac.uk/employers)

Find us on:



## Telford College

Haybridge Road  
Wellington  
Telford  
TF1 2NP

**T:** 01952 642452

**E:** [engage@telfordcollege.ac.uk](mailto:engage@telfordcollege.ac.uk)

[www.telfordcollege.ac.uk](http://www.telfordcollege.ac.uk)

Find us on:



## Shropshire Youth Support Trust

Suite 1b Hazeldine House  
Central Square  
Telford  
TF3 4JL

**T:** 01952 299214

**E:** [hello@systbusiness.co.uk](mailto:hello@systbusiness.co.uk)

[www.systbusiness.co.uk](http://www.systbusiness.co.uk)

Find us on:



## University of Chester

University Centre Shrewsbury  
Frankwell Quay  
Shrewsbury  
SY3 8HQ

**T:** 01743 297185

**E:** [administration@ucshrewsbury.ac.uk](mailto:administration@ucshrewsbury.ac.uk)

[www1.chester.ac.uk/university-centre-shrewsbury](http://www1.chester.ac.uk/university-centre-shrewsbury)



BizEd Projects CIC

**FOR FURTHER SUPPORT & MORE  
INFORMATION, PLEASE CONTACT:**

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**W:** [BizEdProjects.com](http://BizEdProjects.com)

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Find us on:

