

*Science Industry Partnership*

# Skills Incentive Guide

The Government have recently released two new incentives to support businesses to take on new learners for T-Levels & traineeships as well as extending and enhancing the incentive payment scheme for hiring a new apprentice. The following guide explains what the initiatives are and what the new incentives entail.



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## What initiatives are available and what do they entail?

### T-Levels



T-Levels are an important part of the government's reforms to revolutionise skills and technical education; creating the skilled workforce that is necessary for the future of businesses and giving students the experience they need to progress into better jobs, apprenticeships or to further study.

T-Levels are courses which can be taken by students after their GCSEs, they are the equivalent to taking 3 A Levels at sixth form level.

They are 2-year courses, which launched in September 2020 and have been developed alongside employers and businesses to ensure that the skills developed by young people have the correct content necessary for the needs of industry.

Industry placements form a key component of T-Level courses, with students spending at least 45 days with an employer. Students gain vital hands-on experience and invaluable insight of the world of work, setting them up for success in the next steps of their career.

The expectation is that students are prepared for work in this industry or for further study. This includes industry placement training for a minimum of 45 days.

### Traineeships



A traineeship is a government funded skills development programme that includes a work experience placement. This programme helps to prepare young people aged 16 to 25 for either employment or an apprenticeship.

This includes a minimum of 70 hours of work experience.

Employers can offer a work experience placement to a trainee if they work alongside a training provider to design the programme. They must assess the needs of the trainee when designing the placement. This could include pre-employment training if necessary for the new starter.

At the end of the training employers are expected to offer a job interview for a permanent position to the trainee or offer advice or guidance going further.

### Apprenticeships



Apprentices are employees that work alongside staff within an industry to prepare them with the skills and knowledge needed to excel in a future career in their chosen occupation.

Apprenticeships cover a number of educational levels, from level 2, the equivalent to 5 GCSEs, all the way up to masters degree level (Level 7). You can enter an apprenticeship at any point from the age of 16 onwards.

An apprentice can be either full time or part time.

An apprenticeship includes training on the job as well as out of work study. They are assessed at the end of their apprenticeship to measure their competency in the role they have been training for. This assessment is called an end-point assessment.

Apprentices can benefit from government funding to support their apprenticeship as long as the following apply:

- They are employed in a real job.
- Have 12 months minimum training ahead of them and spend at least 20% of their time on off-the-job training.
- Paid at least the relevant national minimum wage for apprentices.

## What incentives are available?

### T-Levels



All employers can claim a £1,000 cash boost for every T-Level student they host on a high-quality industry placement, as of the 27th May.

- The incentive fund is designed to offer support to employers impacted by the pandemic, to ensure they can continue to accommodate placements and opportunities.
- Employers will be able to claim for a maximum of 20 students for the available T-Level subject areas from 27 May 2021 until July 2022.
- The first T-Levels were introduced in September 2020. A further 7 will be available from 2021 in subjects including Healthcare, Science and Onsite Construction.
- The fund complements the Employer Support Package already in place, which provides support for employers to deliver high-quality industry placements. This support will be continued into the 2021/22 academic year.

To access the T-Levels funding application please visit the government website [T-Levels capital fund](#).

### Traineeships



All Employers can claim £1,000 for a completed traineeship work placement.

This can be applied for via the following form: [Traineeship employer incentive registration form](#).

Claims will be checked against the monthly Individualised Learner Record data submitted by traineeship providers before payments are made.

- Payment is available for up to 10 trainees per employer.
- The £1,000 can only be claimed for work placements that were started and completed from 1 September 2020 to 31 July 2021.

The employer bonuses were announced back in July in chancellor Rishi Sunak's [Plan for Jobs](#) and as part of a £111 million funding injection into the traineeships programme, in a bid to triple the number of starts in the current academic year.

- Funding has also been handed to providers to deliver more 16-to-19 traineeships. The funding rate for 19-to-24 year olds has risen to £1,500 and eligibility has been extended to include people that already hold full level 3 qualifications.

### Apprenticeships



You can apply to the incentive for new apprentices who joined your organisation from 1 April 2021 to 30 September 2021. To do so you need to set up an [apprenticeship service account](#).

- The incentive payment is in addition to the £1,000 employers already receive for hiring an apprentice. To receive the full payment, the apprenticeship must be with the employer for 1 year in total.
- Employers will get £3,000 for new apprentices of any age who have an employment start date of 1 April 2021 to 30 September 2021. All apprentices must have a start date of 1 April 2021 to 30 November 2021.

Apply for an [incentive payment](#).