

Traineeships

A guide for 16-23 year olds

Traineeships provide an education and training programme which help 16-23 year olds to gain the confidence, skills and work experience needed to find employment in the care sector or to progress onto an Apprenticeship.



Do you want to work in social care but struggle with interviews?

Traineeships can last from six weeks to six months and are designed to help you to be successful at gaining an interview and securing a job/Apprenticeship. They will identify the skills, knowledge and values employers are looking for and will help you to promote your talents through the application and interview.

Who can undertake a Traineeship?

Traineeships are targeted at 16 – 23 year olds who are not in employment but are motivated to work in social care. The learning and training is relevant for young people who may not be quite ready for permanent employment or an Apprenticeship. An Apprenticeship is the next natural step for a young person after a Traineeship.

To qualify for a Traineeship you must be:

- aged 16 – 23 (or up to 25 and have a learning difficulty academic assessment)
- qualified below level 3 (if aged 16 – 18) or qualified below level 2 (if aged 19 – 23)
- unemployed (or work less than 16 hours per week).

What are the benefits of delivering a traineeship?

Traineeships are great way of working with potential employers to find out what it takes to work in care. A Traineeship will help to:

- build your CV, personal statement and gain vital work experience in the care sector
- increase your knowledge about working in social care
- improve your English and maths skills (unless you have already obtained a GCSE A* - C in those subjects or a functional skills qualification at level 2).

At the end of your Traineeship you will either be offered an interview for a job or Apprenticeship (if there is a job vacancy) or you will be given an exit interview and reference from a social care employer.

Will I be paid?

Work experience placements are unpaid, but employers are encouraged to support expenses such as transport and meals. Depending on your circumstances you may be able to access financial support from your training provider, through the 16-19 Bursary Fund or the 19+ Discretionary Learner Support Fund and all training costs are funded by the Government. If you receive benefits they should not be affected, but you must keep your Jobcentre informed.

How do I find a Traineeship?

Traineeships are advertised on the [National Apprenticeship Service website](#). You could also contact your local college or training provider to ask if they are offering Traineeship opportunities and speak to your local Job Centre Plus advisor. [Click here](#) to view a list of providers who can deliver Traineeships.

If you're still unsure whether a Traineeship is right for you, you can contact the [National Careers Service](#), who can offer you further support and guidance in the right steps to take for your career.

Further support

Skills for Care has a wealth of information about working in social care:

Think care careers

Our new careers website Think Care Careers will help you to find out about the different job roles in social care. It also shows you the range of skills and qualifications you need as well as the different pathways and progression available in the sector. [Click here](#) for more information.

Sector route way

The sector route-way is a training course that gives people a good idea of what it's like to work in adult social care, helping them to develop the skills they need to get started. [Click here](#) for more information.

Sector based work academies

Skills for Care has produced a video which features job seekers who have found employment in adult social care having joined a sector based work academy. It explains what's involved, what it's like to work in adult social care and the benefits of adopting this route into employment. [Click here](#) for more information.