

Traineeships - Progressions to Apprenticeships and Employment Top 10 Tips

The aim of a traineeship is to help young people gain the skills and experience they need to get an apprenticeship or job. L&W interviewed a range of providers and asked them to identify key factors that they think are critical to good rates of progression into apprenticeships and employment. Their top ten tips are:

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Delivery of traineeship programmes should be undertaken by the same team who deliver apprenticeships
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Ensure you have a clear communications strategy in place
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Take a holistic approach to initial assessment
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Identify a single point of contact for learners
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Ensure programmes are flexible and supportive
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Set clear expectations about progression outcomes from the beginning
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Set clear goals for trainees and monitor progress towards these goals on a regular basis
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Recruit employers who can commit to offering an apprenticeship or job, or are willing to create such opportunities
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Ensure a good match between trainees and employers
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Review your traineeship programme after each cohort has finished, to identify what worked well and what needs to be improved