

Apprentices at Risk

Do you have apprentices in the tourism, hospitality and retail sectors that may be under threat of redundancy due to the recent economic activity?



SUPPORT IS AVAILABLE

Funding has recently become available through the Learning and Skills Council to provide support to Apprentices in the South West's tourism, hospitality and retail sectors who, due to the current economic climate, are finding themselves at risk of redundancy or have in fact been made redundant. This support is provided to ensure that Apprentices are retained in employment until they have fully completed their Apprenticeship framework.



This support is available in three different support options dependent on the individual apprentice's circumstances. These three support options are detailed overleaf.

This support is available through funding from the Learning and Skills Council and is administered through the Tourism Skills Network South West.

This funding support is limited and will be allocated to eligible providers on a first come first served basis. For this reason, if you have Apprentices within the tourism, hospitality and retail sector that could benefit, please contact Lizzy Lyons at the Tourism Skills Network South West at your earliest convenience.



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Tourism Skills Network
South West



Option 1

This option is for those apprentices who are a significant way through their framework and are at risk of redundancy.

This option provides an incentive for the employer to keep the apprentice in employment in the form of a bursary.

A bursary could be available to small employers (having fewer than 250 employees and an annual turnover of less than £10m). This bursary will provide a contribution to the apprentice's wages each week until the apprentice completes their framework (a maximum time limit applies). An additional bonus will be paid to the employer once the apprentice has completed their framework.

Eligibility:

The Apprentice:

- Must be at risk of redundancy
- Must be a significant way through their framework having completed Key Skills, ERR, Health & Safety and a 75% completion of their technical certificate & NVQ.

The Employer:

- Must clearly demonstrate that there has been reduced workload over the past 6 months.
- Must employ fewer than 250 employees
- Must have an annual turnover of less than £10m
- Must agree to a learning plan to ensure the apprentice will complete within the 16 week time period.



Option 2

Option 2 provides a monetary incentive for any new small employer who takes on an apprentice who is mid way through their apprenticeship. A monetary incentive is provided once the apprentice is signed up with a further incentive being payable once the apprentice completes their framework (a maximum time limit applies).

Eligibility:

The employer must:

- Demonstrate that the apprentice will have secure employment for the remaining period of their apprenticeship
- Be able to offer the range requirements to fulfil the framework.



Option 3

This option applies to apprentices who have been made redundant, are unable to find a new employer immediately, but nevertheless need to be kept on programme as well as maintaining employment status.

This option will provide a bursary to the provider to enable the provider to take the apprentice on as an employee. This bursary will support the apprentice at the providers training centre to complete Key Skills, ERR, health & Safety and the Technical Certificate.

This period will then be used by the provider to find alternative employment for the apprentice.



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