

Events 4 All

CIC - Supporting local people into local opportunities



Employment Support Service

Background

Events 4 All is a not for profit organisation, established to support communities and the individuals within them in this area.

In the past we have supported a number of carnivals, musical events and culturally important festivals all of whom share our view, that Cornwall is truly a unique place to live and work in.

More recently we have been invited to support initiatives that help young people who are not currently engaged in training or employment, back into employment that best suits their skills and abilities.

As this area is one of the areas where a number of young people are in this situation, we intend to pilot a focused approach to getting a number of young people engaged in training and employment, this can only be good for the individuals, the community and local business.

Our approach is to

- Make young people aware of employer expectations eg dress, attitude , timekeeping
- Place young people in real interview situations where they will be expected to demonstrate how they will dress, communicate with others and compete for work places.
- Give young people real work experience where they will be expected to conduct themselves appropriately and demonstrate good employment skills eg timekeeping, a pleasant manner, a positive attitude.
- Support young people throughout this process with regular reviews alongside an opportunity to show an employer how they may be of benefit to their business.

We hope you will support us in this approach and can play a part in making a real difference in your community.

Employer Offer

Where this type of work is normally carried out by an agency where you will be charged a commission and often do not have a chance to choose your new recruit, this provision is totally free and Events 4 All will meet with the employer to look at which option best suit them.

Examples include situations where an employer may offer

- A full time or part time vacancy where Events 4 All can work with the employer to develop the job description and the person specification.
- An Apprenticeship vacancy where the employer can in some circumstances employ an individual at an Apprenticeship rate and where employment is complimented by free or subsidised training alongside a grant.
- A wage subsidised opportunity – this could be part time or full time where the employer provides an individual with an opportunity to work in their organisation at a subsidised rate for up to 26 weeks. We hope this will result in full/part time employment or an Apprenticeship place.
- Work Experience opportunity – free to the employer, where the jobseeker will be able to gain valuable experience. We hope this will result in full time employment, a wage subsidised opportunity, an Apprenticeship place or at the very least a reference.
- Support for this initiative that could include a short presentation from the employer to a group on ‘employer expectations’, participation in mock interviews or an offer of an overview of their business and the types of jobs within it.

More recently we have noticed that jobseekers are forming a negative image of organisations do not offer any feedback on their applications. We recognise that this may occur when the employer is overwhelmed by the number of applicants and does not have the time or resources to respond to every applicant, or it is policy that only the shortlisted applicants are contacted.

Events 4 All can offer additional support to avoid this happening in difficult economic times by

- Meeting with yourselves, gathering details on applicants and identifying the reasons why their application had been unsuccessful.
- Providing constructive feedback to applicants on your behalf and presenting a **positive image of your organisation.**
- Provide training for individuals to improve their application process.

Events 4 All are fully aware of data protection issues and are currently registered with the appropriate organisations.

Apprenticeship Employer Incentive

NAS are pleased to announce that AGE 16 to 24 has been extended to until 31 December 2013 so it can support even more employers...

AGE 16 to 24 is aimed at supporting businesses to grow by employing young people through the Apprenticeship programme. AGE provides grants to employers to support them to do this.

The National Apprenticeship Service will provide Apprenticeship grants to employers with up to 1000 employees recruiting 16 to 24 year olds with a value of £1,500, to encourage employers to develop their business and take on new apprentices.

The £1,500 is in addition to the training costs of the Apprenticeship framework which are met in full for young people aged 16 to 18 and 50% for those aged 19-24. Eligible employers are those who have never employed an apprentice before or who have not recruited one in the last 12 months.

Subject to budget availability and the employer's commitment to support the apprentice to the end of their programme, up to ten grants can be made to any one employer.

Very large employers (more than 1000 employees) are not eligible for support through this initiative. But we do want to encourage take up within their supply chains.

“AGE 16 to 24 has made the worthwhile decision to hire an apprentice even more cost effective. The grant helped meet the costs of taking on a new member of staff, and in effect the grant is being re-invested into the business, to help it grow.”

Interested?

You can use this simple checklist to help determine whether you could be eligible for a £1,500 grant to support recruitment of a new 16 to 24 year old apprentice.

Can you answer yes to all of the following?

Do you employ less than a 1000 people in the UK ?

Are you an Employer who is interested in employing a young apprentice but are not in a position to do so due to current financial constraints, or need some financial help in taking on an apprentice?

You have not employed an apprentice in the last 12 months, whether as a new recruit or through transferring an existing employee onto an Apprenticeship programme?

Unsure if you have employed an Apprentice before? If you have had someone working in your business but also undergoing training linked to their job with a college or training provider, perhaps going for day release to attend the college you may have had an Apprentice.

Congratulations

It looks like you are eligible to receive a grant for up to £1500 to support a new Apprentice.

Traineeships

Traineeships will give young people the opportunity to develop the skills and workplace experience that employers want and put them in a better position to compete for an apprenticeship or job.

Who are Traineeships for?

Traineeships are for young people aged 16-19 (and for young people with Learning Difficulty Assessments up to academic age 25) who want to work, but who need extra help to gain an apprenticeship or job.

Traineeships will begin from August 2013 for 16-19 year olds, and we will look to extend traineeships up to age 24 in due course.

What will Traineeships provide?

Traineeships will last a maximum of six months. The core content will be a high quality work placement, work preparation training, and English and maths. Providers and employers will have the freedom to bring these elements together in the best way to engage and support individual trainees.

Employers will be at the very centre of traineeships, running the programme or offering high quality work placements in partnership with a trusted provider.

Traineeships offer employers the opportunity to shape young people's training and experience, creating a larger pool of high quality applicants for their sector to draw on. Employers can influence the design of traineeships in their local area to make sure they provide young people with the skills and attributes that will benefit their business.

To get involved, you can contact eligible local education and training providers to work in partnership with them to offer traineeship work placements. You can also get in touch with the National Apprenticeship

National Minimum Wage rates

(without wage subsidy support)

The National Minimum Wage rate per hour depends on your age and whether you're an apprentice - you must be at least school leaving age to get it.

Year	21 and over	18 to 20	Under 18	Apprentice*
2013 (from 1 October)	£6.31	£5.03	£3.72	£2.68
2012 (current rate)	£6.19	£4.98	£3.68	£2.65
2011	£6.08	£4.98	£3.68	£2.60
2010	£5.93	£4.92	£3.64	£2.50

*This rate is for apprentices under 19 or those in their first year. If you're 19 or over and past your first year you get the rate that applies to your age.

The age groups were different before 2010. There were no National Minimum Wage rates for apprentices.

