



Eduwork.Net

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Benefits of Apprenticeships and Traineeships for Employers

Apprenticeships

Over 6,500 employers in Ireland currently use apprenticeship as a talent pipeline to help sustain and grow their business, and the numbers are growing each year. Benefits include the following:

- **New ideas** - apprentices with diverse backgrounds and abilities widen your talent pool
- **Tailored recruitment** - employers decide who to employ and train as an apprentice
- **Productivity** - businesses can gain competitive advantage through bespoke skills development
- **Motivation** - apprenticeships provides a consistent pipeline of motivated, highly skilled employees
- **Retention** - international research demonstrates that apprentices are more loyal to employers who have invested in their training
- **Teamwork** - the apprenticeship route is open to new and existing employees.
- **There is no limit** on the number of apprentices you can employ
- **There is no restriction** on the types of apprenticeship programmes

All apprenticeship programmes are currently full-time in duration and employers must be able to demonstrate that they can provide high-quality training in the designated areas.

The July 2020 Jobs Stimulus package announced by the Irish Government included provision for the introduction of a new Apprenticeship Incentivisation Scheme for employers of apprentices. This provides financial support for apprenticeship employers who take on apprentices on all national apprenticeship programmes. It covers all national apprenticeship programmes and will apply to any new apprenticeship programmes which are launched in 2020.

Apprenticeship employers are eligible for a euro 3,000 payment for each new apprentice who is registered between the period 01 March and 30 June 2021. euro 2,000 per apprentice is payable at the point of registration. A further euro 1,000 is payable in Quarter 3 2021 for each eligible apprentice retained on their apprenticeship.

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Conditions to Note

- Apprentices must continue to be employed by the employer at the time of submission of a claim for the incentive payment.
- Employers who have made an apprentice redundant between 01 March and 30 June 2021 are not eligible to make a claim under the Apprenticeship Incentivisation Scheme.
- Employers cannot claim for both the Apprenticeship Incentivisation Scheme and JobsPlus for their apprentices.
- Apprenticeship employers will be subject to monitoring visits and contact in the usual way by the national network of SOLAS Authorised Officers.

Traineeships

Currently, there are over 70 traineeships available around the country. New traineeships are developed on an ongoing basis across a range of industries and sectors in response to identified skill needs.

Employers interested in an existing traineeship or in developing a new traineeship should contact their local Education and Training Board (ETB). Where a new traineeship is being developed, employer representatives are asked to contribute to the design and content of the programme, to ensure that it meets the skills needs identified and is in a format that facilitates participation and success.

Employers may wish to engage with one of the nine Regional Skills Fora around the country at www.regionalskills.ie

Benefits for Employers

Career Traineeships are designed to meet the specific training and employment requirements of industry sectors and sub-sectors. They create a positive learning environment within a host company and encourage a culture of knowledge sharing and interaction.

Existing employees can develop their skills through the workplace supervisor role that supports trainees during the work-based learning phase.

Traineeships allow you to get ahead of the competition by bringing enthusiastic young people with their fresh ideas into your business before they get on to the job ladder.

A trainee can provide extra support to your existing teams during busy periods.

Traineeships will allow you to shape the skills and experience of young people from your local community, helping your business to develop a loyal and talented workforce, whilst supporting the community.

Traineeships are designed to be as simple as possible for employers and can be tailored to suit the specific needs of individual businesses.

For more information on Eduwork.Net see www.eduwork.net or contact info@cdebtb.ie

