

Employer fact sheet – age 18-24 grants



Damar Training is a privately owned business that has been working with employers in Greater Manchester for over thirty years. We currently work with 150+ employers, supporting them with recruitment, training and staff retention.

Many of our services are fully or partly funded by the Government. This fact sheet summarises some of the new support available.

Our wider service offer:

- ① **Existing staff:** high quality assessment and training. Free for eligible employees aged 16-24, subsidised for many older staff.
- ① **Vacancy management:** Accelerate© integrated recruitment and training, free for ages 16-18, subsidised for many older staff.
- ① **Commercial courses** in management and IT



Grant Funding for 18-24 year olds

We have secured some European Social Fund (ESF) support for employers recruiting 18-24 year olds. Summary eligibility is as follows:

Eligibility – employers

- Fewer than 250 staff.
- Private sector.
- New employee must do apprenticeship training with Damar.
- Vacancy must be full time.

Eligibility – types of vacancy

- Office and customer service roles, including team leaders and managers.

Eligibility – candidates

- Greater Manchester resident.
- Unemployed and claiming benefits.
- No qualifications higher than A level.

Grant

- £1,000 paid after 6 weeks.
- £1,000 to £1,500 paid after 26 weeks, depending on salary level.

Other

- Pre-employment training and recruitment are included.
- For candidates aged 19 or over we charge a fee of £15pw over 10 months (£649.95). If the employee leaves, you stop paying.
- Net cash benefit is therefore £1,350 to £1,850, or £2,000 to £2,500 for 18 year olds.

Next Steps

- Call a member of our business support team on 0161 480 8171 for an initial consultation.

Frequently asked questions

- Q. Aren't apprenticeships just for school leavers?
A. No. Apprenticeships are a versatile and cost effective way to assess and train new and existing staff of all ages. Funding support is available for most staff with no prior qualifications above A level.
- Q. Who pays the apprentice?
A. The employer. Most apprentices work full time and are employed on permanent contracts although it is possible to employ an apprentice on a fixed term contract.
- Q. What will the apprentice learn?
A. Working with their Damar assessor, the apprentice will improve their level of knowledge, skills and understanding in their job role.
- Q. How much are apprentices paid?
A. It varies depending on the job. Because the apprentice is being trained it is usual to pay slightly less than for a non-apprentice.
- Q. What happens at the end of the apprenticeship?
A. The apprentice continues in employment. Many employers build in a pay rise on successful completion of the qualification.
- Q. How long does an apprenticeship take?
A. It varies, but 9 to 15 months is a good guide.
- Q. Is there day release?
A. Apart from accounts, which requires 2 days release a month, nearly all the training takes place in 1:1 visits at work. Most Damar apprentices only need 3-5 days release over the period of the course.