

## Employer fact sheet – Age16-18 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 16-18 year olds from Stockport

We are working with Stockport MBC which has secured some European Social Fund (ESF) support for employers recruiting 16-18 year olds from Stockport. Summary eligibility is as follows:

#### Eligibility – employers

- All employers are eligible apart from Stockport Council and companies that are also training providers.

#### Eligibility – types of vacancy

- Office and customer service roles, including accounting positions.

#### Eligibility – candidates

- Stockport resident.
- Aged under 19.
- Not in education, employment or training.
- Must have participated in our pre-employment training programme.

#### Grant

- £1,000 paid after 20 weeks.
- A further £1,000 paid if the apprentice is from a Priority 1 area of Stockport.

#### Other

- Pre-employment training and recruitment are included at no charge.

#### Process

- Simple and straightforward. The payments are administered by Stockport Council but we support employers with the recruitment process and all the paperwork.

#### 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.