



Pre-employment and Traineeships

Pre-employment programmes are dedicated to unlocking talent and helping organisations thrive and grow. In today's climate, traditional routes to recruitment aren't the only way to ensure your organisation has the skills to meet changing workplace challenges.

At Knowledgepool, besides apprenticeship services we also offer a range of alternative talent programmes. We are the only provider truly able to support every aspect of emerging talent management – from engagement and attraction to pre-employment training and ongoing progression support.

How we can help you

We work with organisations like yours to deliver emerging talent plans and promote staff progression through nationally recognised pre-employment programmes i.e. Traineeships and Sector-Based Work Academies. Our mission is to provide you with the services you need to find, engage with and train the people who will help you drive your business forward.

What's in it for you?

Hiring via our fully-funded programmes brings a number of benefits. To name a few, government research has asserted that using pre-employment programmes can help:

- Reduce recruitment costs
- Attract the best talent to your business
- Improve staff retention and progression
- Increase staff motivation and commitment
- Improve productivity and customer service

What's the process?

You can enrol as many or as few learners as you want, on whatever combination of programmes you want. Getting started is simple:

Get in touch – we can help you decide which programmes are best for you

Confirm your requirements – simply tell us which programme you want, where and when

Start learning – once you confirm your requirements, we'll put a team together and start supporting your learners to work towards their qualification

Selection and assessment – we are also able to provide a selection and assessment service to help you attract the best candidates.

Traineeship structure

Pre-employment training

We help our trainees achieve a nationally recognised qualification, which includes:

Advice & guidance; Employability skills;
Work preparation; Literacy; Numeracy

Delivered face to face with online support

Work placement

Minimum 100, maximum 150 hours.

**Or, alternatively, in to direct employment/
apprenticeship**

Work shadowing; Real work; Mentoring;
Online learning; Interview / feedback

Fully supported by our team

Progression support

Up to a further 3 months

Job search support; Online learning;
Apprenticeship opportunities; Job interviews;
Placement with additional employer

Continued support

What is a traineeship?

Traineeships help young people develop the skills and workplace behaviours they need to find, stay and progress in work. Through our traineeship programme, unemployed young people aged 16-24 receive pre-employment training and support followed by a substantial work experience placement with a willing employer.

Our programme focuses on attracting young people and providing them with a nationally recognised qualification, along with employability and skills qualifications - making them work-ready. They then move onto a placement with an employer, who in turn get a work-ready employee.

The employer can choose to keep the trainee on at the end of their placement by offering them a full-time job or apprenticeship.

Sector-Based Work Academy structure

Pre-employment training

Classroom-based training focused on the needs relevant to an employer's business

Work experience

From a direct interview to a 2 week work experience placement with a willing employer and further learning support from us

Guaranteed job interview

Feedback to candidates and interview for any roles the employer may have available within their business

Continued support

Continued mentoring learning and job search support

What is a sector-based work academy?

Sector-Based Work Academies (SBWAs) are a government/Jobcentre Plus initiative aimed at helping those who are far from the job market and require skills and education, and are in receipt of benefits (Job Seekers Allowance, Employment Support Allowance or Universal Credits) to secure employment whilst also assisting businesses recruit a skilled workforce that fulfils their short/long term recruitment needs at no cost. Through SBWAs, unemployed people aged 19+ receive pre-employment training and support followed by a minimum of a direct interview to a maximum of a 2 week work placement with a willing employer.

Let's get started

Speak to Knowledgepool today:

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