

Linking:

# Apprenticeships and Funding



## What is Linking the Locks?

The Coastal Communities Fund was set up by government to provide funding to local schemes that will experience regeneration and economic growth through projects that directly or indirectly create sustainable jobs.

Following a successful joint bid to the Coastal Communities Fund by Warrington Borough Council, Halton Borough Council and the Sankey Canal Restoration Society (SCARS) a total of £654,000 has been secured.

Delivered by Warrington & Co., Warrington's partnership for growth, **Linking the Locks** will take place along the stretch of the Sankey Canal between Spike Island in Widnes and Fiddler's Ferry Marina in Warrington, which runs parallel to the Mersey Estuary and will include the surrounding business parks and industrial areas adjacent to the Canal.

## What will the project bring to business?

### Infrastructure

Replacing the Marsh House Bridge with a permanent, movable bascule bridge improving access to/from the Riverside Trading Estate

### Signage and Branding

Installing clearer, more uniform signage to business sites to improve the appearance and support new business opportunities

### Business Support

Working with local partners to support company growth, assisting with business needs and identifying relevant support schemes

### Recruitment

Both Warrington B.C. and Halton B.C. successfully support businesses of all sizes with their recruitment needs, providing support with Vacancy Advertising, Candidate Sourcing and Placement

### Apprenticeships

Supporting businesses with apprentice recruitment:

- + Working closely with employers to identify apprenticeship opportunities
- + Sourcing suitable candidates
- + Supporting businesses with accessing **funding** and **local grant initiatives**

**Apprenticeships ensure that your workforce has the practical skills and qualifications that your organisation needs now and in the future. The mixture of on and off the job learning ensures apprentices learn the skills that work best for your business and are also accredited with national qualifications. You can use Apprenticeships to train both new and existing employees.**

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Most of the training is 'on the job' at your premises and there are a variety of delivery and support methods to suit the needs of your business. There are a wide range of apprenticeships at medium and high levels across a wide range of sectors. With the help of our local partners we can advise you on the best apprenticeship framework for your business and help you recruit a new apprentice if they are not part of your existing staff.

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### **Funding support**

**Take advantage of the range of funding and grants available to support Apprenticeships:**

#### **Linking the Locks Wage Subsidy**

Linking the Locks can subsidise the cost of your Apprentices' wages.

If your business is located within the Linking the Locks project boundary (i.e. along and adjacent to the Sankey Canal) we can provide a support package towards the cost of wages.

#### **Eligibility**

- + Apprentice must be employed for a minimum of 30 hours per week
- + Must have a contract of employment for a minimum of 12 months
- + Must be paid National Minimum Wage (not Apprentice Wage)
- + Linking the Locks will reimburse the difference between National Minimum Wage and Apprentice Wage (currently £2.73 p/hour) each month

#### **Benefits of Apprenticeships:**

##### **+ Return on Investment**

Apprentices gain transferable skills and often rise up through the organisation

##### **+ High quality of work**

Through experience at college and in the workplace apprentices gain training skills relevant to their job and your organisation

##### **+ Reduce Agency costs**

Apprentice loyalty reduces the need to recruit temporary staff

##### **+ Customer perception**

Customers favour organisations that employ apprentices

## Golden Gates Housing Trust & Warrington Borough Council Wage Incentive

GGHT & Warrington B.C. support its residents to gain and sustain employment by offering local employers incentivised packages to provide new employment with training opportunities.

GGHT & Warrington B.C. will provide a support package for employers up to **£5000** (depending on the age of the recruit) towards the cost of wages and training.

Funding will be paid in instalments upon receipt of timesheets.

## Employer responsibilities

- + Recruit **unemployed Warrington** residents
- + Provide 18 months employment for a minimum of 30 hours per week at National Minimum Wage (not Apprentice Wage)
- + Ensure all candidates are treated as a member of staff
- + Ensure all roles are in line with Health & Safety procedures

## National Apprenticeship Service (NAS) 16-24 AGE Grant

If you are an SME with less than 50 employees, you may be eligible to claim £1500 from the National Apprenticeship Service (NAS).

## Eligibility

- + Employer must have fewer than 50 staff
- + Not had an Apprentice start within the previous 12 months
- + Apprentice must be employed for a minimum of 30 hours per week
- + Must have a contract of employment for a minimum of 12 months
- + Apprentice must be aged between 16-24
- + Payment issued after 13 weeks from Apprenticeship start date



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