



Find your inner Superhero



What is a Traineeship?

A traineeship is a fantastic way for you as an employer to develop a strong pipeline of new talent whilst supporting young people on the road to employment. Along with the in-house employability training we provide, each learner requires a two-to-four-week job placement opportunity.

We would love to partner with you on this project and if you can support a young person with a work placement, we can provide all the support required.

Traineeships are education and training programmes focused on giving 16 -24 year olds the skills and experience needed to succeed in your sector.

These programmes are a great way to develop your talent pipelines and unlock the potential of the next generation entering the workforce.

Traineeships can last up to 6 months and include:

- Work Preparation
- Training
- English, Maths and Digital Skills Support

In addition to these basic elements, NTA will work with you to add in flexible content to meet the needs of your business and the local labour market.



What does a work placement involve?

- Substantial and meaningful, providing a real workplace experience
- A structured opportunity for the young person, matched to their areas of interest and aspiration, where they engage in purposeful work-related learning activities

Once the young person has finished their Traineeship with your company, the next steps are:

- An interview for a position within your business if there is one available
- If no Apprenticeship or job opportunity exists within your business at the end of the Traineeship, provide a meaningful exit interview together with a reference to help them secure an Apprenticeship or other employment with another employer



Is it a rigid training programme?

No, Traineeships are very flexible, and by working closely with us, we can design a programme which suits your needs and those of the trainee.

We will assess the needs of the trainee, depending on the needs of the individual we will start the pre-employment elements of the Traineeship.

The work experience placement is core to the Traineeship; however, it does not have to start on day one of the learners Traineeship, but at the most appropriate time.



Are there any financial costs to offering Traineeships?

All training courses are met by government funding. Employers are not required to pay young people taking part in Traineeships.





What are the benefits of offering Traineeships?

Traineeships have been developed in response to research showing that young people frequently lack the knowledge and experience employers expect in the workplace.

Traineeships help to tackle this problem, some of the benefits are listed below:

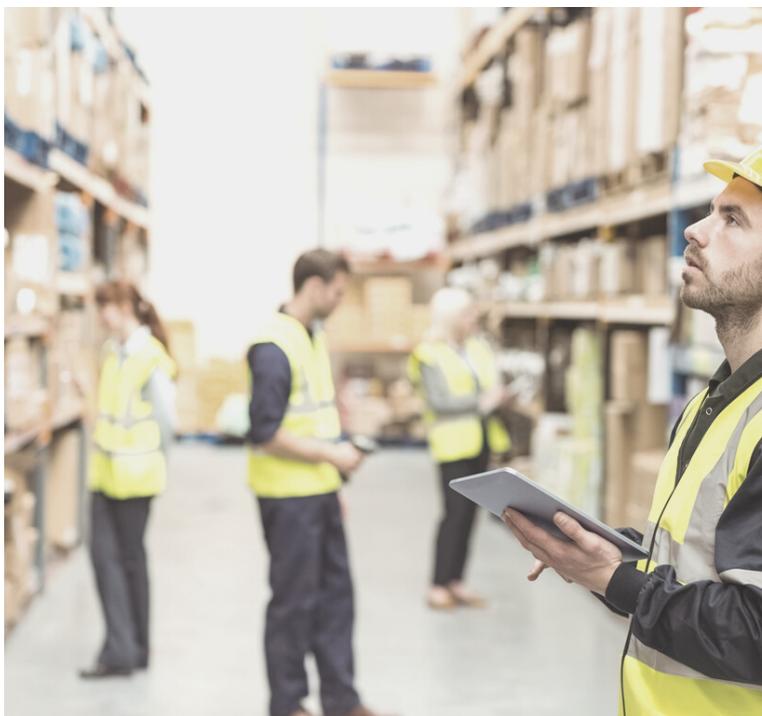
- Support the national effort to reduce the potential impact of the pandemic on youth employment
- Help existing staff develop their mentoring and management skills by supporting Trainees
- Cost effective recruitment, you may wish to offer permanent employment to your Trainee and you can see how they will fit into your organisation in advance. NTA will undertake the recruitment of the position, at no cost to your business
- Use the Traineeships model to develop a recruitment pipeline, saving on advertisement and agency fees
- Support progression opportunities onto an Apprenticeship programme.



Why choose NTA for your Traineeships?

- Our dedicated service will help source eligible and suitable candidates, this includes sourcing and pre-screening the Trainees.
- We will tailor the training programme to be relevant to your business, building the trainees skills to succeed in your workplace.
- Once on placement, NTA will provide ongoing support including regular reviews.

**Once you have decided Traineeships are right for your business,
NTA will do the rest**





Introduction to Northern Training Academy Limited

"You don't build a business, you build people and people build your business"

The team at the Northern Training Academy are highly experienced in providing apprenticeship, traineeship and bespoke training services for employers. Our national service allows employers to have their entire apprenticeship, traineeship and training needs met, whilst having a flexible, high quality learning programme that benefits both the organisation and the learner.

Our team will plan, design, deliver and monitor the progress of your employees in an effective and collaborative way to ensure that you and your employees receive the very best service possible.

Providing your employees with the skills, knowledge and tools necessary for your organisation will allow you to reap the benefits of more motivated staff, increased commitment and a better all-round service for your customers.

Our Mission

To grow your Business through growing your people

Our Values

Integrity: We are honest, trustworthy and open

Can do: We are positive, inclusive, proactive and flexible

Always Improving: We are forward thinking, we are trailblazers and we take ownership

Passionate: Committed in heart and mind

Quality: What we do, we do well

Employer Testimonials



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The traineeship programme has provided the business with an additional recruitment & development pathway which longer term will support our colleague succession & retention.

We have welcomed a number of Trainees into the business over the last year & they have proven to be a real asset, progressing in to permanent roles.

Peacocks

Firstly, I would like to begin with the support and extraordinary communication we had from Northern Training Academy which was honestly commendable.

Being a startup company, it is likely to be difficult that we hire full time employees without having any experience with them however, Traineeships has been one of the most supportive scheme for SME's like us where we get the chance to get our near future targets done with a young mind and also provide learning experience to them at the same time.

For WeCarryBags, Traineeship work experience with NTA has been truly helpful and we hope to be connected for the future work experience for young person's.

WeCarryBags

Being a part of the Traineeship programme has been an important experience.

Not only were Trainees helping us with our day-to-day workloads, but we were also a part of their knowledge building, giving them the experience, they need to get into the working-world and progress further in their careers.

We truly have enjoyed having many different trainees with us, giving different ideas and viewpoints on projects helping us to improve our work.

Cosonas

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Learner Testimonials

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Just wanted to let you know that these first 3 days of work placement I have been enjoying it so much and really love working at Peacocks, have to say one of my fave shops to work at!

Retail Trainee, Peacocks

The work placement was my favourite part on my Traineeship .

I really enjoyed taking delivery of new stock and changing the mannequins because they were important tasks and made me feel like a valued member of the team.

Retail Trainee, Peacocks

I really can't thank you all enough for these last two amazing weeks. You have all taught me something and I can only hope to utilize your teachings so that I can improve and make you proud.

It has honestly been an honour and a privilege to be trained by you.

Retail Trainee, EWM

I was so nervous beforehand, but all of you are so friendly and welcoming. I felt part of the team immediately. You are the warmest people I have been fortunate enough to work alongside

Retail Trainee, EWM



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For more information, contact:

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