

SECTOR-BASED WORK ACADEMY PROGRAMME (SWAPS)

Sector-based work academy programme (SWAPs) is an opportunity to learn new skills and get experience of working in a particular industry, for example care, construction or warehouse work.

WHAT IS A SECTOR BASED WORK ACADEMY?

A Sector-based Work Academy Programme (SWAP) can last up to 6 weeks in duration and is designed to the needs of individual employers to provide important training and job opportunities to those people who are unemployed and or claiming benefits.

Learners will remain on their benefits throughout the programme and The government will pay any travel and childcare costs whilst benefit claimants are on the scheme. Therefore, there is no direct cost to an employer as the costs are covered by government funding.

How's does a Sector-based Work Academy work?

This programme has 3 main components.

- **Pre-employment training:** This will be relevant to the needs of your business and the sector to ensure that the people who are looking for employment have the essential skills to succeed in the workplace
- **A work experience placement:** This is of great benefit to both your business and the individual as it allows the individual to gain or develop their skills and have the opportunity to work in the real environment treated as a regular employee and to ensure they are suited for that specific work environment
- **A guaranteed job interview:** This will be given to each individual upon completion of the programme for vacancies within the

business that is providing the individuals with valuable interview experience and the opportunity of securing full-time employment.

The key feature of sector-based work academies is that they offer the flexibility to speciality sector training and they can be adapted to meet the needs of each business.

Our team will work with each business so they can identify their recruitment needs and ensure the best suitable training is provided to their potential future employees.

How does this benefit employers?

Each sector-based work academy is designed to help meet the businesses, for both immediate and any future recruitment needs as well as being able to recruit a workforce with the correct skillset to sustain and grow their business.

They also help by reducing the risks within the overall process of recruiting new employees.

In summary:

- A flexible programme that can be tailored to meet your recruitment needs
- Recruit new staff with the right training and skills from the outset, developed through fully-funded pre-employment training
- Provide work experience placements for potential employees to ensure they are suited to that type of role and your company
- Developmental opportunities for existing employees, for example by working on their mentoring, supervisory and coaching skills
- Reduces the risks within the overall process of recruiting new employees
- Opportunities for positive publicity to show how like-minded businesses are working together to meet their social responsibilities

We would love to find out how we can help you in the future.

Interested speak to Jayne 07845238858 or you can email jayne@hscom.co.uk