

## Flexi Job Apprenticeship Service – General Information Sheet

EN:Able Futures CIC is a not for profit company specialising in Social Value Guidance which runs an award winning shared apprenticeship programme that employs apprentices directly and loans them out to companies for individual or a series of project assignments to ensure the apprentice completes their full framework.

### The Offer:

- The Flexi Job Apprenticeship Academy provides a structured sector specific training programme in order to provide a real solution to trade/technical/professional skills shortages in the construction sector.
- Accredited apprenticeship qualifications with links through to progression routes into future degrees & degree apprenticeships.
- The programme brings local young people into the sector and gives them the skills to develop their career.
- Structured working arrangements with learning on the job and career development opportunities.
- Our Development Coach's help apprentices build confidence, skills, networks and career pathways. They also provide pastoral, in-work and academic mentoring, undertaking progress reviews on an 8-week cycle with the Apprentice and in college. Additionally, they also support the host employer in the delivery of the work-based programme.
- Real solutions to real need, offering real career prospects to build a strong future workforce.

### How it works:

- EN:Able Futures will directly employ the apprentice on an apprenticeship employment contract and engage with the 'host' organisation (& their supply chain companies – if required) to identify the placement opportunities.
- The 'host' organisation pays a weekly fee (as per your host agreement) for 52 weeks each year, this covers apprentice wage costs, travel, provision of CSCS cards, basic PPE and a management fee to cover employment, recruitment, coaching costs.
- Full cost of training with local training provider, in line with Apprenticeship Levy protocol, is included in the fee. The training will take place on either a block release, day release or a combined approach work-based programme. Levy transfer is available and will reduce the weekly fee.
- Apprentice recruitment is carried out in conjunction with the host organisation. Initial stages take place following a full work up of requirements with the host. Latter stages the host is invited to be part of the interview panel. Pre-vetting of candidates to ensure capability to complete apprenticeship and work ethic etc. is part of the process.
- The apprentice(s) will be integrated into the host organisation's workforce and have a nominated contact person in that host.
- Formal reviews of progress take place on an 8-week cycle in general.
- Work placement duration within each host is dependent on the experience required by the apprentice.
- Upon apprenticeship completion, EN:Able Futures will actively seek full-time employment for apprentices with the host organisation where possible.

### Summary of Benefits

- Fully vetted & well-trained apprentice ready for work.
- Comprehensive support / mentoring in line with industry core professional standards.
- Apprentice comes ready for work which includes (where appropriate ) PPE, CSCS card, travel allowance etc.
- No Hassle – employment / coaching & mentoring lies with EN:Able Futures saving cost and time.
- Easy way to engage with apprentices & boost your business and future workforce planning.
- Ability to use Apprentice Levy Funds.
- Option to retain the apprentice at no charge.

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