

On-Site Bristol Apprenticeship Recruitment – Age Policy.

As part of its commitment to equalities and diversity in the delivery of Apprenticeships, On-Site Bristol strives to avoid discrimination on the basis of age, in the context of Learning & Skills Council (LSC) regulations.

On 1st October 2006, age discrimination regulations became effective in the United Kingdom. These regulations make it illegal to discriminate on the grounds of age in employment and vocational training. However, the legislation has a number of provisions, one of which has significant impact upon LSC Apprenticeships.

Under the legislation there is exemption in respect of state funding, which means that the LSC can provide funding for Apprenticeships, which does vary according to age (and so could appear to be discriminatory). Training Providers (such as On-Site Bristol) and employers are not covered by this exemption, and cannot use the differences in funding to block entry to Apprenticeships, but can vary the terms of entry to reflect the funding made available.

Accordingly, On-Site Bristol's policy for entry to Apprenticeships according to age is as follows

Age 16–18 at start of Apprenticeship – full LSC funding is available and so there will be no cost to apprentice or employer (other than wage costs).

Age 19+ at start of Apprenticeship – partial LSC funding is available, with On-Site Bristol required (by LSC contractual terms and conditions) to charge the apprentice's employer for the balance. See below for details.

Given the above, On-Site Bristol intends to focus its efforts in marketing opportunities to the 16–18 age group, and specifically school leavers, while stating that our programmes are open to all regardless of age. We will not reject applications, or requests for information from other age groups, but will inform those outside our target group that there will be funding differences according to age.

Accordingly, On-Site Bristol will charge employers of Apprentices starting training over the age of 19 a fee of £1,500 per year.

Applicants aged 19+ will only be accepted onto an Apprenticeship programme once they have secured employment with a suitable employer who is prepared to pay the charge throughout their apprenticeship. In this respect, suitable refers to the employer meeting health and safety requirements, having in place an appropriate equal opportunities policy and being able to provide an appropriate range of work activities to match the scope of the NVQ and other framework requirements.

The only exceptions to charging employers for apprentices in this age group will be in relation to a limited number of young people resident in Bristol's Neighbourhood Renewal Areas or Lower Super Output Areas, women, disabled people or black and minority ethnics (BME's). The funding shortfall for these young people will be met from "section 106" payments made by developers to Bristol City Council, as part of a planning agreement.

Apprentices wishing to "self-finance" their apprenticeship may wish to take advantage of a Career Development Loan (CDL). For more information go to <http://www.direct.gov.uk/EducationAndLearning/AdultLearning/CareerDevelopmentLoans/fs/en> or telephone the CDL Information Line on 0800-585585.