



Shared Apprenticeship Scheme...How does it work?

The *Shared Apprenticeship Scheme* is a national initiative co-funded by CITB that has been designed specifically to address some of the challenges faced by the construction sector, when the need to meet training targets and the desire to employ Apprentices, conflicts with project lead times, with shorter term contracts unable to support the 'traditional' Apprenticeship route (typically requiring single employment for 24 months)

For example, over a 50 week 'build', carpenters may be required on a project for 25 weeks but not until half way through, whereas groundworkers may be required for the first 13 weeks only....

How can we help to overcome some of these barriers...?

About CoTrain

CoTrain/CITB can help to meet training targets that otherwise might be unachievable if not for the opportunity of sharing Apprentices across projects.

- *CoTrain* is not-for-profit and works in partnership with CITB (Construction Industry Training Board) to provide the industry with Apprentices in the South East, in ground works, bricklaying, carpentry/joinery, interior fit-out, painting and decorating and also includes technicians in areas such as site management, delivered through a partnership of local authorities, housing associations, leading contractors and suppliers.
- CoTrain screens, recruits and employs Apprentices, sequentially loaning them out to 'Host' Contractors for a minimum of 13 weeks on one or more projects, allowing Contractors the flexibility project by project to have the help they need only when they need it and at the same time meet training targets.
- CoTrain charges host employers a fixed fee (so there are never any surprises) to include apprentice salary and covers basic PPE and tools, CSCS card, travel expenses, holiday pay and management costs etc.
- The apprentice should not see any difference in their training as a shared apprentice, when compared with a traditional apprentice, they will however work with a wider range of professional people and experience a variety of Projects.
- The Shared Scheme can also provide a solution to Contractors who are working 'out of area' by recruiting an apprentice on a short term contract, helping to meet 'local' recruitment targets on project-sites that out of their traditional recruitment area, overcoming self-employed-only status objections.
- CoTrain and CITB supports Apprentice for duration of apprenticeship programme including one day per week spent in College

Hire an Apprentice for £228 per week (16-17 years), £285 per week (18-20 years)

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