

Apprenticeships for seasonal workers – pilot 2016 to 2018

The Skills Funding Agency (SFA) is running a pilot for businesses that want to employ apprentices that work on seasonal contracts. Typically, apprenticeships need to be completed with a minimum of 12 months' continuous employment, but from the 1st April 2016, employers in the tourism sector (including hospitality) could trial an approach that includes a break in apprentices' learning.

Apprenticeships are a great way to progress in work and life and a great way for employers to improve the skills base of their businesses. They work for people of all ages and backgrounds and can transform lives. We are committed to making sure that apprenticeships are as accessible as possible, to all people, from all backgrounds.

Why's the pilot needed?

There are over 209,000 employees in seasonal, temporary or fixed term contracts in the tourism and hospitality sector, of which seasonal workers account for about 15%. While seasonal workers span a wide age range, the decision to work in these roles often comes down to a lifestyle choice for the employee. These individuals are typically attracted by short, fixed term contracts which enable them to pursue personal or work related interests once their contract is completed, such as winter sports activities, and then return to work the following season. According to the Labour Force Survey, 68% of seasonal workers are under 25. Without an opportunity to have a break in learning, seasonal workers would not be able to complete an apprenticeship.

The pilot is an important part of the government's [Tourism Action Plan](#) which committed to look at ways to make apprenticeships work better for the specific needs of the tourism industry. The results of the pilot are being reported to the [Tourism Council](#), co-chaired by the Minister for Sport and Tourism and Simon Vincent, President for Europe, the Middle East and Africa at Hilton Worldwide.

What does the pilot involve?

To participate in the pilot apprentices must be:

- Employed and given written commitment by the business that they will be re-employed the following season to complete their apprenticeship.
- Aged 19 or older on the first day of the apprenticeship.
- Eligible according to the funding rules.

To be involved in the pilot employers must have direct funding from the SFA or work with a training provider that does. From 6th April 2017, the [Apprenticeship Levy](#) will come into effect and requires all employers operating in the UK, with a pay bill over £3 million each year, to make an investment in apprenticeships. Employers will be able to use their levy funds (within the funding rules) for this pilot. To operate a seasonal apprenticeship, the employer or provider will:

- Use existing apprenticeship frameworks, or the new apprenticeship standards.
- Report the apprentice on the Individual Learning Record (ILR) and use the Learning Delivery and Monitoring (LDM) code which is 348 for this pilot (all apprenticeship learning aims must be reported in the ILR).
- Log apprentices as on a 'break in learning' at the end of the first season when their employment ceases.
- Log apprentices as 'restarts' once they return to work.

Can small businesses be involved in the pilot?

There is no restriction to the size of business that can take part in this pilot or the minimum number of seasonal apprentices that need to be employed. All tourism and hospitality businesses interested in participating, including those with a direct funding contract, or those without an existing arrangement with a training provider, should contact Laura.Armit@sfa.bis.gov.uk and Julia.Bakewell@sfa.bis.gov.uk.



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Apprenticeships