

# Questions?

## Can they volunteer?

They can volunteer for 20+ hours and can study independently along-side this worthwhile work.

## Do they have to stay at school?

No. They may still leave school at 16 and access learning through college or work based learning.

## Where can they learn?

There are many ways to access learning and training. They can choose a further education college or a school 6th form. There are other different types of qualifications, such as vocational, life and work skills, foundation learning as well as a range of GCSE's AS and A levels. Or they may prefer to gain qualifications while in training with an employer.

## Can they get a job?

No. They can only get a job if they are also doing some accredited learning along side it. This may be through an apprenticeship scheme, work based learning or they may work part time and attend college outside of their working hours.

## Can they train to do a job?

Yes. If they know the career they wish to follow they may choose a specialist training provider. They offer work experience alongside key qualifications specific to that career. Or how about an apprenticeship? There are nearly 200 different jobs roles available as apprenticeships under which they will be training either on site or at college.

## Can they do nothing?

No. The purpose of raising the participation age is to provide every young person with more time to develop the skills required to a successful career and working life. To find the best way for them to learn and develop their skills.

## Can they earn whilst they are learning?

Yes, for example the pay for an apprentice may start at £92.50 per week.

# More information

[www.careerssw.org](http://www.careerssw.org)

[www.apprenticeships.org.uk](http://www.apprenticeships.org.uk)

[www.volunteercornwall.org.uk/rpa](http://www.volunteercornwall.org.uk/rpa)

[www.cornwall.gov.uk/rpa](http://www.cornwall.gov.uk/rpa)

Email: [14-19@cornwall.gov.uk](mailto:14-19@cornwall.gov.uk)

The young people's careers helpline is available from 8am to 10pm seven days a week, telephone **0800 100 900** or for text messages on **0776 641 3219**

## If you would like this information in another format or language please contact:

Cornwall Council, County Hall  
Treyew Road, Truro TR1 3AY

Telephone: 0300 1234 100

Email: [enquiries@cornwall.gov.uk](mailto:enquiries@cornwall.gov.uk)

[www.cornwall.gov.uk](http://www.cornwall.gov.uk)



CORNWALL  
COUNCIL

Young people's  
**future**  
is changing...

...you can help make it

**happen**

An employers  
guide to raising the  
participation age



**From  
2013**

...it will be a legal requirement for all young people to remain in some form of learning or training **up to 17 years of age**.

**From  
2015**



...young people will be required to remain in learning or training **up to 18 years of age**.

## What does this mean?

If the child was born **on or after the 1 September 1996** they will be amongst the first to be required to continue in education or training beyond 16.

**If they complete their year 11 in 2013** they must continue learning until July 2014.

**If they complete their year 11 in or after 2014** they will continue learning at least until their 18th birthday.

## What's in it for them?

Staying in learning will give them many advantages including:

- ⚙ Making it easier to find and stay in a job.
- ⚙ Having the ability to earn and give them a greater choice of career path.
- ⚙ Being able to complete in the future local job market.
- ⚙ Different ways of learning that are linked to what they want to do in the future e.g. run a business, go to university, do an apprenticeship.

## How can employers help with preparing for RPA?

- ⚙ Continue to offer accredited training to young employees.
- ⚙ Offer Apprenticeships.
- ⚙ Continue to provide work experience placements to raise young people's aspirations, including those from disadvantaged backgrounds or who have special needs.
- ⚙ Act as a mentor to a young person.

## Why?

**RPA was introduced in The Education & Skills Act 2008 and was reinforced by the current coalition Government in the schools White Paper in 2010.**

All young people due to leave school in or after June 2014 will be required, by law, to remain in;

- ⚙ education
- ⚙ training
- ⚙ work with training

...at least until their 18th birthday.


## What does RPA mean for you in 2013?

If a young person aged 16 or 17 is employed for 20 hours per week or more, and for more than 8 weeks in a row, their employer will be required to;

- ⚙ provide accredited training on site or
- ⚙ agree reasonable hours of work to allow the young person to access off-site accredited learning or training.

If the employer is not providing accredited training they must obtain evidence that the young person is enrolled on some accredited learning or training e.g. letter from the provider.

Employers are **not** responsible for monitoring attendance or paying wages when young people are not at work.



There are many ways to meet the requirement for young people to continue learning/training while at work. **Apprenticeships** - work based learning programmes designed around the employers needs. **On the job short training programmes** leading to recognised qualifications. **Off site college based courses** to develop both knowledge and skills.