

Employer Recruitment Incentives

Information Sheet, August 2014

Fife Council

Fife Youth Jobs Contract

The Fife Youth Job Contract (FYJC) is the Fife Council's response to high levels of unemployment within the 16-24 age group. Working with employers and Opportunities Fife Partners, Fife Council are looking to create additional opportunities for Fife's young people, particularly those who otherwise would not achieve a positive destination.

Funding £5 Million
Timescale January 2013 to March 2015

Criteria

- Clients must be 16-24, unemployed or at risk of not achieving a positive destination and not on the DWP Work Programme;
- Jobs should be additional and sustainable following the funded period;
- Funding will be reimbursed at £4.98/hr per typical 36 hr week;
- All employers requesting funding must complete a FYJC Business Case Template;
- Clients must have an action/sustainability plan to support gaining and sustaining employment.

Further information is available from: <https://www.opportunitiesfife.org/jobs/vacancies/9-fife-youth-jobs-contract>

Youth Employment Scotland Fund

Youth Employment Scotland Fund (YESF) has been developed to integrate and link with the Scottish Government's existing employability and skills programmes. The programme aims to provide opportunities into sustained employment before a young person becomes unemployed and provides an enhanced package of support from day one of unemployment.

The age limit for YESF eligibility is 16-24. However a recent announcement extended this to 16-30 but no timeframes have been publicised for this being implemented. The £25m pot of funding is currently available for job starts from 01 April 2013 to 31 December 2014.

Where a company commits to creating a new youth job it will receive a minimum of a 50% cash incentive at the National Minimum Wage (of the salary cost of employing the young person) for at least 6 months. A young person who is funded through YESF and meets the eligibility for the Targeted ERI (see below) will be able to receive both sets of funding, i.e. the Targeted ERI will be a premium on top of YESF.

YESF

YESF is delivered and administered by Local Authorities and can be used to scale up existing schemes. In Fife it is being administered alongside the Fife Youth Jobs Contract.

SDS Employer Recruitment Incentives

Employer Recruitment Incentive for Targeted Young People

This fund offers employers the opportunity to support young people aged 16-24 who are disabled, care leavers, ex-offenders or young carers to move into sustainable employment, including undertaking a Modern Apprenticeship.

Payments of £1,500 are available providing the young person continues in the job. Employers can be of any size and can be in the private, third or public sectors. Employers can access additional tailored support (including mentoring) worth up to £500 from an expert organisation to help the young person sustain this employment.

This incentive can be used in combination with YESF funding (see above) and is administered through a range of providers in Scotland.

To find out more visit www.ourskillsforce.co.uk or for a list of other providers visit the FVA website and download the targeted recruitment incentives leaflet <http://www.fifevoluntaryaction.org.uk/news.asp?id=4324>

Legacy 2014 Employer Recruitment Incentive

In support of the 2014 Commonwealth Games there are still a limited number of Employer Recruitment Incentive (ERI) payments available to employers (with less than 150 employees) who want to recruit Modern Apprentices over the next two years. Skills Development Scotland will continue to deliver a £1,500 incentive for 16 to 19 year olds undertaking a Modern Apprenticeship in selected frameworks, where possible this can be linked to a sporting or cultural event but this is not mandatory. This fund will provide employment opportunities for young people across Scotland to ensure a lasting legacy from the 2014 Games.

There is a list of eligible MA frameworks that will attract a payment of £1,500 - staged over two payments. Full details of both these incentives can be obtained from <http://www.ourskillsforce.co.uk/funding-for-skills/employer-recruitment-incentive/> or by calling 0800 783 6000

Flexible Training Opportunities Fund: <http://www.ourskillsforce.co.uk/funding-for-skills/flexible-training-opportunities/>

Businesses with fewer than 100 employees can tap into matched funding, capped at £500 per episode, for up to 10 training episodes of any non-mandatory/legislative training. There is a simple application form and a quick decision on your application. All training must be completed by 31st March 2015. SDS refunds the contribution within 30 working days of claim submission.

Low Carbon Skills Fund: <http://www.ourskillsforce.co.uk/funding-for-skills/low-carbon-skills-fund/>

Businesses with fewer than 250 employees can tap into matched funding, capped at £500 per episode, for up to 25 training episodes of any carbon reduction and energy efficiency training. There is a simple application form and a quick decision on your application. All training must be completed by 31st March 2015. SDS refunds the contribution within 30 working days of claim submission.

Modern Apprenticeships: <http://www.ourskillsforce.co.uk/modern-apprenticeships/>

Work-based training towards an industry approved qualification with financial support.

A Modern Apprenticeship supports your business to train your employees and gain essential skills. They're good for business and are available in a wide range of sectors and job roles from Accounting to Youth Work.

Adopt an Apprentice: <http://www.ourskillsforce.co.uk/funding-for-skills/adopt-an-apprentice/>

Employ a redundant Modern Apprentice for at least 12 months and as well as gaining a motivated and skilled employee, you'll get £2,000 to help with recruitment and wage costs.

Remploy Employment Incentive: <http://www.ourskillsforce.co.uk/funding-for-skills/employer-recruitment-incentive/>

An incentive payment of £5,000 is available to employers who want to recruit former Remploy workers on a permanent basis or to former Remploy workers who want to set up their own business.

The Incentive has been designed to help disabled Remploy workers who have been made redundant in Scotland from July 2012 onwards.

The £5,000 incentive is payable in 4 stages: on commencement of employment or self employment and at 26, 52 and 78 week continuous sustainment trigger points:

The Remploy Employment Incentive is payable for jobs in public, private or third sector or to support self-employment and is:

- Available to an employer on the basis they commit to retain the employee for 18 months minimum;
- Available for filling existing or newly created opportunities, but must not displace existing posts;
- Available to start within a period of 18 months after each individual's date of redundancy.

For more information contact Elain McDermott, Enable Scotland, 01698 737000 or visit the SDS website: -

SCVO

Community Jobs Scotland

Community Jobs Scotland (CJS) is a partnership between the Scottish Government and SCVO that creates work opportunities for young unemployed people within third sector organisations across Scotland.

Through providing meaningful paid work experience, CJS supports people into sustainable employment, while increasing the capacity of third sector organisations at a time of growing demand for services.

CJS jobs:

- Offer a minimum of 25 hours paid work each week or 16 hours per week for the CJS Wage Incentive jobs;
- Pay at least the National Minimum Wage;
- Last at least 26 weeks for 18-24 year olds, 39 weeks for 16-17 year olds and 78 weeks for 16-24 year olds with disabilities or health issues;
- Are new posts within the organisation and generate demonstrable community benefit;
- Are located in one of Scotland's 32 Local Authority areas.

To find out more visit <http://www.scvo.org.uk/jobs-employability/cjs/employers/>