

Employer Recruitment Incentives

Information Sheet, August 2015

Fife Council

Fife Job Contract

The Fife Job Contract (FJC) – is an employer recruitment incentive designed to create additional employment opportunities for people who are unemployed or at risk of not achieving a positive destination and not on the DWP Work Programme.

Funding £2Million

Timescale November 2014 to March 2017

Funding will be reimbursed at up to £NMW/hr per typical 25 - 36 hr week.

All employers requesting funding must complete and submit a FJC Business Case Template for approval prior to appointing staff.

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>
Or you can contact Ann Salt - Ann.Salt@fife.gov.uk

Scotland's Employer Recruitment Incentive (SERI)

Fife Council continues to deliver the SERI - the Scottish Government's commitment to help unemployed young people who are facing significant challenges. The aim is to encourage employers to recruit young people aged 16-29 into sustainable employment, including Modern Apprenticeships.

The incentive is available for job starts from 1 July 2015. All applications for employees starting within the incentive period must be completed and approved by 31 March 2016.

Funding of up to £3,963 is available, which includes a bonus of £500 where an employer pays the Living Wage.

Businesses can access the fund as follows:

- Where a Young Person aged 16-24 enters a Modern Apprenticeship with a small/micro business of less than 50 employees.
- Where a Young Person aged 16-29 with Additional Support Needs enters any employment opportunity or a Modern Apprenticeship with any size of employer (excluding Public Sector).
- Where a Young Person aged 16-24 with Barriers to Employment, enters any employment opportunity or a Modern Apprenticeship with any size of employer (excluding Public Sector).

The incentive will be available to use as a contribution to the additional costs of recruiting and sustaining a young person in employment for up to 52 weeks. It could be utilised in a number of ways including additional supervisory costs, training, initial travel to work costs or wages. No single use is prescribed.

Grant Leaburn is the contact for Fife, on 03451 555555 ext 406723 or Grant.Leaburn@fife.gcsx.gov.uk

Further information is available from: <https://www.ourskillsforce.co.uk/funding-for-skills/employer-recruitment-incentive/>

SDS Employer Support

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

Businesses with fewer than 100 employees can apply for up to £3,000 towards employee training costs. They will refund up to 50% of employee training activities, up to a maximum of £1000 per employee. This fund can be used for qualifications, masterclasses, workshops and more.

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

Businesses with under 100 employees can apply for up to £5,000 towards employee training costs in areas such as renewable energy and low-carbon technologies, energy efficiency, waste management and re-use and reducing carbon in supply and energy management. They will refund up to 60% of employee training costs up to a maximum of £1000 per employee.

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. Funding is available towards their training however the cost of the apprentices wage is covered by the employer.

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

Adopt an Apprentice and not only will your business benefit from a skilled trainee, but you will also receive a financial incentive. 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.

** These programmes run from the start to the end of the financial year, applications for this financial year should be in by March 2016.*

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 young people into sustainable employment, while increasing the capacity of third sector organisations at a time of growing demand for services.

- CJS offer a minimum of 25 hrs paid work a week or 16 hrs/week for young people with disabilities or health issues
- Pay at least the National Minimum Wage; Where Living Wage is offered a top up of funding may be available
- Last at least 26 weeks for 18-24 year olds, 39 weeks for 16-17 year olds and 52 to 78 weeks for 16-24 year olds with disabilities or health issues;
- Are additional posts within the organisation and generate demonstrable community benefit;

Jobs are open to young people who are new to the world of work or who need a bit of extra support because they face additional barriers with a particular focus on Care Leavers, Young Offenders and Carers. CJS is primarily open to unemployed young people aged 16 -24 years and not participating on the Work Programme, Community Work Programme or Work Choice.

General Eligibility:

Applicants must be at least one day unemployed

Must be referred by their advisor at Job centre plus or Skills Development Scotland

Applications cannot be submitted for any young person who has participated on Community Jobs Scotland in the previous 6 months.

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