

PRIVATE AND THIRD SECTOR EMPLOYER BRIEFING

Additional investment to create job opportunities in Fife to aid COVID Economic Recovery

Fife Council are working with public, private and third sector Fife-Based organisations to deliver Scottish Government's additional investment in Fife to create jobs, training and upskilling opportunities for people of all ages to support economic recovery and reduce the negative impacts resulting from the COVID pandemic. This investment aligns to the Young Person's Guarantee, No One Left Behind and Fife Council funding streams.

This will support our aims to maximise jobs and apprenticeships for people of all ages through the existing Fife Job Contract (FJC) single portal approach.

Through this additional investment our ambition is to create over:

- 240 job opportunities for adults
- 200 job opportunities for young people
- 60 Modern apprenticeships

By March 31st 2022 and invest in training, qualifications and certification that supports job progression.

We want to engage with employers from the private, public and third sector to support their efforts to provide employment opportunities within their workforces for people in Fife by creating valuable, meaningful short term paid placements and in work funding that may lead to more permanent paid employment either internal or external to the business.

Fife Job Contract Employer Recruitment Incentives (ERIs) will fund all-age employment opportunities such as:

- Funding for Modern Apprenticeships and traineeships
- Six months funding at living wage for full time employment (16+ hours)
- Upskilling and training opportunities to support progression or promotion of an existing employee¹

¹ Contact fjc@fife.gov.uk to discuss employees circumstances as funding in this instance is dependent on the employee meeting specific criteria

ERIs can be used to create new paid jobs that are supernumerary to the existing workforce² tailored to meet the needs of the business and boost recovery in all sectors. We are keen to engage with emerging and challenged sectors such as hospitality, haulage, social care and administration and provide investment to recruit to harder to fill and entry level opportunities within facilities, catering, cleaning, care, education, training, retail and specialist sectors.

Employers who access the funding will be encouraged to target job opportunities for people of all ages who experience barriers or disadvantages in finding, staying or progressing in work such as people who are long term unemployed, with low or no qualifications, lack work experience, with caring responsibilities, disabilities or health conditions, veterans, care experienced young people, women returner's and those facing significant personal or family challenges. Employers accessing the funding will also be required to engage with employability providers who support the employer and employee to progress towards sustainable jobs.

By meeting employers' needs for investment and individuals needs for entering and staying in work, this funding will reap benefits for Fife's economic recovery and improve job prospects for people most affected by the impacts of COVID.

Recruiting managers can access this funding by contacting fjc@fife.gov.uk and request a Funding Application or a call back to discuss use of the funding to suit their workforce development needs or to discuss funding for a potential candidate who fits the criteria outlined above.

Fife Council's Employability Service can support employers to recruit and select suitable candidates and ensure wrap around support is put in place to aid sustainment and progression in work.

The Impact of COVID 19

COVID 19 has increased exposure to stressors on society. Individuals already experiencing disadvantages in our communities are disproportionately affected in finding and staying in work due to the restrictions and challenges arising from the pandemic. The normal coping mechanisms and networks that support good mental health and wellbeing such a family, friends or work colleagues and medical interventions are no longer as readily available. We are witnessing a significant increase in poor mental and physical wellbeing that can affect our future social and economic success.

Fife's Move to Recovery is outlined in the Fife Partnership's Plan4Fife 2021-2024, which was updated earlier this year. This sets out clear ambitions for recovery and renewal, to help people who have been most affected by COVID 19 and our business community; to reduce the impact on health, jobs, poverty and inequalities; to help people into employment as a means of reducing poverty and allowing people

² *There are no restrictions on the types of job opportunities funded, however it is essential to show these are not detrimental to the existing workforce or to replace redundant posts*

to gain the skills and resilience to find work and take up economic, social and educational opportunities.

With the support of Fife's Business Community, we aim to support these ambitions and address inequalities in recruitment for individuals most affected by COVID 19. The Employer Recruitment Incentive investment can help us create meaningful job opportunities and upskilling that allows people to enter employment and build skills and confidence that allows them to enhance their job prospects and progress to sustainable employment.