

Employer Recruitment & Training Incentives available in Clackmannanshire in 2017/18

Recruitment Incentives for New Staff

Incentive, Organisation & Contact Details	Target Groups / Client Eligibility Criteria	Employer Eligibility	Funding Available
<p>Scotland's Employer Recruitment Incentive (SERI)</p> <p><i>An incentive to contribute towards the additional costs of recruiting & sustaining a young person in employment for up to 52 weeks</i></p> <p>Clackmannanshire Council</p> <p>Heather Stevenson or Jane Adamson</p> <p>01259 226688 / 01259 452196</p> <p>hstevenson@clacks.gov.uk</p> <p>jadamson@clacks.gov.uk</p> <p>https://www.ourskillsforce.co.uk/funding-and-support/scotlands-employer-recruitment-incentive/</p>	<p>16 – 29 year olds who fall within one of more of the following groups:</p> <ul style="list-style-type: none"> • person with a disability ¹ or long-term health condition; • care experienced young people; • carer ²; • person with a conviction (including CPOs); • military early service leavers (up to 6 years); • long-term unemployed (6 months or over) who are not on the Work Programme or Community Work Placements; • person who has failed their ESA Work Capability Assessment; • Work Programme completers who remain unemployed; • ethnic minority groups; • Gypsy / travelling community; • partner of current ex-Armed Forces personnel; • person requiring support with language, literacy or numeracy, including those for whom English is an additional language; • lone parent; • person with lower than SCQF Level 5 qualification; 	<ul style="list-style-type: none"> ▪ A private business or third sector organisation of any size ▪ Public sector employers are not eligible <p>Employers can access SERI in conjunction with SDS MA funding contribution</p>	<p>Up to £4,000 plus an additional £500 if employer pays the Living Wage.</p>

¹ The Equality Act 2010 defines a disabled person as a person with a disability. A person has a disability for the purposes of the Act if he or she has a physical or mental impairment and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities (S6(1)). A young person with ASN can also be included where a careers adviser or related professional believes this is a significant and on going barrier to employment. Such a person shall be referred to as a 'disabled person'.

² has a significant role in looking after someone else who is experiencing illness or disability. Or a young parent. Such a person shall be referred to as a 'carer'.

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<p>Scotland's Employer Recruitment Incentive (SERI) cont'd</p>	<ul style="list-style-type: none"> • a young person who was receiving additional support for learning in school ; • refugee or other granted leave to stay in the UK; • homeless person (including temporary or unstable accommodation); • person affected by substance misuse. 		
<p>Clackmannanshire ESF Incentive (CEI)</p> <p><i>A wage incentive to help move ESF participants into work</i></p> <p>Clackmannanshire Council/Clackmannanshire Works</p> <p>Lesley Marshall</p> <p>01259 226682</p> <p>lmars2@clacks.gov.uk</p>	<ul style="list-style-type: none"> • ESF participants on Clackmannanshire Council's Employability Pipeline programme 	<ul style="list-style-type: none"> • Must be in the private or third sector • Must be a SME with less than 250 employees 	<p>Covers 50% of the wage costs for 26 weeks</p>

<p>Community Jobs Scotland</p> <p><i>Creates work opportunities for young people within third sector organisations in Scotland.</i></p> <p>Scottish Council for Voluntary Organisations (SCVO)</p> <p>0800 169 0022</p> <p>http://www.scvo.org.uk/jobs-employability/cjs/</p>	<p>Eligibility for Community Jobs Scotland jobs falls into two categories:</p> <p>Vulnerable 16-29 year-olds who are</p> <ul style="list-style-type: none"> • A care leaver/care experienced • A carer • An Armed Forces early service leaver (have served less than 6 years) • A young person with conviction • A young person with a disability or health related issue • Currently unemployed • Not accessing alternative Government support (e.g. Work Programme or Work Choice) • Employability Fund programme participants are eligible to apply for CJS vacancies <p>16-29 year olds with disabilities or health issues</p> <ul style="list-style-type: none"> • Currently unemployed people and those on a Work Choice or Specialist Employment Support programme should engage directly with their provider. <p>Ultimately eligibility is determined by Jobcentre Plus, Skills Development Scotland or Work Choice advisers. Individuals must have a referral from an adviser before they can apply for a CJS job.</p>	<ul style="list-style-type: none"> ▪ Third sector organisations in Scotland 	<p>Up to £5,000 for each completed CJS contract</p>
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<p>Modern Apprenticeships</p> <p><i>Helps employers develop their workforce by training new staff and upskilling existing employees</i></p> <p>Skills Development Scotland</p> <p>0800 783 6000</p> <p>https://www.ourskillsforce.co.uk/modern-apprenticeships/</p>	<ul style="list-style-type: none"> ▪ Aged 16+ 	<ul style="list-style-type: none"> ▪ Businesses based in Scotland of any size ▪ Modern Apprentices are classed as employees and must be paid a salary 	<p>Contribution towards the cost of training for new and existing employees undertaking a Modern Apprenticeship.</p>
<p>Adopt an Apprentice</p> <p><i>A financial incentive for employers in Scotland to take on a Modern Apprentice who has been made redundant</i></p> <p>Skills Development Scotland</p> <p>0800 783 6000</p> <p>https://www.ourskillsforce.co.uk/be-inspired/initiatives/adopt-an-apprentice/</p>	<ul style="list-style-type: none"> ▪ Registered Modern Apprentices who have been made redundant from another employer 	<ul style="list-style-type: none"> ▪ Any employer who is committed to employing a redundant employee for at least 12 months 	<p>£5,000 for businesses in the oil & gas sector</p> <p>£2,000 for businesses in all other sectors</p>

<p>Internships for SME employers supported by Santander Universities</p> <p><i>Provides subsidised student and graduate interns</i></p> <p>University of Stirling</p> <p>01786 467070</p> <p>http://www.stir.ac.uk/stirling-internships/information-for-sme-employers/</p>	<ul style="list-style-type: none"> ▪ Stirling University students and graduates 	<ul style="list-style-type: none"> ▪ Open to SMEs with up to 250 employees or with turnover not exceeding £50 million. ▪ Must be able to offer internships of at least 70 hours' duration ▪ Must pay min. of 8.57 an hour 	<p>£500 subsidy for every 4 weeks of the internship</p>
<p>Internships for Large Employers</p> <p>University of Stirling</p> <p>01786 467070</p> <p>http://www.stir.ac.uk/stirling-internships/information-for-large-employers/</p>	<ul style="list-style-type: none"> • Stirling University undergraduates 	<ul style="list-style-type: none"> • Be able to offer full or part-time internship opportunities during vacation periods 	<p>Advice & guidance on writing an initial project brief and salary levels; recruitment support and on-going support throughout the internship</p>
<p>Adopt an Intern</p> <p><i>Recruitment of skilled graduates to help with urgent project needs</i></p> <p>0131 618 8009</p> <p>http://www.aai-talent.co.uk/</p>	<ul style="list-style-type: none"> ▪ Unemployed graduates from Scottish Universities 	<ul style="list-style-type: none"> ▪ Open to organisations from every sector and of every size 	<p>Flexible & affordable way to bring skilled and work-ready graduates into organisations to help complete projects</p>

Training Incentives for Employers

Training incentives that businesses / employers can apply for to help with staff training costs

Incentive, Organisation & Contact Details	Target Groups / Client Eligibility Criteria	Employer Eligibility	Funding Available
<p>Skills for Growth</p> <p><i>Helps businesses identify the training and skills needed to grow their business</i></p> <p>Skills Development Scotland</p> <p>0800 783 6000</p> <p>https://www.ourskillsforce.co.uk/skills-planning-hr-support/skills-planning/skills-for-growth/</p>		<ul style="list-style-type: none"> ▪ Available to businesses in Scotland with between 5 & 250 employees <p>Businesses will be responsible for the cost of any actions they choose to take as a result, for example, training or taking on new staff, but an Investors In People consultant and an Employer Engagement Adviser will work with businesses to see if they can maximise any public sector funding that can help with this cost.</p>	<p>Free support and consultancy service</p>
<p>Modern Apprenticeships</p> <p><i>Helps employers develop their workforce by training new staff and upskilling existing employees</i></p> <p>Skills Development Scotland</p> <p>0800 783 6000</p> <p>https://www.skillsdevelopmentscotland.co.uk/our-services/modern-apprenticeships/</p>	<ul style="list-style-type: none"> ▪ Aged 16+ 	<ul style="list-style-type: none"> ▪ Businesses based in Scotland of any size ▪ Modern Apprentices are classed as employees and must be paid a salary 	<p>Contribution towards the cost of training for new and existing employees undertaking a Modern Apprenticeship</p>

<p>Construction Training Grants</p> <p><i>Provides grants for construction courses</i></p> <p>Forth Construction Club</p> <p>01506 829883</p> <p>fcc@central-training.co.uk</p>	<ul style="list-style-type: none"> ▪ Must be employed by a construction related company within Forth Valley; or ▪ Be a resident of Forth Valley and working in the construction sector (company does not need to be based in the Forth Valley in this instance) 	<ul style="list-style-type: none"> ▪ Construction related businesses with a base in the Forth Valley area; or ▪ Construction related businesses who have employees from the Forth Valley area 	<p>Up to £200 per candidate with a maximum of 5 candidates per company.</p> <p>Apply direct to Central Training Services Ltd (CTSL) for a list of approved courses. CTSL will deliver the training and administer the grant.</p>
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Training Incentives for Employees

Training incentives that **employees** can apply for to assist with training costs. These grants are for the individual and not the business.

Incentive, Organisation & Contact Details	Target Groups / Client Eligibility Criteria	Employer Eligibility	Funding Available
<p>Individual Training Account (ITA)</p> <p><i>Available from October 2017</i></p> <p>Skills Development Scotland</p> <p>0800 917 8000</p> <p>https://www.myworldofwork.co.uk/learn-and-train/sds-individual-learning-accounts-ila</p>	<p>To be published on My World of Work later in year. Likely to be similar to old ILA scheme</p>		<p>Up to £200 per year towards a course</p>
<p>Student Awards Agency Scotland (SAAS)</p> <p><i>Tuition fee support</i></p> <p>0300 555 0505</p> <p>http://www.saas.gov.uk/index.htm</p>	<ul style="list-style-type: none"> ▪ Part-time and full-time students doing a Higher Education course at college or university 		<p>Tuition fee support is dependent on individuals meeting set criteria and support levels vary depending on the course of study</p>

<p>Clackmannanshire Education Trust Fund</p> <p><i>Small grants for educational purposes to Clackmannanshire residents</i></p> <p>Clackmannanshire Council</p> <p>01259 452499</p> <p>http://www.clacksweb.org.uk/council/forms/grantfunding/clackmannanshireeducationaltrust/</p>	<ul style="list-style-type: none"> ▪ Individuals living in Clackmannanshire 		<p>Awards may be made towards fees, books, travel, equipment, kit, etc</p>
<p>Stirlingshire Educational Trust</p> <p><i>Small grants for educational purposes</i></p> <p>01786 474956</p> <p>http://stirlingeducationaltrust.org.uk/</p>	<ul style="list-style-type: none"> ▪ Individuals living in Stirling, Falkirk, Kilsyth, Grangemouth, Denny / Bonnybridge, Polmont and environs 		<p>Awards may be made towards fees, books, travel, equipment, kit, etc</p>