

East Dunbartonshire Regional Employer Recruitment Incentive (Age 25 – 66)

All Grants MUST be agreed and authorised prior to commencement of employment

FUNDING AVAILABLE:

The funding available through this incentive is up to a maximum of £4000 dependent on number of contracted hours:

- A part time job between 16 -24 contracted hours paid at an hourly rate between the National Minimum Wage and the Real Living Wage may be eligible for grant up to a maximum of £1,500.
- A part time job between 16 – 24 contracted hours paying Real Living Wage or above may be eligible for grant up to a maximum of £2,000.
- A full time job 25+ contracted hours paying an hourly rate between National Minimum Wage and Real Living Wage may be eligible for a grant up to a maximum of £3,000.
- A full time job 25+ contracted hours paying Real Living Wage or above may be eligible for a grant of up to a maximum of £4,000.

The funding available through this incentive is up to a maximum of £4000. This will be paid through the instalments based on the following milestones:

Part time 16-24 hours

4 weeks sustained employment - £200
13 weeks sustained employment - £300
26 weeks sustained employment - £500
52 weeks sustained employment - £500

Full time 25+ hours

4 weeks sustained employment - £400
13 weeks sustained employment - £600
26 weeks sustained employment - £1000
52 weeks sustained employment - £1000

For Companies paying employee Real Living Wage throughout whole period, an additional claim for £500 (part time 16-24 hours) or £1000 (full time 25+) may be made at 52 weeks sustained employment.

Each participant must reach the milestones before payments will be made. For example, if a participant completes 4 weeks employment, the first instalment can be claimed. If the participant however, leaves after 12 weeks, then the 13-week instalment **cannot** be claimed.

Grants cannot be approved for participants who have started a job prior to an application being submitted and approved by East Dunbartonshire Council unless with prior agreement.

Eligibility Information

Employer Eligibility for Recruitment Incentive

- Can only be provided to Employers for the benefit of participants who meet the eligibility criteria, and who have been offered a sustainable job within the company;
- The sustainable job must be a new job that would not have been created without access to the Recruitment Incentive;
- Employers must pay at least the minimum wage
- The employer must be able to demonstrate capacity to offer sustained employment;
- Employers from all sectors are eligible for ERI however, priority will be given to small to medium sized companies or organisations from the Private and Third sectors (including Social Enterprises) with up to 250 employees;
- Under European Commission Regulation (EU) No 1407/2013 of 18 December 2013 (the Regulation), the funding is a de minimis aid. There is a ceiling of €200,000 for all de minimis aid provided to any Single undertaking (as defined in the Regulation) over a 3-year period. The funding awarded to the Employer for the benefit of the participant will be relevant if the Employer wishes to apply, or has applied, for any other de minimis aid. For the purposes of the de minimis regulation, the Grantee shall notify the Employer that the Employer must (i) retain all documentation relevant to the payment for 3 years from the date of the final payment to the Employer of the payment and (ii) produce it on any request by the UK public authorities or the European Commission; and
- The Grantee shall ensure that each Employer is notified that the assistance is De Minimis Aid.

Eligibility for Participant (new employee)

Individuals, including Graduates, resident within East Dunbartonshire are eligible for ERI support if they are unemployed (or on a paid work experience programme such as Kickstart and Community Jobs Scotland) and if they meet **one or more** of the following criteria. Evidence will be required in support of eligibility:

- Disabled and or D/deaf person (includes those experiencing mental health issues and those who have an impairment or long-term health condition)
- Care experienced young people
- Primary Carer
- Person with a conviction (including CPO's)
- Person aged over 50 years
- No or limited work experience
- Early leavers from the armed forces, veterans and ex-forces personnel
- Long term unemployed (6 months or more) who are not on Community Work Placements

- Person who has failed their ESA Work Capability Assessment
- People from Ethnic Minority backgrounds and racial groups, with a targeted approach informed by local population data
- Gypsy/travelling community
- Partner of current or ex-Armed Forces personnel
- Person requiring support with language, literacy or numeracy, including those for whom English is an additional language
- Lone parent
- Low skilled¹
- Refugee or other granted leave to stay in the UK
- Homeless person (including temporary or unstable accommodation)
- Person affected by substance misuse
- Living in a household with children in poverty
- Person living in the 15% most employment deprived SIMD geographies (see ESF Scottish Local Authority Employment Deprived Area Postcodes list)
- Person living in an area defined as “rural area²” or “very remote rural area³”
- Living in a jobless household

The following groups are NOT eligible:

- Are of compulsory school age
- Young people currently supported through Adopt an Apprentice or Adopt an Intern
- Attending school or college full time as a learner or student;
- In full –time Higher Education
- Have an existing contract of employment (including as a Modern Apprentice)
- An ineligible overseas national
- In custody or on remand in custody
- In receipt of Educational Maintenance Allowance
- In receipt of any other SG/SDS/DWP ERI
- Not domiciled in Scotland
- Participating in a DWP mandated initiative

¹ Individual’s highest level of qualification is at SCQF Level 4 or below

² A person residing in thinly populated areas according to Degree of Urbanisation (DEGURBA category 3) classification.

³ In the Scottish Government 8 Fold Urban Rural Classification (see Rural Area Rating column on ESF Scottish Local Authority Rural Area Postcodes list)

Barriers with definitions

Barrier	Definition
Above 50 years of age	The age of the participant is calculated from the date of birth and determined on the date of commencing NOLB support.
Armed Forces Veteran	Former member of the UK Armed Forces
Asylum seeker	An individual who ‘has applied for asylum and is waiting for a decision as to whether or not they are a refugee.’ An asylum seeker is someone who has asked a Government for refugee status and is waiting to hear the outcome of their application.
Criminal convictions	This relates to any individual who has a criminal conviction that: <ul style="list-style-type: none"> • Is not ‘spent’ • is exempt from becoming ‘spent’ • remains a barrier to progressing within the labour market e.g. gaps in c.v.
Disability	"Participants with disabilities" are persons who are registered disabled according to national definitions.
From Employment Deprived Areas	Residing in SIMD 15% most employment deprived geographies (see ESF Scottish Local Authority Employment Deprived Area Postcodes list).
From Remote Rural Areas	Living in an area defined as “ <i>remote rural</i> ” or “ <i>very remote rural</i> ” in the Scottish Government 8 Fold Urban Rural Classification (see ‘Rural Area Rating’ column on ESF Scottish Local Authority Rural Area Postcodes list).
From Rural Areas	"From rural areas" is to be understood as persons residing in thinly populated areas according to the Degree of urbanisation (DEGURBA category 3) classification. Thinly populated areas means that more than 50% of the population lives in rural grid cells.
Homeless or affected by housing exclusion	In the absence of a national definition for "homeless or affected by housing exclusion", the term should be understood according to the ETHOS (European Typology of Homelessness and Housing Exclusion) definition which is derived from the physical, social and legal interpretation of what a ‘home’ means. It classifies the following four living circumstances as homelessness or extreme forms of housing exclusion: <ul style="list-style-type: none"> • Rooflessness (people living rough and people in emergency accommodation),

Barrier	Definition
	<ul style="list-style-type: none"> • Houselessness (people in accommodation for the homeless, in women's shelters, in accommodation for immigrants, people due to be released from institutions and people receiving long-term support due to homelessness), • Insecure accommodation (people living in insecure tenancies, under threat of eviction or violence), and • Inadequate housing (living in unfit housing, nonconventional dwellings e.g. in caravans without adequate access to public utilities such as water, electricity or gas or in situations of extreme overcrowding). <p>Adults living with their parents should not be registered under this indicator unless they are all homeless or living in insecure or in inadequate housing.</p> <p>The definition of homeless can also include 'sofa surfing' - the practice of staying temporarily with various friends and relatives while attempting to find permanent accommodation.</p>
Living in a jobless household	<p>"Households where no member is in employment i.e. all members are either unemployed or inactive"</p> <p>" A household is defined as a housekeeping unit or, operationally as a social unit:</p> <ul style="list-style-type: none"> • having common arrangements • sharing household expenses or daily needs • is a shared common residence <p>A household includes either one person living alone or a group of people, not necessarily related, living at the same address with common housekeeping i.e. sharing at least one meal per day or sharing a living or sitting room."</p>
Long-term physical illness/ condition	<p>Long term physical illness/condition diagnosed by medical professional</p> <p>It is recommended that persons considered to be disabled but who are not registered are counted as "Long-term physical illness / condition' and not as "Participants with disabilities".</p>
Long-term Unemployed	<p>Unemployed individuals who are registered as unemployed and in receipt of benefits who are 6 months continuous unemployment for under 25 and 12 months unemployed for over 25.</p>
Looked after young person	<p>Under the provisions of the Children (Scotland) Act 1995, 'Looked After Children' are defined as those in the care of their local authority. The majority will come into one of these categories:</p> <ul style="list-style-type: none"> • Looked after at home • Looked after away from home

Barrier	Definition
<p>Living in a household with children in poverty</p>	<p>Families in relative poverty. Children living in households on low incomes, compared to the average UK household.</p> <p>Families in absolute poverty. Children living in low-income households where living standards are not increasing.</p> <p>Families living in combined low income and material deprivation. Children living in low-income households who cannot afford basic essential goods and services.</p> <p>Families in persistent poverty. Children living in households in poverty for three years out of four.</p>
<p>Low skilled</p>	<p>Individual's highest level of qualification is at SCQF Level 4 or below.</p> <p>or</p> <p>Where the participant has minimal qualifications at SCQF Level 7 or below and their skills level can be deemed a barrier to employment e.g. poor literacy and / or numeracy skills.</p>
<p>Mental Health issues</p>	<p>Mental Health issues affect the way an individual thinks, feels and behaves, often has an impact on their day-to-day life and their ability to relate to others.</p> <p>The following list is indicative, but not inclusive, of the range of mental health issues that may be experienced:</p> <ul style="list-style-type: none"> • Depression • Anxiety • Phobias • Eating Disorders • Personality Disorders
<p>Migrants, people with a foreign background, minorities (including marginalised communities such as the Roma)</p>	<p><u>Migrants</u> Non-national permanent residents in a country, people with a foreign background or nationals from a minority (according to national definitions).</p> <p><u>Minorities</u> "There is no single definition of a minority group. In general, when linked with disadvantage, the term minority can be taken to refer to any group with personal characteristics that are subject to discrimination, which range from ethnicity or religious belief to sexual preference.</p> <p>In relation to ethnic minorities, which are likely to constitute the most widely recognised minority groups, the working definitions may be used: Ethnic minority – individuals with a different cultural tradition or background from the majority of the population.</p>

Barrier	Definition
	<p>National minority – individuals from relatively well-established minority groups living in particular EU countries. National minorities have been established for a number of generations in some EU countries, such as Russians and Poles in the Baltic States, and the Hungarian minority in Romania. Indigenous minorities - ethnic groups that are long-standing residents of a particular EU country. They may have a migrant, indigenous or landless nomadic background.</p> <p>Foreign background “Similarly, in the absence of a national definition for "people with a foreign background" the term should be understood according to the following international recommendation (UNECE in cooperation with Eurostat): persons with a foreign background are "... persons whose parents were born outside the country. The persons in this group may or may not have directly experienced an international migration”</p>
<p>No or Limited work experience</p>	<p>Individuals who have no, or limited, experience of paid employment.</p> <p>This can include individuals who have a notable gap(s) within their work history e.g. due to being inactive from the labour market because of family / caring responsibilities, periods of ill health etc.</p> <p>In addition, this can include individuals who have worked for very limited periods of time e.g. Christmas cover.</p>
<p>Primary carer of a child/children (under 18) or adult</p>	<p>Primary carer of a child/children (under 18) or adult.</p>
<p>Primary carer of older person</p>	<p>Primary carer for a person over the age of 65 (this is the threshold used to qualify for Attendance Allowance).</p>
<p>Refugee</p>	<p>An individual who 'owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion, is outside the country of his nationality, and is unable to or, owing to such fear, is unwilling to avail himself of the protection of that country'</p> <p>(Article 1, 1951 Convention Relating to the Status of Refugees)</p> <p>A refugee is entitled to the same social and economic rights as any UK citizen. Refugees have full access to medical treatment, education, housing and employment.</p>



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