



# No One Left Behind Employer Recruitment Funding Information Leaflet



**EUROPE & SCOTLAND**  
European Social Fund  
Investing in a Smart, Sustainable and Inclusive Future

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COMHAIRLE NAN EILEAN SIAR promotes and monitors equal opportunities in all its activities.

Ag Obair Còmhla airson nan Eilean COMHAIRLE NAN EILEAN SIAR Working together for the Western Isles

The incentive is available for job starts from 1<sup>ST</sup> April 2020 and the last date for job starts will be 31<sup>ST</sup> March 2021. All applications for jobs starting within the incentive period must be completed and approved by 31<sup>ST</sup> March 2021.

**Eligibility:**

NOLB has a sharper focus of supporting young people with the greatest barriers to employment. Young people aged 16-29 years (inclusive) who fall within one or more of the following groups will be eligible for support:-

- person with a disability or long-term health condition;
- care experienced young people;
- carer
- person with a conviction (including CPO's);
- early leavers from the armed forces, veterans or ex-forces personnel
- 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 or 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;
- 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.

The Modern Apprenticeship element of the programme is no longer accessible to all young people aged 16-24, without a requirement to fall within the above criteria. The MA element of the programme will be extended to young people aged 16-29 fitting one or more of the above eligibility criteria, to ensure a sharper focus on those with the greatest barriers to employment.

## Eligibility list for Employers:

- A private business or third sector organisation of any size can recruit a young person aged 16-29, who meets one or more of the eligibility groups above (Annex A). This can include recruitment into a MA (in line with existing MA programme rules);
- Small and micro businesses, employing not more than 50 people will not be able to recruit more than 2 participants through this programme; However, on a case by case basis, the Local Authority can decide to waive this rule if the business can demonstrate that it can support more than 2 participants.
- There is no restriction on the number of young people an employer, employing more than 50 people can support through the incentive if capacity to do so has been demonstrated.
- Public Sector employers are not eligible to apply.

## Employment defined as follows:

The participant must receive a written contract of employment (it is legislative requirement employee receives a contract of employment within 2 months of starting). Companies who employ young people on zero hours contracts will **not** be eligible. The participant must work 16 hours or more per week and will be in line with the young person's working time regulations; supported for up to 52 weeks. (There is flexibility within the programme for young people with additional support– to allow hours to be accumulated and this will be under Local Authority discretion).

## Funding Model

Where an Employer commits to a new job or new modern apprenticeship for up to 52 weeks, it will receive up to £4,000.00.

- Payment after 4 weeks (15%) = £600.00
- Payment after 13 weeks (35%) = £1,400.00
- Payment after 52 weeks and on presentation of evidence that the job has been sustained (50%) = £2,000.00
- Additional payment if participant is paid the living wage - £500.00, at the end of the 52 weeks, to be paid on completion.

**For More Information:**

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