



eastayrshireworks

Employer Recruitment

Incentive



No One Left Behind 2021/22 – East Ayrshire Council Recruitment Incentive is available for new Modern Apprenticeship and job starts up to the 31st of March 2022. No One Left Behind Recruitment Incentive is for all ages; however, it is not for everyone. It is for those people who without additional support, might not make a successful transition into or be able to secure work, further education or training. There are a limited number of places available and applicants will be dealt with on a first come first served basis. All applicants for jobs starting within the Incentive period must be completed, approved and the individual started their employment by 31st of March 2022.

Fund Offer

The Living Wage as set by Scottish Living Wage Accreditation must be paid to the contracted employee for at least the final 3 months of the 52 weeks of employment and the employee must have completed 52 weeks employment in order to be eligible for the final £1,000 payment. Living Wage rates can be found at: <https://www.gov.uk/government/publications/the-national-minimum-wage-in-2021>

After 4 weeks of employment – No payment less than 4 weeks	£500
After 13 weeks of employment – No pro-rata payment between 4 and 13 weeks	£2,000
After 52 weeks of employment – No pro-rata payment between 13 and 52 weeks	£2,000
TOTAL BASIC GRANT	£4,500
Living Wage Bonus Payment* (From April 2021 - £8.91 per hour)	£1000

Employee Eligibility

No One Left Behind 2021/22 – EA Employer Recruitment Incentive will have a sharper focus on supporting people with the greatest barriers to employment. A person who falls within two or more of the following groups

Barriers

- Armed Forces Veteran
- At risk of becoming NEET
- Homeless or affected by housing exclusion
- Living in a single adult household with dependent children
- Low skilled
- (SCQF Level 4 or lower)
- Migrants, people with a foreign background, minorities (including marginalised communities such as Gypsies / Travellers)
- Primary carer of older person
- Above 54 years of age
- Partner of Armed Forces Veteran
- Criminal Convictions
- Living in a jobless household
- Long-term physical illness / condition
- Material deprivation
- No or limited work experience
- Refugee
- Care experienced
- Asylum Seeker
- Disability
- Living in a jobless household with dependent children
- Long-term unemployed
- Mental health issues
- Primary carer of child/children (under 18) or adult
- Substance related condition
- Looked after young person

Employment Eligibility

For a job to be eligible for funding it must meet the below criteria:

- It must be a new role in the organisation, not a vacancy
- A minimum of 52 weeks employment must be offered
- A minimum of 16 hours employment must be guaranteed each week
- Minimum wage rates must be adhered to, or higher salaries offered
- Funding received must not be greater than salaries paid.

Participants must receive a written contract of employment. The employment contract should be a permanent contract; a fixed term contract for 52 weeks or more; or a fixed term contract for the duration of the Modern Apprenticeship. Companies who employ a person on zero-hour contracts will not be eligible.

Without prejudice to the above, the definition of employment excludes:

- Unpaid voluntary work
- Registration with a recruitment agency or other 3rd party.
- Employment fully or part financed by additional public-sector funding, including intermediate labour market (ILM) or European Social Funded (ESF) projects

Contact Us

For more information

East Ayrshire Recruitment Incentive

No One Left Behind 2021/22

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