

Glasgow Futures

Helping you shape your future.



Employer
Recruitment
Incentive



GLASGOW FUTURES

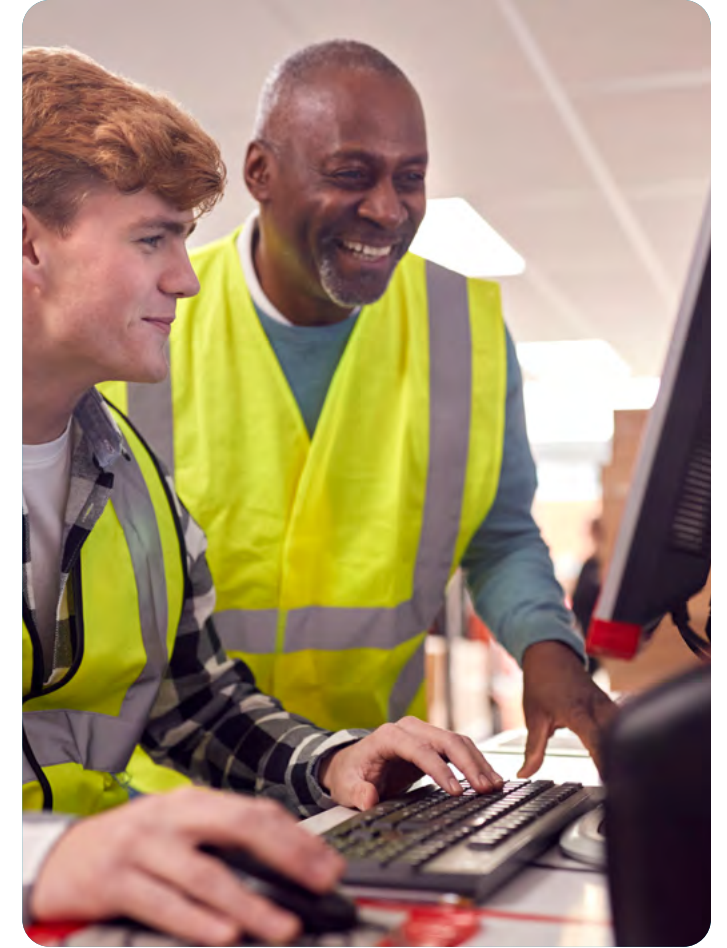
Glasgow Futures is a city-wide partnership that helps people build skills, confidence, and momentum toward their employability goals. By bringing programmes and support into one place, we make opportunities easier to find, easier to understand and easier to access. Employer engagement is a key part of our delivery to help participants of all ages and backgrounds move towards, into and in work.

- Our programmes are designed to prepare people for the world of work and connect into Fair Work jobs, whilst supporting Glasgow businesses to recruit and progress their workforce.
- Scan here for more details on our delivery partners



Employer Recruitment Incentive

We can offer an Employer Recruitment Incentive (ERI), up to £10,000, to eligible local businesses and assist sourcing a new member of staff or a Modern Apprentice. You could benefit from this offer if you are a Glasgow based business, who employs fewer than 500 staff.



WHAT ARE THE BENEFITS TO YOUR BUSINESS



FINANCIAL SUPPORT

access to an Employer Recruitment Incentive when recruiting for a job or a Modern Apprenticeship



ACCESS

to a diverse pool of work ready Glasgow Futures participants actively seeking employment



REAL LIVING WAGE

attract a more motivated and productive workforce while knowing you are making a difference



ASSISTANCE AND SUPPORT

from a dedicated team of advisers



ACCESS TO ADDITIONAL TRAINING FUNDS

financial support to help your recruited employee achieve a recognised qualification

IS YOUR BUSINESS ELIGIBLE

To be eligible for the Glasgow Futures Employer Recruitment Incentive

Your business must:

- be operating within the Glasgow City Council boundary
- employ fewer than 500 employees
- be a private company, social enterprise or third sector organisation
- hold current public and employers' liability insurance
- be able to provide payslips, and where requested, payroll run and business bank statements
- agree to only recruit from our pool of candidates
- adhere to Fair Work First commitments which includes payment of the Real Living Wage (including apprentices) and providing appropriate channels of effective workers' voice
- Not have any outstanding debt to Glasgow City Council – approval is dependent on your Non-Domestic rate account being up to date
- Our Employer Recruitment Incentive is not intended to assist you to afford to recruit a candidate, therefore you must be able to demonstrate your organisation is financially stable and can offer a sustainable job opportunity.



OFFER BREAKDOWN

Our Employer Recruitment Incentive can be used to support candidates into and help sustainment of employment. All successful candidates must be issued with a contract for a minimum of two years.

Hours per week	Value of ERI	13 weeks	26 weeks	52 weeks
16 - 25	£6,000	£1,500	£1,500	£3,000
26 - 34	£8,000	£2,000	£2,000	£4,000
35+	£10,000	£2,500	£2,500	£5,000

Employers can benefit from up to a maximum of £10,000, dependent on number of hours per week, over the first 12 months of employment. Payments are made in arrears based on successful completion of quarterly reviews with our In Work Support team and payslip submission.

- All posts, including apprenticeships, must be paid at the Real Living wage
- Part-time job opportunities will only be available to our candidates who have caring responsibilities or health conditions
- Employers can recruit up to three candidates per financial year. Start-ups or new businesses to Glasgow Futures ERI will only be eligible to recruit one candidate per year
- Home-working roles will be reviewed on a case-by-case basis.

All our candidates have been working towards their employment goals, are supported by a Glasgow Futures employability project, and have overcome challenges in order to get ready for work.

“The service, communication and support provided were excellent, and it offered genuine help for employers looking to grow their teams.”

FAIR WORK FIRST

Glasgow Futures supports the Scottish Government's flagship policy for driving high quality and fair work, and workforce diversity across the labour market in Scotland. All employers benefitting from our Employer Recruitment Incentive must agree to:

- Payment of at least the Real Living Wage, including apprentices
- Provide appropriate channels for effective workers' voice, such as trade union recognition

More information on Fair Work First can be found on our website or click [here](#).

MAKING GLASGOW CITY REGION A LIVING WAGE PLACE

Backed by Living Wage Scotland, and supported by local leaders and key employers, one of the largest regions in the UK has set targets to grow both the number of accredited Living Wage employers, and employees being paid at least the real Living Wage.

Research has shown that Living Wage Accredited Employers have made savings on retention, recruitment and training new staff, and 94% of employers have reported having benefited from Living Wage accreditation.

To find out more about becoming a Living Wage Accredited Employer, visit Living Wage Scotland website and apply [online](#).



We work with people from different backgrounds including people with disabilities/health conditions, from an employment deprived area, no or limited work experience, care leavers and many more.

IN WORK SUPPORT

Jobs & Business Glasgow (JBG) work together with us to assist employees to settle into their new job. They will:

- Introduce you and the employee to their service
- Offer advice and support on any work-related topic
- Review the employee's progress on a quarterly basis
- Help to access specialist and training services
- Support you to apply for up to £1,500 for our Progression Award funding

This service is offered in the first 12 months of employment and JBG will continue to track sustainment of the jobs afterwards.

“ The support and funding received through the progression award made a real difference at the time, helping to support staff training and development within my business. ”



CONTACT US

If you are interested in accessing the Glasgow Futures Employer Recruitment Incentive you can contact us below where our team will be on hand to offer support, confirm eligibility and assist you to match your vacancy to a suitable participant.

email : ERRequests@glasgow.gov.uk

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