

# EMPLOYER'S GUIDE

## TO RECRUITMENT

### PART 5: FUNDING AND SUPPORT

**Advice and funding are available to employers or employees who may need additional support in the workplace. You'll find examples below.**

#### **Scotland's Employer Recruitment Incentive**

SERI can provide up to £4,000 when your company offers employment opportunities, including an apprenticeship, to an unemployed young person for a minimum of 52 weeks.

To find out if you are eligible visit our dedicated website for employers, **Our Skillsforce**.

#### **In-Work Support**

Packages tailored to individuals are available if an employer believes additional support is needed to sustain a young person's employment.

Those who are eligible include young people with disabilities, those from minority ethnic backgrounds and those who have experience of care.

These specialist employer services can include mentoring, job coaching, training, orientation visits and staff training. They are delivered by the **Open Doors Scotland Consortium**.

#### **Access to Work**

This publicly funded employment support programme aims to help more disabled people start or stay in work.

It provides **practical and financial support** for individuals with a disability or long-term physical or mental health condition. Funding can cover costs for additional equipment, software or taxis to and from work, for example.

#### **The Big Plus**

This free service puts you in touch with a local tutor to support your employee to build confidence and skills with reading, writing and using numbers. Find out more by visiting **My World of Work**.

#### **What's next?**

Do you employ someone you think might need extra support?

Contact **MAequality@sds.co.uk** to talk through your or their options.



For more tips on things to consider when you are recruiting, please see our other recruitment guides