

Employer Support Offer

Sector Based Work Academies



A way to create a skilled work force for your business. The individual gets access to pre-employment training tailored to your business needs, a work experience placement and a guaranteed interview over a period of up to six weeks. This is a great way to help you meet your immediate and future recruitment needs. [Link](#)

Kick Start Scheme



Why not give a young person the chance of a 6-month placement this Autumn under the [Kick Start Scheme](#). The Government will cover the cost of 25 hours each week at the National Minimum wage for those who are claiming Universal Credit and at risk of becoming long term unemployed. Your company will be helping to get our young people working and will benefit from their skills, energy and enthusiasm.

Apprenticeships



A fantastic way to grow your own workforce. There are payments available for employers who hire new apprentices – £2,000 for those aged under 25, and a £1,500 payment for each new apprentice you hire aged 25 and over, from 1st August 2020 to 31st January 2021. These payments will be in addition to the existing £1,000 payment the government offers those aged under 25 years of age. [Link](#)

Work Place Experience



Interested in helping someone return to work? Why not think about offering an unpaid Work Experience placement? Not only will it give the person the chance to develop and grow it is also a fantastic way for you to identify possible candidates for any future vacancies.

Mentoring Circles



Would you like to become involved in making a difference to a young jobseeker? Mentoring circles offers an opportunity for you to inspire young people within the community. The Mentoring Circle model comprises of three meetings in which your business will lead and share insight and information with mentees. Each session lasts two hours and is spread over three weeks. The total time commitment is 6 hours and each session will be of the same group of 8-10.

Work Trials



If you are not sure about if a candidate is suitable why not 'try before you buy' by offering a [work trial](#) to a candidate. If you have a specific vacancy that you are trying to fill, a work trial would be offered on a non-competitive basis – at the end of the trial if both parties are happy then the job is theirs.

Access to Work



A grant-based award for practical support to help someone do their job. This can help people stay in work if they are facing barriers because they have a long-term health condition or disability. Grants can be given to individuals to a maximum of £60,000. If you have an employee who may need support or advice about staying in their job with a disability or long-term health condition, encourage them to find out more about [Access to Work](#).

Traineeships



Offering a 3 to 6 month work placement to a young person on a [Traineeship](#) would secure you up to £1000 of funding and would provide them with the experience they need to add to their CV and progress into a job. They will also participate in a training programme and might already be qualified at level 3 and below.

Internships



These work based placements can be offered when positions require a higher level of qualification than other forms of work experience. They are often associated with gaining experience for a professional career. This could enable you to source your future candidates to help your business grow. [Link](#)

Industry Placements



At the heart of each T Level, a 45-day [industry placement](#) will give you early access to the brightest talent entering your market. Industry placements are a great way to find solutions for entry-level skills shortages, develop future talent for your business and capitalise on new ideas and a fresh perspective.

Disability Confident



As an employer you could make a real difference to disabled people by becoming an employer that embraces disability, and ensures individuals reach their full potential. This will help your workforce become engaged, loyal and more productive. Our Employer Advisors can speak to you further about how you can be recognised as a [Disability Confident](#) employer.

I Can Be A



By taking a FREE profile page on [icanbea...](#) you can show young people in Norfolk and Suffolk what it is like to work in your industry and for your organisation. You can advertise your vacancies for FREE and post information about news and events. Icanbea... helps local young people to view their future career and gives them ideas through the 'careers wizard' of jobs that match their skills and interests. Get your page set up today and start sourcing your future workforce.

If you are interested in any of the above please contact Rachael Powles:

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