

Homes & Communities Agency Employer Services Offer



The Homes and Communities Agency working in partnership with Jobcentre Plus have devised a range of initiatives to support employers in the construction sector.

The following recruitment initiatives are designed to support employers and ensure you recruit the right person for the job.

We recognise that each employers needs are different, that's why we let you choose the most appropriate recruitment tools for your business need.

Local Employment Partnerships

Local Employment Partnerships are a deal between Government and business to tackle the increasing recruitment and skills challenges of our labour market and economy. By working with you, Jobcentre Plus can understand your recruitment and training needs and access the appropriate Government assistance to help your business grow and prosper.

We ask you to offer people opportunities to get back into the workplace and progress – through, for example interviews, mentoring, on the job training or work trials. In return, Jobcentre Plus will ensure you have the chance to recruit people you might not have considered, who are eager to work and have the core skills you need. We will also make links to financial and practical support so you can give your workforce the job-related skills they need.

You get access to job ready candidates and skills training, with a minimum of hassle, risk and cost – a quality service that benefits your business.

Pre Employment Training

Pre employment training is designed to up skill applicants and give them the opportunity to gain skills and in some instances qualifications which are required by employers.

The content of the pre employment training is specifically tailored to meet the needs of your business.

Work Trials

A Work Trial is a trial period in an actual job which enables the employer and potential employee to try each other out. The trial can last up to a maximum of 15 days (the length of the trial is determined by the employer). Jobs must be expected to last for a minimum of 26 weeks and consist of a minimum of 16 hours per week.

During the duration of the work trial the employer does not pay the applicant as they remain on their Jobcentre Plus benefit, whilst also receiving daily travel expenses and a daily meal allowance.

Throughout the work trial the customers progress is monitored by their Jobcentre Plus Personal Adviser. Before a work trial can commence the employer must complete a Work Trial Agreement, the agreement is a questionnaire covering Health and Safety in the employer workplace.

A work trial is at **no** cost to an employer.



Recruitment Subsidy

The recruitment subsidy was introduced to help stimulate recruitment activity in the labour market during the economic downturn.

The recruitment subsidy is a £1,000 payment made to employers when they employ someone who has been claiming Jobseekers Allowance for 6 months or more. The job in which they are employed must be expected to last for at least 26 weeks and consist of a minimum of 16 hours per week.

In addition to the £1,000 subsidy, the offer of free in-work training is also available to the employer using the subsidy. Training is delivered through Train to Gain and has a value of £1,500.

Further information:

www.jobcentrepplus.gov.uk/£1000

Future Jobs Fund

The Future Jobs Fund is a £1 billion fund to support the creation of 150,000 extra jobs. Jobs are aimed at 18-24 year olds who have been out of work for a year and will be working a minimum of 25 hours per week at least at national minimum wage. It is also available to older workers where the local unemployment rate is 1.5% above the national average.

Private sector employers are able to bid for the £6,500 funding contribution for 6 months. There is a strong preference for partnership bids involving a wide range of organisations and also the creation of 'greener' jobs. All bids are expected to demonstrate value for money by delivering maximum benefits to the individuals and communities.

Bids can be submitted at anytime and will be assessed on a monthly basis.

Further information:

www.dwp.gov.uk/futurejobsfund

National Apprenticeship Service

The National Apprenticeship Service's main focus is to make it as easy as possible for employers to take on apprentices, streamlining the application process, and offering support and advice at every step for both the employer and learner.

The National Apprenticeship Service will deliver both employer and learner services along with a vacancy matching system. The vacancy matching system is an online portal which provides all the information available on apprenticeships. It is designed to allow individuals to search for and apply for live vacancies whilst also allowing employers to advertise their vacancies to a wide range of applicants. It provides opportunities to match potential apprentices with employers who have vacancies.

Further information:

www.apprenticeships.org.uk

Adviser Discretion Fund

The Adviser Discretion Fund (ADF) is a financial incentive designed to help Jobcentre Plus customers make the transition from claiming benefits into employment. The main purpose is to help customers overcome *small changes* that are preventing them from moving into work.

In the example of construction related jobs, ADF could be used to assist customers with obtaining a CSCS card or purchasing tools which they may need in order to start work.

Further Information...

If you would like to discuss any of the initiatives in more detail please contact:

Gareth Niblett

Investment & Regeneration Manager

☎: 07919 165406

✉: Gareth.Niblett@hca.gsx.gov.uk