

## Developing skills

### Are you interested in recruiting an apprentice?

- Financial incentives are available to recruit redundant apprentices, new apprentices and develop existing staff.

Call Skills Development Scotland on **0808 100 1855** or visit  
**[www.skillsdevelopmentscotland.co.uk/scotaction](http://www.skillsdevelopmentscotland.co.uk/scotaction)**

### Are you interested in training your staff?

- Skills Development Scotland provides support for training Modern Apprentices across a number of skills areas and sectors.

Call Skills Development Scotland on **0808 100 8095** or visit  
**[www.skillsdevelopmentscotland.co.uk](http://www.skillsdevelopmentscotland.co.uk)**

## Growing your business

Organisational Development – Scottish Enterprise and Highlands and Islands Enterprise can help companies with growth potential to develop their leaders and managers.

Call Scottish Enterprise on **0845 607 8787** or Highlands and Islands Enterprise on **01463 234 171**.

Business Gateway offers practical help advice and support for new and growing businesses in Scotland.

Call Business Gateway on **0845 609 6611** for more information

## Are you worried about making redundancies?

Partnership Action for Continuing Employment can help your business to:

- identify alternatives to redundancy
- maintain and improve industrial relations
- access local support services
- secure positive media coverage
- support employees with tailored programmes to help them access jobs and training.

### Also:

For manufacturing, engineering and construction companies, a £75 per week wage subsidy is available to retain current apprentices, where the company is experiencing difficulties as a result of the economic downturn.

Call **0808 100 1855** for free impartial advice  
or visit **[www.skillsdevelopmentscotland.co.uk/redundancy](http://www.skillsdevelopmentscotland.co.uk/redundancy)**



**ScotAction is an integrated package of support combining new and improved measures to help individuals and businesses through the recession.**

## Services for Employers

Jobcentre Plus provides a number of programmes to help you in your recruitment, and help people return to and remain in work. In return for agreeing to work with Jobcentre Plus and our candidates, we offer a wide range of support:



- **£1000 cash back on new recruits** - payable by Jobcentre Plus to your business, whenever you recruit someone who has been claiming Jobseekers Allowance for six months or more\*
- **Work Trials** - offer employers a risk - free way to try out a potential employee for up to 30 days at no cost to the business
- **New Deal** - offers subsidies to employers and grants to cover the cost of training as part of the support package to help individuals prepare for their return to work
- **Access to Work** - offers support for employers and individuals to help them return to, or stay in work
- **The Job Introduction Scheme** - offers a weekly grant to employers to help with employment costs for the first few weeks of employing a person.

\* In line with terms and conditions available

**Local Employment Partnerships** are a deal between the Government and businesses to tackle the increasing recruitment and skills challenges of our labour market and economy. By working together we can help you recruit people from your community.

Place vacancies via Employer Direct online at [www.jobcentreplus.gov.uk/JCP/Employers/Advertiseavacancy/EmployerDirectOnline](http://www.jobcentreplus.gov.uk/JCP/Employers/Advertiseavacancy/EmployerDirectOnline)  
Or email [employerdirectvacancies@jobcentreplus.gsi.gov.uk](mailto:employerdirectvacancies@jobcentreplus.gsi.gov.uk)  
Over the phone **0845 601 2001**

**Supporting young people** who have been affected by the economic downturn, the Government has called on employers to offer help to young people. **Backing Young Britain** is bringing businesses and public and voluntary sectors together to ensure that the valuable skills and experience of our young people aren't being wasted. The Government has announced the **Young Person's Guarantee**, promising every young person the offer of a job, training or other meaningful activity before they have spent a year on Jobseekers Allowance.

Employers can find out more information about **Backing Young Britain** and the **Young Persons Guarantee** at [www.interactive.bis.gov.uk/backingyoungbritain](http://www.interactive.bis.gov.uk/backingyoungbritain)

**We'll take care of the people you have to let go** through our dedicated **Rapid Response Team** who will support you and your employees through redundancies. With our range of partners across Scotland, we can provide tailored solutions to suit your business circumstances, to minimise the impact and provide help and advice when redundancies are taking place. We can help people make the journey back to work, or develop training and redeployment plans for groups of employers from specific industries.

Visit [www.jobcentreplus.gov.uk/employers](http://www.jobcentreplus.gov.uk/employers) and select 'Help with redundancies'