

Stirling & Clackmannanshire Fair Work Incentive FACTSHEET

About the Fair Work Incentive

The [Fair Work Incentive](#) helps people of working age with the greatest barriers to employment get jobs and stay in jobs. It is funded by the Scottish Government¹ and administered by Stirling and Clackmannanshire Councils.

Employers can apply for funding to help with the costs of recruiting and employing someone who fits the eligibility criteria for the [Fair Work Incentive](#). It can provide [up to £6000](#) for [newly created jobs](#). Employers who are successful in applying for funding receive the money direct.

Is the Fair Work Incentive for my organisation?

Make sure you can say yes to all the points below before you read on.

- ✓ The job hasn't started yet.
- ✓ My new employee lives in Clackmannanshire or Stirling.
- ✓ The new job starts between 1 April 2021 and 31 March 2022.
- ✓ The job has a part-time or full-time contract for 52 weeks or more.

¹ Scottish Government funding includes No One Left Behind and Young Person's Guarantee.



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Who can I employ?

You can employ someone who meets all four of the following criteria:

- ✓ is unemployed
- ✓ is aged between 16-67 years
- ✓ has the right to live and work in the UK
- ✓ lives in Clackmannanshire or Stirling
- ✓ falls within one or more of the fund's eligible groups.

The eligible groups are provided below:

- ✓ Disabled and or D/deaf person (includes those experiencing mental health issues and those who have an impairment or long-term health condition)
- ✓ Care experienced young person
- ✓ Primary Carer
- ✓ Lone Parent
- ✓ A person with a conviction (including CPOs)
- ✓ A person aged over 50 years
- ✓ Early leavers from the armed forces, veterans, and ex-forces personnel
- ✓ Person with no or limited work experience
- ✓ Someone who's long-term unemployed (6 months +)
- ✓ A low skilled person (SCQF Level 4 qualification or below)
- ✓ People from Ethnic Minority backgrounds
- ✓ A refugee or migrant
- ✓ A person who is homeless or affected by housing exclusion
- ✓ Someone with a substance related condition
- ✓ Person who has failed their ESA Work Capability Assessment
- ✓ Gypsy / travelling community
- ✓ Partner of current or ex-Armed Forces personnel
- ✓ Person requiring support with language, literacy or numeracy, including those for whom English is an additional
- ✓ A young person who was receiving additional support for learning in school
- ✓ A person living in a household with children in poverty
- ✓ Person living in the 15% most employment deprived SIMD geographies²
- ✓ Person living in an area defined as "rural area" or "very remote rural"³.
- ✓ Young person at risk of becoming NEET⁴

² See ESF Scottish Local Authority Employment Deprived Postcode list)

³ See Rural Area Rating column in ESF Scottish Local Authority Rural Areas Postcode list

⁴ A young person aged 16-19 years old who is not engaged in education, employment or training

What can I use the Fair Work Incentive for?

You can use the funding to help with the costs of recruiting and keeping a person in employment including an apprenticeship for up to 52 weeks. Costs may include:

- ✓ wages
- ✓ additional supervisory costs
- ✓ initial travel to work costs
- ✓ training
- ✓ specialist support designed to help a person sustain a post past 52 weeks
- ✓ other job-related costs.

How does the funding work?

We pay the funding directly to employers at staged intervals.

It applies to new job starts between **1 April 2021** and **31 March 2022**.

New employees should start their employment by **31 March 2022**.

For a job to be eligible for funding it must:

- ✓ be a **new role** in the organisation, not a vacancy
- ✓ offer a **minimum of 52 weeks** employment
- ✓ guarantee a **minimum of 16 hours employment** each week
- ✓ pay **minimum wage rates** or higher
- ✓ pay a salary **greater than** funding received
- ✓ employees must have a contract of employment; i.e. **permanent contract**, a **fixed-term contract** for 52 weeks or more or a **fixed-term contract for the duration of the apprenticeship**. Companies who employ a person on zero-hour contracts will not be eligible
- ✓ employees must receive a **written contract** of employment **within two months** of starting.

What does the funding offer?

The funding offers an employer a tiered grant amount of up to £6,000 over a period of 52 weeks per employee. This is based on the hourly rate of pay and contracted hours for each employee as shown in this table:

A part-time job (16-24 contracted hours per week), paid at an hourly rate between National Minimum Wage and Real Living Wage rates	£2,000
A part-time job (16-24 contracted hours per week), paid at Real Living Wage rates or above	£4,000
A full-time job (25 or more contracted hours per week), paid between National Minimum Wage and Real Living Wage rates	£4,000
A full-time job (25 or more contracted hours per week), paid at Real Living Wage rates or above	£6,000

How to apply

For more information and to apply, contact:

Stirling Council – employerengagement@stirling.gov.uk / 01786 237517

Clackmannanshire Council - cworks@clacks.gov.uk / 01259 226699



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