

The Young Person's Guarantee

Connecting employers with young people...



DYW

MORAY

Developing the
Young Workforce

Connecting employers with young people...

The Young Person's Guarantee aims to give all young people in Scotland the chance to succeed despite the economic impact of the coronavirus pandemic. To support young talent and build your future workforce you can engage with the Young Person's Guarantee by supporting one or more of the five asks of employers. DYW Moray have provided a summary of the programmes and incentives available locally. Please use the contact details provided if you are interested in getting involved.

But first the benefits...

There are numerous benefits for employers supporting and employing young people:

- Receive financial support to employ and train young people
- Promote your company profile and become a Moray employer of choice
- Facilitate business growth and sustainability
- Ensure succession planning and avoid skills/age gaps
- Support your Corporate Social Responsibility Strategy

The 5 key employer asks are...

1. Prepare young people for the world of work

Inspiring pupils and college students to gain the skills needed for the world of work.

- Engage with Education (School or College) by offering the following:

- Career Talks
- Workplace Tours
- Work Tasters
- Workshops
- Mock Interviews
- CV/Application form guidance
- Work experience/placements

Contact: The DYW Moray Team – info@dywmoray.co.uk. For school work experience/placements queries please contact - workexperience@moray.gov.uk.

- Become a Mentor with Career Ready



Give one hour a month to mentor a Moray young person in S5/S6. Career Ready involves a series of monthly meetings, each one building on the last, between a young person and a volunteer from the world of work. Each monthly meeting lasts one hour and focuses on a different aspect of the student's career and education journey. A four week work placement can also be provided by the mentor within their organisation so that the young person can put the skills they have learned into practice.

Contact: Susan Macpherson, Regional Manager - Susan.Macpherson@careerready.org.uk

- **Partner with Education (School or College)**

In support of our Moray Skills Pathway strategy in Moray set up a long-term 1-5-year partnership with an educational establishment to commit to supporting their young people over a longer period of time, supporting them to ensure their curriculum offer has employer engagement embedded within and is relevant to the world of work.

Contact: The DYW Moray Team – info@dywmoray.co.uk

2. Help all young people to achieve their potential

Engaging with and opening opportunities to young people who face barriers to work.



- **Moray Employer Recruitment Incentive (MERI)**

Employ a young person (16-24 years old) who is unemployed or at risk of unemployment (school/college leavers) and has 1 or more of the following factors. MERI provides funding for employers for up to 50% of the young person's net salary costs for 12 months.

- | | |
|---------------------------------|--------------------------------------|
| ➤ Criminal history | ➤ Household with children in poverty |
| ➤ Have a disability | ➤ Migrants or refugee community |
| ➤ Armed forces veteran | ➤ Mental health Issues |
| ➤ Living in a jobless household | ➤ Primary carer (child or older) |
| ➤ Long term physical illness | ➤ Low skilled |
| ➤ Substance related issues | ➤ Single adult with dependents |
| ➤ Care experienced | ➤ Homeless (or affected by) |

Contact: Amy Cruickshank, Employability Team Manager - moraypathways@moray.gov.uk



- **Mentoring Young Talent**

Volunteer to mentor a young person in school or post school (12-26 years old) for one hour a week, supporting them to gain confidence, explore their strengths and help make future plans. Full training and support provided throughout.

Contact: Mentoring Young Talent Co-ordinators - mentoring@moray.gov.uk

- **Mentoring Circles**

Volunteer to support talented young job seekers by providing group sessions or events in your workplace (or virtually) on the following: CV/Application form prep sessions, mock interviews, and work place visits.

Contact: Jane Munro, Employer and Partnership Manager -

Jane.l.munro@dwp.gov.uk



Department
for Work &
Pensions



3. Invest in a skilled workforce

Creating work-based learning, training, and upskilling opportunities for young people.



- **Foundation Apprenticeships**

To help young people achieve an industry recognised qualification, offer a year long work placement for school pupils for at least one day a week.

Contact: Foundation Apprenticeship Co-ordinators - Gillian Ballantyne, Gillian.ballantyne.moray@uhi.ac.uk and Cindy Gee, Cindy.Gee.Moray@uhi.ac.uk



- **Sector Based Work Academy Programme**

If you have a job vacancy, get involved in sector-based work academies, whereby those on unemployment benefits will receive pre-employment training relevant to your vacancy, a work experience placement, and a guaranteed job interview.

Contact: Jane Munro, Employer and Partnership Manager - Jane.l.munro@dwp.gov.uk



- **Flexible Workforce Development Fund**

Apply for up to £15,000 towards staff development and training for Apprenticeship Levy paying employers and £5,000 for any organisations who have less than 250 employees (SME) in Scotland.

Contact: Jacqui Taylor, Head of Marketing and External Relations - Jacqui.taylor.moray@uhi.ac.uk

4. Create jobs and apprenticeships

Creating jobs and apprenticeships to support the Guarantee.



- **Modern Apprenticeships**

Employ a Modern Apprentice. There are over 100 Modern Apprenticeships from construction to digital media. Each framework tells you who the apprenticeship is suitable for and what is involved.

To find out what frameworks, funding and training providers are available to your organisation please click [here](#).



- **Graduate Apprenticeships**

Employ a Graduate Apprentice or offer a Graduate Apprenticeship to existing staff. This opportunity is currently fully funded and is available for employees (at any age) to undertake a degree qualification up to master level whilst working full-time.

To find out what subjects and learning providers are available please click [here](#).

- **Kickstart**

Receive £1,500 plus 100% of wages and associated national insurance contributions to provide a work placement for a young person (between 18-24 years of age) for 25 hours per week for a period of 6 months.

Contact: Laura Masling, Administrator, Moray Chamber of Commerce,
lmasing@moraychamber.co.uk

- **Adopt an Apprentice**

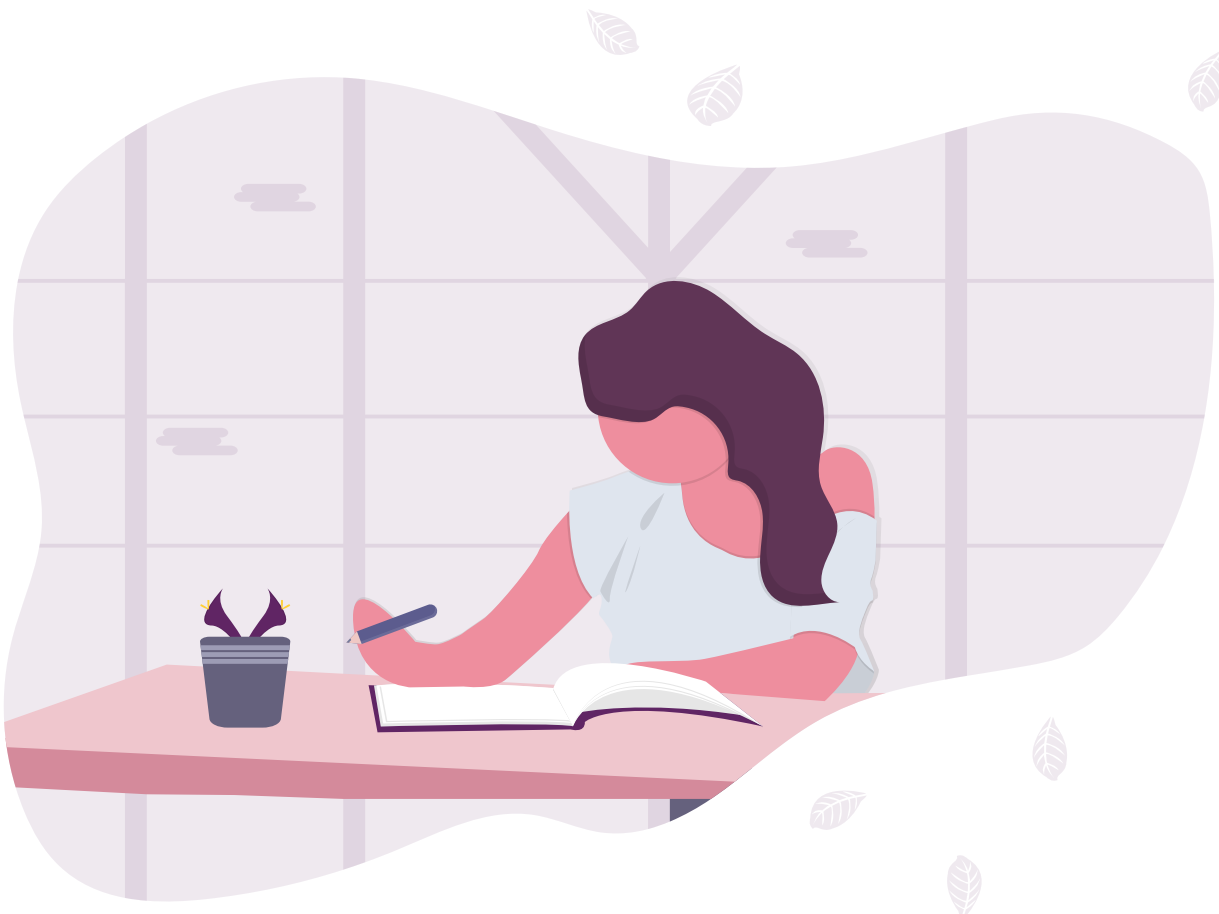
Receive a financial incentive of £5,000 to help cover the wage and recruitment costs of taking on an apprentice who has been made redundant from another employer. It should be used to support an apprentice with employment for a minimum of 12 months. This is both for Modern and Graduate Apprenticeships.

To find out more please click [here](#).

- **Apprenticeship Employer Grant (Dec 2020 - March 2021)**

A new Apprenticeship Employer Grant of up to £5,000 has been made available to support employers when taking on Modern or Graduate Apprentices within their business. This funding is available when hiring someone new or for an existing employee.

To find out more please click [here](#).



5. Create and inclusive and fair workplace

Ensuring a working environment which supports all young people and provides fair work.

- **Disability Confident**



Join the Disability Confident scheme which supports employers to make the most of the talents that disabled people can bring to the workplace. Whether an employee has become disabled during their working life, or you're looking for new recruits, being Disability Confident can help your people fulfil their potential and contribute fully to your team's success.

To find out more about this scheme click [here](#).

- **Access to Work**



If an employee is disabled or has a physical or mental health condition that makes it hard for them to do their job, you can receive extra help from Access to Work. Access to Work provides grants to pay for special equipment, adaptations, or support worker services to help employees do things like answer the phone or go to meetings or help getting to and from work. Please note the employee has to apply for this grant.

To find out more about this scheme click [here](#).

DYW Moray are here to support employers locally to get involved in the Young Person's Guarantee.

If you would like any further information or support please visit our website at www.dywmoray.co.uk or get in touch with us at info@dywmoray.co.uk and a member of our team will be in touch.

