

Orkney Island Council Employer Recruitment Incentive.

The Orkney Island Council Employer Recruitment Initiative is a key Scottish Government scheme, aimed at supporting those further away from employment to progress towards and sustain positive and fair work. The funding for this initiative is managed through Scottish Government and locally by Orkney Island Council's Community Learning and Development team.

The incentive is available to businesses and organisations in the private and third sector who have less than 250 employees, to create employment opportunities for individuals who meet the eligibility criteria (see below), with the aim of the participant being offered a sustainable job within the organisation at the end of the scheme.

All jobs must be newly created and sustainable for a minimum of 52 weeks. Apprenticeships opportunities are encouraged.

The scheme will pay for 50% of an individual's salary costs for up to 52 weeks. This will be paid directly to the employer, quarterly in arrears, upon receipt of an invoice and payslips.

There are a limited number of places available and applications will be dealt with on a first come first served basis. Employers can apply for a maximum of two placement per annum.

Participant Eligibility Criteria

Eligibility Criteria (At least two must apply to individual)		
16-24 years at risk of becoming not in education, employment or training	Above 54 years of age	Asylum seekers
Criminal convictions	A disability/long term physical or mental health condition	Living in a remote rural area (outside Kirkwall/ Stromness
Living in a rural area Kirkwall/Stromness	Homeless or affected by housing exclusion.	Living in a jobless household.
Living in a single parent household with dependent children	Long term unemployed	Looked after young person/care leaver
Living in a household with children in poverty	Low skilled	Migrants, people with a foreign background
No/limited work experience	Primary carer for a child/children under 18	Refugee
Substance related conditions	Underemployed	Has exited Fair Start Scotland Scheme and requires additional support.

If you would like to apply for the Employer Recruitment Incentive or require further information please contact Lindsey Johnson on lindsey.johnson@orkney.gov.uk