

Employer Recruitment Incentive for Targeted Young People

Launched July 2012, the ERI for Targeted Young People offers funding to employers to support **young people aged 16-24** who are **care leavers, disabled people, young carers or ex-offenders** to **sustain employment, including undertaking a Modern Apprenticeship.**

Employers can be given £1500 for recruiting a young person from the target group plus additional tailored support to help the young person to sustain this employment. Employers can be of any size and can be local authorities or other public sector. (Payments are made to an employer when the young person sustains employment of 15 hours per week or more for 4 weeks and 13 weeks via the expert organisation working with the employer). The tailored support can include mentoring and coaching, training, orientation visits, training to the employers' staff. Help towards essential equipment or work clothes.

Eligibility criteria

A person is eligible for the Programme if they satisfy one or more the following criteria:

- "work ready" 16-24 year old who has been looked after and is eligible for after care support from his/her Local Authority or who was LAC during a significant period of his/her secondary education and this has had a significant impact on her/his life and employment prospects in the view of the social worker, careers adviser or specialist partner organisation (**care leaver**)
- "work ready" 16-24 year old who has a significant role in looking after someone else who is experiencing illness or disability (**carer**)
- "work ready" 16-24 year old who has been convicted or cautioned for a criminal offence and has completed their sentence (**ex-offender**)
- 16-24 year old who has a disability as defined by the Equality Act 2010. "The Act defines a disabled person as a person with a disability. A person has a disability for the purposes of the Act if he or she has a physical or mental impairment and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities (S6(1)).

This ERI TYP is **delivered by a number of expert organisations** working collaboratively to cover the whole of Scotland.

To offer an opportunity to a young person through the ERI TYP or to find out more:

Organisation	Target Groups	Contact Details
Workers' Educational Association	Carers / Disabled	Judith Thomas 0141 221 0003 j.thomas@weascotland.org.uk
Action for Children	All categories	Maria Williamson 0141 550 3374 maria.williamson@actionforchildren.org.uk
Barnardo's	All categories	Harrison Danns 01382 221 944 harrison.danns@barnardos.org.uk
Carers Trust	Carers	Louise Morgan 01294 318488 lmorgan@carers.org.uk
Cornerstone	Disabled	Alan McGinness 01263 760046 alan.mcginness@cornerstone.org.uk
Enable/Open Doors Consortium	Disabled	Michael Lacy 01698 737047 michael.lacy@enable.org.uk
Skills Development Scotland		April Robertson 01382 305556 april.robertson@sds.co.uk

This incentive can be used with the Scottish Government's YES subsidy as the two incentives can be used concurrently or consecutively.

