



*“Scotland’s Employer Recruitment Initiative ... responds to the demands of employers by delivering a consistent and simple recruitment incentive, ensuring that employing a young person remains an attractive proposition*

Jamie Hepburn, Minister for Employability and Training

Scotland's Employer Recruitment Incentive (SERI) targets support at unemployed young people.

The goal is to get them into a job or a Modern Apprenticeship

Companies can get up to £4,000 as a contribution to the first year’s costs, when they offer eligible young people a job or a Modern Apprenticeship (MA).

Eligible young people must be between the ages of 16 and 29, and fall within one of the 18 named eligibility groups, eg former care leaver, early leaver from the armed forces, ethnic minority.

The current programme is taking applications until 31<sup>st</sup> January 2019.

Scotland’s Employment Recruitment Incentive (SERI) was launched in 2015 to help unemployed young people in Scotland to find sustained employment. It is run through local authorities, which each get a limited allocation of places (eg Fife: 52; Argyll & Bute: 7). Places are available on a first-come basis within each area. Named contacts for each local authority are on a link on [this page](#).

#### Key features:

- these grants are open to private and third sector employers, but not to the public sector
- employers need to show that they can offer a young person aged between 16 and 29 a job which lasts a minimum of 52 weeks. That could be a Modern Apprenticeship
- up to £4,000 is available per recruit. The money is released in stages: £600 when the young person has stayed for 4 weeks; £1,400 after 13 weeks; the final £2,000 after 52 weeks
- employers can get an extra £500 if you pay your new recruit the [Living Wage](#)
- employers cannot apply retrospectively
- the detailed rules are set out in an FAQ sheet [here](#)
- grants are available only for young people who fall within one or more of the 18 eligible groups defined by the Scottish Government. Those categories are set out over the page.

## Eligible groups

(the wording below is copied directly from the Government's [web page](#). Talk to your local authority contact – see above – if you have any questions)

Young people aged 16-29 years (inclusive) who fall within one or more of the following groups will be eligible for SERI support:

- person with a disability<sup>1</sup> or long-term health condition
- care experienced young people
- carer<sup>2</sup>
- person with a conviction (including CPO's)
- early leavers from the armed forces, veterans and ex-forces personnel
- long-term unemployed (6 months or over) who are not on the Work Programme or Community Work Placements
- person who has failed their ESA Work Capability Assessment
- Work Programme completers who remain unemployed
- ethnic minority groups
- 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 language
- lone parent
- person with lower than SCQF Level 5 qualification
- a young person who was receiving additional support for learning in school<sup>3</sup>
- refugee or other granted leave to stay in the UK
- homeless person (including temporary or unstable accommodation)
- person affected by substance misuse

*1 The Equality Act 2010 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)). A young person with ASN can also be included where a careers adviser or related professional believes this is a significant and on-going barrier to employment. Such a person shall be referred to as a 'disabled person')*

*2 has a significant role in looking after someone else who is experiencing illness or disability. Or a young parent. Such a person shall be referred to as a 'carer'*