

Other Skills Initiatives

Information on Supporting Business through Recovery and ScotAction packages including

- **Adopt an Apprentice**
- **Flexible Training Opportunities**
- **Employer Recruitment Incentives**
- **Safeguard an Apprentice**
- **Innovate with an Apprentice**
- **Invest in an Apprentice**
- **Targeted Pathways to Apprenticeships**

Supporting Business Through Recovery

Supporting Business through Recovery is a package of programmes designed to relieve the pressure businesses are facing in the current economic conditions.

Help available includes funding to support new apprentices, staff training and recruitment. Programmes include Flexible Training Opportunities (FTOs), Employer Recruitment Incentives (ERI) and Adopt an Apprentice.

Flexible Training Opportunities

Flexible Training Opportunities (FTOs) provide Scottish businesses with up to 100 employees the opportunity to apply for up to £5,000 towards employee training costs. Skills Development Scotland fund up to a maximum of £500 for each episode of training, and up to 10 episodes of training per business

Employer Recruitment Incentives

The Scottish Government's Employer Recruitment Incentives (ERI) are designed to encourage businesses to recruit by offering cash incentives to offset wages in the early stages. These come in a number of different forms and Skills Development Scotland (SDS) is involved in the delivery of some of these incentives.

The Employer Recruitment Incentive offers businesses an incentive of up to £2,000 when recruiting a Modern Apprentice or employee. To qualify for this incentive, businesses have to employ an individual who has been unemployed or faced barriers in the past. ERI is split into two strands:

- **Commonwealth Games Legacy 2014**

In support of the 2014 Commonwealth Games there are a limited number of Employer Recruitment Incentive (ERI) payments available to employers who want to recruit Modern Apprentices (MAs). Over the next two years (until March 2015), Skills Development Scotland will continue to deliver a £1,500 incentive for 16-19 year-olds undertaking a Modern Apprenticeship in selected frameworks, where possible this can be linked to a sporting or cultural event. This Employer Recruitment Incentive will provide employment opportunities for young people across Scotland to ensure a lasting legacy from the 2014 Games

- **Targeted Young People**

Launched in July 2012 and running until March 2015, the programme focuses on supporting 1000 young carers, care leavers and ex offenders into employment. Employers can receive up to £1 500; £500 when the young person sustains the first 4 weeks and up to £1000 when the young person sustains for 13 weeks. The employment offered must be 15 hours or more per week and the employment contract last for a minimum of 6 months.

Adopt an Apprentice

Adopt an Apprentice is a unique Scottish Government initiative to support all Modern Apprentices who have been made redundant as a result of the current economic climate. All SDS funded MAs who have been made redundant from 1 April 2008 onwards are eligible for support through the initiative.

Adopt an Apprentice allows redundant Modern Apprentices to complete their training with an alternative employer. The initiative gives employers an incentive of £2,000 to employ a redundant apprentice for at least 12 months. The Skills Development Scotland Clearing House provides support to redundant apprentices to find alternative employment or training.

ScotAction (historical initiatives)

Safeguard an Apprentice

Safeguard an Apprentice was set up to support employers in the sectors worst affected by the economic downturn. Safeguard an Apprentice provided a wage subsidy of £75 per week to employers in the construction, manufacturing and engineering sectors who were at risk of making their apprentices redundant.

Innovate with an Apprentice

Innovate with an Apprentice was introduced to support employers in the Life Sciences industry to recruit new talent into the industry and to retain and develop the skills of the workforce.

Invest in an Apprentice

Invest in an Apprentice Strands 1 and 2 gave £2,000 to SMEs in manufacturing, food and drink, energy and textile sectors (Strand 1) to recruit 16-19 year old apprentices and £2000 to micro businesses (Strand 2) for management apprenticeships. In January 2010 the Scottish Government announced the £1,000 Apprenticeship Grant to all sectors to recruit 16-19 year old apprentices. This funding was offered on a first come first served basis and received an extremely positive response.

Targeted Pathways to Apprenticeships

Targeted Pathways to Apprenticeships was a response to the number of young unemployed people on the Skills Development Scotland (SDS) Insight Register, making the transition from school but who were unable to access:

- Employment - due to the economy
- Apprenticeships - due to lack of availability of provision due to the economic downturn
- Get Ready for Work - due to them not meeting eligibility criteria
- Further and Higher Education - due to insufficient places available due to the economy

The Targeted Pathways to Apprenticeships were intended to provide young people with an introduction to key economic sectors and local labour market opportunities whilst providing the skills that employers need. The aim was that participation on the programme would enhance and equip young people with skills and qualifications to aid progression and sustainment of employment or into a Modern Apprenticeship.