

## **Supporting New Scots into Modern Apprenticeships Through Enhanced Ethnic Intersectionality Incentive.**

Skills Development Scotland are aligned with Scottish Government in the commitment to ensuring that New Scots have access to opportunities that support their ambitions in education and employment. As part of this commitment, the Modern Apprenticeships programme will relaunch the Ethnic Intersectionality Incentive (EII) in 2025/26, introducing a significant enhancement to promote more widely to New Scots.

### **Who Are New Scots?**

The term New Scots is used to refer to people living in Scotland who have been forcibly displaced or are making a claim that they have a well-founded fear of persecution. The term 'New Scots' includes people who have been granted refugee status or another form of humanitarian protection, and their dependents; people seeking asylum and people seeking protection as a result of displacement, exploitation or political persecution; as well as those whose application for asylum has been refused, but who remain in Scotland. It also includes people who are or may become stateless and in need of international protection.

In 2024, the Scottish Government, COSLA and Scottish Refugee Council launched an updated New Scots Refugee Integration Strategy, reaffirming Scotland's commitment to standing in solidarity with individuals in need of refugee protection and a safe place to call home. One of the key outcomes of this strategy is enabling New Scots to pursue their ambitions through education and employment, ensuring that they have the resources and opportunities to thrive.

During the development of the strategy, views were sought on what the strategy priorities and outcomes should be. Employment was identified as a vital component of successful integration but there was recognition that there are multiple barriers to gaining meaningful employment such as language barriers and recognition of skills/qualifications. Targeted job training programmes that align with skills and professional backgrounds of New Scots and bridging programmes to support transition into jobs were seen as ways to help address these issues.

The strategy recognises the untapped skills and experience that many New Scots bring but there is a need to find ways to overcome barriers they face. In the context of employment, this may include skills for sectors where there is a labour market shortage. This will benefit both employers and New Scots.

## **Enhancing the Ethnic Intersectionality Incentive (EII)**

To further align with the New Scots Refugee Integration Strategy, Skills Development Scotland (SDS) is introducing a new enhancement to the current Ethnic Intersectionality Incentive (EII), extending eligibility to all New Scots, regardless of their ethnicity.

The pre-existing EII incentive allowed training providers to apply for £1,000 funding when recruiting individuals from Black, Minority, and Ethnic (BME) backgrounds into Modern Apprenticeships. Under the new enhancement, training providers will be able to claim the incentive for New Scots apprentices, who have the right to work, broadening the reach of this funding support.

## **How the Enhanced EII Works**

Training providers can currently claim the EII incentive up to five times per contract year for apprentices from BME backgrounds.

With the New Scots enhancement, providers will now be able to claim an additional five times per contract year, specifically for New Scots apprentices.

This means that training providers can now claim a total of up to 10 incentives in 2025/26, five under the established EII incentive and an additional five for New Scots apprentices.

## **Eligibility Requirements**

As with all Modern Apprenticeship starts, candidates must provide the necessary right to work documentation to qualify for the programme.

For more information on how training providers and employers can take advantage of this initiative, please visit [Funding - forms and guidance - Skills Development Scotland](#)