



Employers Information Leaflet

A&B EMPLOYER RECRUITMENT AND TRAINING INCENTIVE (ABERTI)

No One Left Behind

Under the No One Left Behind employability delivery model, Argyll and Bute Council is offering an Argyll and Bute Employer Recruitment and Training Incentive (ABERTI).

A total of 21 places are available as a result of 2020/21 funding received from the Scottish Government.

Eligible Participants are:

- Individuals who have the right to live and work in the UK;
- Individuals currently not engaged in employment, training or education;
- People from school leaving age up to 67 (Pensionable age) who are experiencing at least one of the listed NOLB barriers to employment (Annex a);
- Young people aged 16:19 years, who are at risk of not making a successful transition from school, six months prior to their official school leaving date that ensures each young person has an appropriate offer of further learning, training or employment (including Modern Apprenticeships) in place prior to moving on.

The NOLB model is delivered to support participants currently facing many barriers to entering sustainable employment. Some of the main priority target groups that council officers intend to support individuals are as follows:

- At risk of becoming 'not in employment, education or training' (NEET)
- Looked after young people
- Homeless or affected by housing exclusion;
- From remote rural and rural areas
- Living in a jobless household
- Low skilled
- Living with mental health issues
- Living with a disability and/or long-term health condition(s); and
- No or limited work experience.

The full barriers with definitions can be found under Annex a

Employer Eligibility

- In-work Training Allowance can only be provided to Employers for the benefit of participants who meet the eligibility criteria, and who have been offered a sustainable job within the company.
- Employers are able to recruit a maximum of 2 employees aged 16-67 years (inclusive) through the Recruitment and Training Incentive.
- The sustainable job must be a new job that would not have been created without access to the ABERTI funding.
- The employer must be able to demonstrate capacity to offer sustained employment.
- ***The contract offered must be for a minimum of 16 hours per week paying no less than the National Living wage (for employees 25 years and above). For those employees 16 to 24 years, the National Minimum Wage must be paid, however, should the employee's annual salary equate to less than £6,000 per annum, the maximum funding allocated will be 50% of actual salary.***
- Only small to medium sized companies or organisations from the Private and Third sectors with up to 250 employees will be eligible to access the Training Allowance for the benefit of the trainee.
- Under European Commission Regulation (EU) No 1407/2013 of 18 December 2013 (the Regulation), the funding is a de minimis aid. There is a ceiling of €200,000 for all de minimis aid provided to any Single undertaking (as defined in the Regulation) over a 3-year period. The funding awarded to the Employer for the benefit of the participant will be relevant if the Employer wishes to apply, or has applied, for any other de minimis aid. For the purposes of the de minimis regulation, the Grantee shall notify the Employer that the Employer must (i) retain all documentation relevant to the payment for 3 years from the date of the final payment to the Employer of the payment and (ii) produce it on any request by the UK public authorities or the European Commission; and
- The Grantee shall ensure that each Employer is notified that the assistance is De Minimis Aid.

Employee Support

An initial needs assessment is carried out by the Key Worker (Employability Team) to ensure the individual is work ready. If work ready, a meeting either face to face or by skype between the Key Worker (Employability Team), employer and participant will take place. At this meeting a detailed action plan will be created to include training, barriers and skills gaps. This action plan will be reviewed on a quarterly basis by all parties.

If not work ready, the employer will be unable to access the ABERTI funding for that individual and the participant will be referred to the Key Worker (Community Learning) to undertake an Activity Agreement and/or Employability Support.

Funding Available

Employment and Training Payment to Employer		
Start payment	On completion of application form and individual action plan	£1,000
26 week payment	On completion of 26 week claim form with accompanying payslip covering 26 week claim date	£1,000
52 week payment	On completion of 52 week claim form with accompanying payslip covering 52 week claim date. Updating of individual action plan, completion of exit review and leavers form	£1,000
Maximum Wage Subsidy Claimable		*£3,000
Training Allowance		
	Evidenced on final review form – a minimum of £500 must be spent on direct training provision (which may include in-work training and must be evidenced on the employee's action plan and copies of relevant certificate/s provided).	£500
Maximum Funding Available per Employee		£3,500

****Please note a maximum of 50% actual participant's salary will be paid (£6,000 must have been paid to the employee in respect of the 52 week period).***

ABERTI funding can be utilised alongside recruitment into a MA (in line with existing MA programme rules).

If you are interested in accessing this funding please contact;

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Annex a – Barriers with definitions

Barrier	Definition
Above 50 years of age	The age of the participant is calculated from the date of birth and determined on the date of commencing NOLB support.
Armed Forces Veteran	Former member of the UK Armed Forces
Asylum seeker	<p>An individual who 'has applied for asylum and is waiting for a decision as to whether or not they are a refugee.'</p> <p>An asylum seeker is someone who has asked a Government for refugee status and is waiting to hear the outcome of their application.</p>
At risk of becoming NEET	<p>The Scottish Government defines NEET as individuals between the ages of 16 and 19 who are not in employment, education or training.</p> <p>The main focus of the NOLB is to assist individuals who are the furthest away from the labour market to progress into employment – NOLB can therefore work with individuals 6 months prior to the individual's school leaving date.</p>
Criminal convictions	<p>This relates to any individual who has a criminal conviction that:</p> <ul style="list-style-type: none"> • Is not 'spent' • is exempt from becoming 'spent' • remains a barrier to progressing within the labour market e.g. gaps in c.v.
Disability	"Participants with disabilities" are persons who are registered disabled according to national definitions.

Barrier	Definition
From Employment Deprived Areas	Residing in SIMD 15% most employment deprived geographies (see ESF Scottish Local Authority Employment Deprived Area Postcodes list).
From Remote Rural Areas	Living in an area defined as “ <i>remote rural</i> ” or “ <i>very remote rural</i> ” in the Scottish Government 8 Fold Urban Rural Classification (see ‘Rural Area Rating’ column on ESF Scottish Local Authority Rural Area Postcodes list).
From Rural Areas	"From rural areas" is to be understood as persons residing in thinly populated areas according to the Degree of urbanisation (DEGURBA category 3) classification. Thinly-populated areas means that more than 50 % of the population lives in rural grid cells.
Homeless or affected by housing exclusion	<p>In the absence of a national definition for "homeless or affected by housing exclusion" the term should be understood according to the ETHOS (European Typology of Homelessness and Housing Exclusion) definition which is derived from the physical, social and legal interpretation of what a ‘home’ means. It classifies the following four living circumstances as homelessness or extreme forms of housing exclusion:</p> <ul style="list-style-type: none"> • Rooflessness (people living rough and people in emergency accommodation), • Houselessness (people in accommodation for the homeless, in women’s shelters, in accommodation for immigrants, people due to be released from institutions and people receiving long-term support due to homelessness), • Insecure accommodation (people living in insecure tenancies, under threat of eviction or violence), and • Inadequate housing (living in unfit housing, nonconventional dwellings e.g. in caravans without adequate access to public utilities such as water, electricity or gas or in situations of extreme overcrowding). <p>Adults living with their parents should not be registered under this indicator unless they are all homeless or living in insecure or in inadequate housing.</p>

Barrier	Definition
	<p>The definition of homeless can also include 'sofa surfing' - the practice of staying temporarily with various friends and relatives while attempting to find permanent accommodation.</p>
<p>Living in a jobless household</p>	<p>"Households where no member is in employment i.e. all members are either unemployed or inactive"</p> <p>" A household is defined as a housekeeping unit or, operationally as a social unit:</p> <ul style="list-style-type: none"> • having common arrangements • sharing household expenses or daily needs • is a shared common residence <p>A household includes either one person living alone or a group of people, not necessarily related, living at the same address with common housekeeping i.e. sharing at least one meal per day or sharing a living or sitting room."</p>
<p>Living in a jobless household with dependent children</p>	<p>"Jobless" and "households" are defined above.</p> <p>"Dependent children refers to individuals aged 0-17 years and 18-24 years if inactive and living with at least one parent."</p>
<p>Living in a single adult household with dependent children</p>	<p>" An 'adult' is a person above 18 years of age"</p> <p>"Household" is defined above.</p>
<p>Long-term physical illness/condition</p>	<p>Long term physical illness/condition diagnosed by medical professional</p> <p>it is recommended that persons considered to be disabled but who are not registered are counted as "Long-term physical illness / condition' and not as "Participants with disabilities".</p>

Barrier	Definition
Long-term Unemployed	Unemployed individuals who are registered as unemployed and in receipt of benefits who are 6 months continuous unemployment for under 25 and 12 months unemployed for over 25.
Looked after young person	Under the provisions of the Children (Scotland) Act 1995, 'Looked After Children' are defined as those in the care of their local authority. The majority will come into one of these categories: <ul style="list-style-type: none"> • Looked after at home • Looked after away from home
Low income employed	Income below 60% of the national median equivalised disposable income after social transfers.
Living in a household with children in poverty	<p>Families in relative poverty. Children living in households on low incomes, compared to the average UK household.</p> <p>Families in absolute poverty. Children living in low income households where living standards are not increasing.</p> <p>Families living in combined low income and material deprivation. Children living in low income households who can't afford basic essential goods and services.</p> <p>Families in persistent poverty. Children living in households in poverty for three years out of four.</p>
Low skilled	Individual's highest level of qualification is at SCQF Level 4 or below. or Where the participant has minimal qualifications at SCQF Level 7 or below and their skills level can be deemed a barrier to employment e.g. poor literacy and / or numeracy skills.
Material Deprivation	"Material deprivation refers to the situation of people who cannot afford a number of necessities considered essential to live a decent life in Europe. Individuals are considered to be under material deprivation if living in households who lack at least three of the following nine items because they cannot afford them:

Barrier	Definition
	<ol style="list-style-type: none"> 1. to face unexpected expenses; 2. one week annual holiday away from home; 3. to pay for arrears (mortgage or rent, utility bills or hire purchase instalments); 4. a meal with meat, chicken or fish every second day; 5. to keep home adequately warm; 6. to have a washing machine; 7. to have a colour TV; 8. to have a telephone; 9. to have a personal car
Mental health issues	<p>Mental Health issues affect the way an individual thinks, feels and behaves, often has an impact on their day-to-day life and their ability to relate to others.</p> <p>The following list is indicative, but not inclusive, of the range of mental health issues that may be experienced:</p> <ul style="list-style-type: none"> • Depression • Anxiety • Phobias • Eating Disorders • Personality Disorders

Barrier	Definition
<p>Migrants, people with a foreign background, minorities (including marginalised communities such as the Roma)</p>	<p><u>Migrants</u> Non-national permanent residents in a country, people with a foreign background or nationals from a minority (according to national definitions).</p> <p><u>Minorities</u> “There is no single definition of a minority group. In general, when linked with disadvantage, the term minority can be taken to refer to any group with personal characteristics that are subject to discrimination, which range from ethnicity or religious belief to sexual preference.</p> <p>In relation to ethnic minorities, which are likely to constitute the most widely recognised minority groups, the working definitions may be used:</p> <p>Ethnic minority – individuals with a different cultural tradition or background from the majority of the population.</p> <p>National minority – individuals from relatively well-established minority groups living in particular EU countries. National minorities have been established for a number of generations in some EU countries, such as Russians and Poles in the Baltic States, and the Hungarian minority in Romania.</p> <p>Indigenous minorities - ethnic groups that are long-standing residents of a particular EU country. They may have a migrant, indigenous or landless nomadic background.</p> <p><u>Foreign background</u> “Similarly, in the absence of a national definition for "people with a foreign background" the term should be understood according to the following international recommendation (UNECE in cooperation with Eurostat): persons with a foreign background are "... persons whose parents were born outside the country. The persons in this group may or may not have directly experienced an international migration”</p>
<p>No or Limited work experience</p>	<p>Individuals who have no, or limited, experience of paid employment.</p>

Barrier	Definition
	<p>This can include individuals who have a notable gap(s) within their work history e.g. due to being inactive from the labour market because of family / caring responsibilities, periods of ill health etc.</p> <p>In addition, this can include individuals who have worked for very limited periods of time e.g. Christmas cover.</p>
Primary carer of a child/children (under 18) or adult	Primary carer of a child/children (under 18) or adult.
Primary carer of older person	Primary carer for a person over the age of 65 (this is the threshold used to qualify for Attendance Allowance).
Refugee	<p>An individual who 'owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion, is outside the country of his nationality, and is unable to or, owing to such fear, is unwilling to avail himself of the protection of that country'</p> <p>(Article 1, 1951 Convention Relating to the Status of Refugees)</p> <p>A refugee is entitled to the same social and economic rights as any UK citizen. Refugees have full access to medical treatment, education, housing and employment.</p>
Substance related conditions	<p>The continued misuse of substances (typically alcohol or drugs) that severely affects an individual's physical and mental health, social situation and responsibilities.</p> <p>This can include individuals in recovery where this remains a barrier to progressing within the labour market.</p>
Underemployed	<p>This barrier relates to 'Employed' participants only.</p> <p>An employment situation that is insufficient in some important way for the worker</p>

Barrier	Definition
	<p>Examples include</p> <ul style="list-style-type: none"> • holding a part-time job despite desiring full-time work, • skills underutilisation - where the employee has education, experience, or skills beyond the requirements of the job.
Has exited Fair Start Scotland and requires additional support	Participant has completed 12 months on Fair Start and still requires employability support to access employment.