

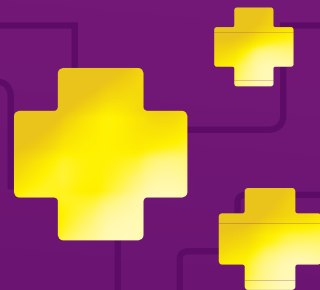
Supporting employers

Employers who are recruiting

Employers declaring redundancies

Employers who are supporting young people

- Backing Young Britain
- Young Person's Guarantee



jobcentreplus

Part of the Department
for Work and Pensions

Supporting employers



We want to help employers recruit as many of our customers as possible

Employers who are recruiting

+ Services available to all employers

We offer all employers modern and efficient [Vacancy Advertising Services](#).

- Job vacancies can be placed through Employer Direct (online, by phone or email) and are quickly visible to potential applicants through various channels, including the Internet and Jobpoints.
- All employers receive a call from a Labour Market and Recruitment Adviser once their vacancy has been advertised for 48 hours to ensure we understand the employer's needs and can find the people they need.
- We get our customers ready for work with the right skills and attributes for the jobs employers have on offer, especially in sectors that struggle to recruit and/or have high staff turnover.
- With nothing to pay and no red tape, these services help make the difference to thousands of employers.
- A Recruitment subsidy is available to employers who recruit and retain customers who have been receiving Jobseeker's Allowance (JSA) for over 6 months. Employers may also be able to get help with training.
- Support through Access to Work to help retain or recruit disabled employees who require additional support.

+ Additional services for employers who work in partnership with us

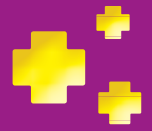
- Recruitment Advisory Services are available to employers who work in partnership with us
- Additional services can include:
 - Sifting applications
 - Providing interview rooms
 - Reviewing employers' recruitment process
 - Open days and jobs fairs
 - In-work skills solutions for their new recruits and their wider workforce
 - Work Trials.
- Pre-employment Training programmes for a range of sectors or industries are now available. The training course can also be linked to a Work Trial.
- [Local Employment Partnerships](#) (LEPs) are at the heart of the way we work with employers to help people find work. They are based on a simple deal in which we provide extra support for employers to recruit people and in return, employers give a fair chance to our customers, including people on JSA, lone parents and people with disabilities.

+ What employers need to do

- Place vacancies via Employer Direct online (EDon) at www.jobcentreplus.gov.uk/JCP/Employers/AdvertiseaVacancy/EmployerDirectOnline
- Place vacancies with Employer Direct:
 - over the phone on 0845 601 2001
 - by email to employerdirectvacancies@jobcentreplus.gsi.gov.uk
- Work with employer engagement staff such as Labour Market and Recruitment Advisers, or Account Managers, to discuss partnership working and develop recruitment solutions.
- More information about how [it pays to work with us](#) is at www.businesslink.gov.uk/itpays

jobcentreplus

Supporting employers



We want to offer help to employers who may be faced with declaring redundancies

Employers declaring redundancies

✚ Services available to all employers

Our **Rapid Response Service (RRS)** is available to support employees faced with redundancy.

- Any employer declaring redundancies can ask us to provide RRS.
- We will take the initiative and offer RRS whenever:
 - An employer notifies the Insolvency Service of proposals to make 20 or more people redundant
 - We hear about other significant local redundancies through other means – e.g. local media or local employer engagement, and we think that RRS support will help.
- RRS offers:
 - On-site visits for initial advice to employees on benefits, jobs and jobsearch
 - Comprehensive job kits
 - Individual assessments of transferable skills
 - Job focused training
 - An Action Fund to help individuals take up jobs – e.g. to meet interview costs, pay for tools & equipment.
- We work with external partners to provide:
 - Support, e.g. for skills, benefits advice and tax credits
 - Access to supported jobsearch provision.
- In Scotland, Partnership Action for Continuing Employment (PACE) also offers a range of co-ordinated services to employers and individuals.

✚ Additional services for employers who work in partnership with us

- By building connections with national and local partners such as trades unions and ACAS, we can help employers to facilitate support or access impartial advice.

✚ What employers need to do

- For RRS, visit

www.jobcentreplus.gov.uk/employers

and select 'Help with redundancies' for the local Jobcentre Plus contact.

- For advice, employers can visit www.businesslink.gov.uk/redundancy

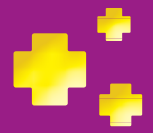
in Scotland, information is at

www.bgateway.com

and in Wales at

www.business-support-wales.gov.uk

Employers supporting young people



To help young people who have been affected by the economic downturn, the Government has called on employers to offer help to young people.

Backing Young Britain

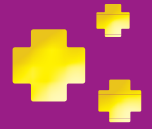
Through [Backing Young Britain](#) the Government is asking employers to help create opportunities for young people aged over 16 by taking at least one of these seven actions:

- 1) becoming a volunteer mentor for school or university leavers to help them find their feet in the jobs market. Government is working with employers, Connexions services and organisations such as Business in the Community and the Prince's Trust to identify new mentors and match them with young people;
- 2) providing work experience or volunteering places to help young people learn about work, make contacts and fill their CV. Government needs businesses to generate the places and we need to make these opportunities available as quickly as possible. Delivery plans are being developed urgently with Connexions services and others to ensure 'wraparound' support for young people;
- 3) considering a young person for a job through a work trial to give them a chance to prove themselves. Work Trials, typically lasting one or two weeks, enable an individual to start work for an employer whilst continuing to receive JSA. This reduces the risk to employers, encouraging them to give young people a chance to impress;
- 4) offering an internship for a graduate. Business Innovation and Skills (BIS) and Dept for Children Schools and Families (DCSF) will work with businesses with the aim of trebling the number of internships available and, from early 2010, the Government will offer a range of support, including training and help with costs;
- 5) providing an apprenticeship;
- 6) bidding for one of the 100,000 jobs for young people in the Government's Future Jobs Fund;
- 7) joining a Local Employment Partnership to make sure job vacancies are advertised to local young people.

Employers can find more information about Backing Young Britain on the website:

www.interactive.bis.gov.uk/backingyoungbritain/

Employers supporting young people



The Government has announced the Young Person's Guarantee, promising every young person the offer of a job, training or other meaningful activity before they have spent a year on JSA.

Young Person's Guarantee

From early 2010, the [Young Person's Guarantee](#) requires all 18-24 year olds approaching 12 months on JSA to take one of the following options:

- a new job created through the [Future Jobs Fund](#).
- help with getting an existing job in a key employment sector (Routes into Work).
- work-focused training.
- a place on a Community Task Force, delivering real help within their community.

Routes into Work

Our target is to help 100,000 long-term unemployed young people find jobs by working with employers in key employment or growth sectors. We are aiming to provide 50,000 jobs in the Adult Social Care sector via the Care First Careers initiative; and 50,000 in other key sectors. The Routes into Work are supported by:

- Pre-employment training lasting between 2-8 weeks (depending on individual needs).
- A Work Trial (if required).
- A recruitment subsidy of £1000 (£1500 for Care First Careers) when a job lasts at least 6 months.

Advisers will also submit 'job ready' customers directly to vacancies, as not all young people will require pre-employment training or need the assistance of a Work Trial. Jobs and training in the Retail and Hospitality, Leisure, Travel and Tourism sectors will be available from November 2009. Other sectors will follow from January 2010. In Scotland, Routes into Work will not be available until January 2010.

Guidance for advisers and employer-facing staff will be issued during October.

Future Jobs Fund

We are keen to encourage employers to create 100,000 new jobs for young people, with an additional 50,000 for people 25 and over who live in unemployment hotspots. The jobs will be:

- real jobs – paying at least minimum wage, for at least 25 hours a week, and lasting at least 6 months.
- new jobs that would not have happened without the Future Jobs Fund.
- suitable for long-term unemployed.
- of benefit for the local community.

The first Future Jobs Fund opportunities will be available from October.

Work Focused Training

The new training places to help young people into a sustainable job will be delivered flexibly and in areas that are relevant to the local job market. In England, we expect a young person to undertake full-time Work Focused Training with a LSC approved provider for between 3 to 6 months, depending on an assessment of needs, to move them closer to the labour market. An equivalent offer of Work Focused Training is currently under development and will be available in Scotland and Wales via Skills Development Scotland or Colleges and Skills Build Wales, respectively.

Community Task Force

This will help young people develop skills and work habits whilst delivering real help to their community. In addition to 25 hours a week work placement, customers will receive 5 hours a week supplementary support activity.

[Customer factsheets](#) are available on the intranet for Young Person's Guarantee.