

Glasgow Guarantee

help your business to grow and prosper



**BUSINESS
GLASGOW**



HOW WE CAN HELP YOU TO GROW AND PROSPER

Glasgow Guarantee is a highly regarded employment programme with a track record of supporting Glasgow residents into work and supporting local businesses to grow and prosper.

It offers many benefits if you are:

- a Glasgow based business, who employs less than 250 staff - we can support you financially when you are recruiting your next employee.
- a Glasgow resident who is unemployed/underemployed, facing redundancy or about to leave school or college – we have lots of job opportunities available to you **underemployed is anyone working in a part-time or zero hour contract job*

Over **9,500**
Glasgow residents
and more than **2,000**
local small businesses
have benefitted
from the Glasgow
Guarantee
over the past decade –
through jobs and
training.

INVESTING IN GLASGOW BUSINESSES

The Glasgow Guarantee is an investment in Glasgow's future.

It benefits those looking for jobs, by developing the skills of our city's workforce, alongside helping local businesses to prosper, by providing a wage subsidy to help them recruit.

If you are a local business based in the city, who employs less than 250 staff, we can help you recruit a new member of staff or a Modern Apprentice by offering financial support.

As we are open to all age groups we can provide you with access to a diverse pool of job ready candidates. All our approved candidates are actively seeking a vacancy or training opportunity in the local area.

There are many benefits for your business including:



financial support through a wage subsidy when recruiting for a vacancy or a modern apprentice



direct access to a diverse pool of work ready job candidates once registered – using your online account

Glasgow
living wage

knowing you are making a difference by paying the Glasgow Living Wage



assistance and support from a dedicated team of business advisers



access to additional training funds - financial support to help your recruited employee achieve a recognised qualification

We really do have something for everyone.

TO GET RECRUITING

If your business meets the following criteria – you can **register with the Glasgow Guarantee** to advertise your role and find your next team member.

Your business must:

- be based within the Glasgow City Council boundary
- employ less than 250 employees
- be a private company, social enterprise or third sector organisation
- hold current public and employers' liability insurance
- intend to recruit for a new full time post(s) within the next 18 months
- be able to provide payslips, payroll run and business bank statements to show payments to your employees
- agree to only recruit from our pool of candidates.
- Not have any outstanding debt to Glasgow City Council

Once registered:

- your business will be issued with a user name and password for your employer portal on the Glasgow Guarantee website
- you will be able to post and manage your vacancies or Modern Apprenticeships.

You will be able to view and assess all our dedicated Glasgow Guarantee job ready candidates who apply.

GET REWARDED

Joining the Glasgow Guarantee scheme not only offers you access to great financial incentives, such as funding up to nine months of your Glasgow Living Wage vacancy or 50% of your Modern Apprentice role – you also gain access to a dedicated pool of job ready Glasgow residents.

Candidates who are registered with the scheme are actively seeking employment or an apprenticeship. They come from a wide variety of backgrounds and have had the necessary support to help them prepare for their first role or the chance to get back into work.

Our candidates are enthusiastic, possess knowledge and life skills and will soon become a valued member of your regular workforce.

Our younger candidates, straight from school and college, also benefit from having fresh ideas, an inbuilt optimism and a natural ability to undertake change.

It is highly rewarding to support a person into work – to watch them grow and prosper – whilst at the same time developing your business and expanding your team.

Some of our candidates said:

“ Best thing I have ever done. ”

“ I am really passionate about the route I have taken. ”

“ I'm gaining invaluable life experience. ”

“ I'm working towards a qualification - whilst also getting real work experience. It's great. ”

MAKE IT WORK

1 Job vacancy

All successful job candidates are employed for a minimum of 2 years with the same terms and conditions as your other permanent employees. All jobs offered through the scheme require businesses to pay candidates the Glasgow Living Wage.

You can source funding of up to 50% of the salary for up to 9 months of employment. All candidates recruited can benefit from an on the job training allowance to achieve a recognised qualification to support them in their role with you.

All posts must be advertised at 35 hours per week however we can fund reduced hours if this is in the best interest of the selected candidate.

Glasgow **living wage** Hourly rate **£10.90 per hour**



All ages 16 years+



2 years contract. Up to 35 hours per week funded



Maximum funding £7,439.25



Individual progression award £1,000



Annual salary (based on 35 hours per week) £19,838

2 Modern Apprenticeship

A Modern Apprentice is contracted for a minimum of two years or more depending on the apprenticeship framework. You can source funding for half of the duration of the apprenticeship – for example a three year apprenticeship will receive 18 months of funding.

Age	Year of Apprenticeship	New 2023-24 hourly salary	Funded Hours	Annual Salary	35hrs Annual funding minimum	Annual funding maximum
Any (ALL) Ages	Year 1	£5.99	35	£10,901.80	£5,450.90	£9,919.00
Age 17 – 18	Year 2,3	£6.80	35	£12,376.00	£6,188.00	£9,919.00
Age 19 - 20	Year 2,3,4	£9.56	35	£17,399.20	£8,699.60	£9,919.00
Age 21 +	Year 2,3,4	£10.90	35	£19,838.00	£9,919.00	£9,919.00

IN WORK SUPPORT



Jobs & Business Glasgow (JBG) work together with us, to assist employees in settling into their new job. They will:

- Introduce you and the employee to their service
- Offer advice and support on any work-related topic
- Review the employees progress on a quarterly basis in line with your Glasgow Guarantee agreement
- Help to access specialist and training services
- Support you to apply for our Progression Award funding

This service is offered in the first 12 months of employment and JBG will continue to track sustainment of the jobs afterwards.



MY STORY

Jennifer Griffith, Product Designer and Marketing Manager



EGG lighting is a technology company that specialise in identifying, developing and installing energy saving solutions for businesses. It looks at simple ways to increase energy efficiency and reduce electric bills.

Jennifer Griffith, Product Designer and Marketing Manager explains: “Over the years we have recruited about ten employees through the Glasgow Guarantee and were delighted to be awarded Business of the Year in 2018. All candidates hired have contributed greatly to our success - coming from diverse backgrounds with different skillsets they have brought a fresh approach and flexibility to our workplace. This in turn has helped shape us into a stronger, more adaptable organisation. We are proud to be part of the programme. The financial wage incentive has given us the flexibility to take more measured risks with potential candidates. Putting our trust in our staff has seen them fulfil their potential and develop skills and qualifications – becoming a valuable asset to our team. The Glasgow Guarantee has really supported our organisation to flourish in every way possible.”

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