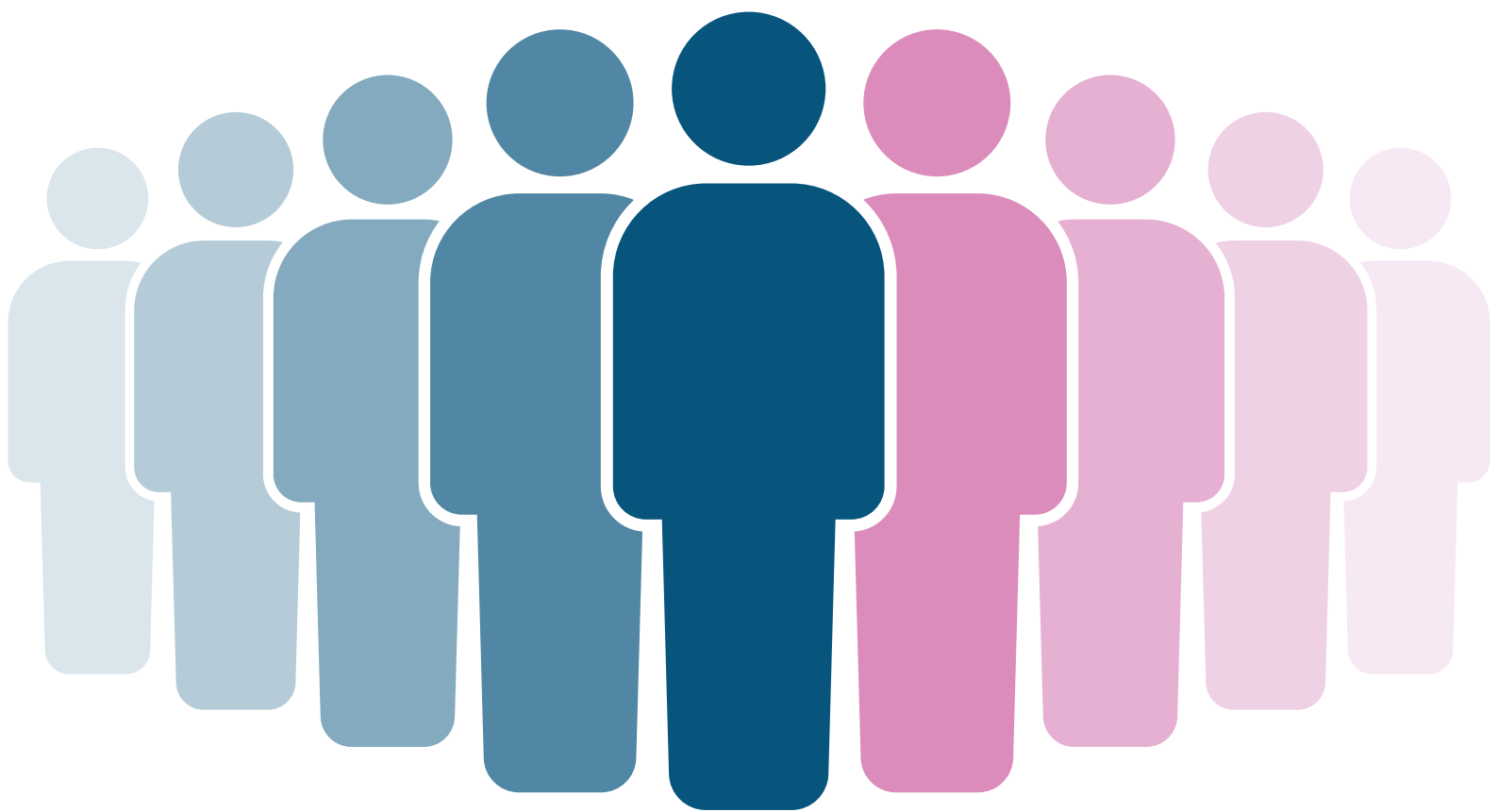


# Glasgow Guarantee

Supporting Fair Work for the future



# RECRUITMENT INCENTIVE TO HELP YOUR BUSINESS GROW

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

It offers many benefits if you are:

- a Glasgow based business, who employs fewer than 500 staff
- a Glasgow resident who is unemployed/underemployed\*, facing redundancy or about to leave school or college

*\*underemployed is anyone working in a part-time or zero hour contract job*

The Glasgow Guarantee is an investment in Glasgow’s future. It benefits those looking for Fair Work jobs, by developing the skills of our city’s workforce, alongside helping local businesses to recruit, by offering an Employer Recruitment Incentive (ERI) that can be used to source a new member of staff or a Modern Apprentice.

We are open to all age groups and our approved candidates come from a range of different backgrounds and are actively seeking a job or Modern Apprenticeship in the local area.

## WHAT ARE THE BENEFITS TO YOUR BUSINESS



### FINANCIAL SUPPORT

access to an Employer Recruitment Incentive when recruiting for a job or a Modern Apprenticeship



### DIRECT ACCESS

to a diverse pool of work ready job candidates who are actively seeking employment



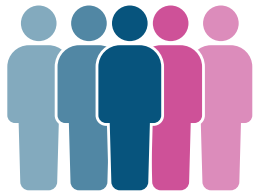
### FULLY FUNCTIONAL RECRUITMENT PORTAL

giving you more control of the recruitment process with the assistance of a support officer, when needed



### REAL LIVING WAGE

attract a more motivated and productive workforce while knowing you are making a difference



### 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





# IS YOUR BUSINESS ELIGIBLE

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 operating within the Glasgow City Council boundary
- employ fewer than 500 employees
- be a private company, social enterprise or third sector organisation
- hold current public and employers' liability insurance
- be able to provide payslips, and where requested, payroll run and business bank statements
- agree to only recruit from our pool of candidates
- adhere to Fair Work First commitments which includes payment of the Real Living Wage (including apprentices) and providing appropriate channels of effective workers' voice
- Not have any outstanding debt to Glasgow City Council - approval is dependent on your Non-Domestic rate account being up to date
- Our Employer Recruitment Incentive is not intended to assist you to afford to recruit a candidate, therefore you must be able to demonstrate your organisation is financially stable and can offer a sustainable job opportunity.



## FAIR WORK FIRST

Glasgow Guarantee supports the Scottish Government's flagship policy for driving high quality and fair work, and workforce diversity across the labour market in Scotland. All employers benefitting from our Employer Recruitment Incentive must agree to:

- Payment of at least the Real Living Wage, including apprentices
- Provide appropriate channels for effective workers' voice, such as trade union recognition.

In addition, we encourage all our employers to actively work towards all conditions of Fair Work First and make positive steps to embed the below across their workforce:

- Investment in workforce development
- No inappropriate use of zero-hour contracts
- Action to tackle the gender pay gap and create a more diverse and inclusive workplace
- Offer flexible and family friendly working practices for all workers from day one of employment
- Oppose the use of fire and rehire practices.

More information on **Fair Work First** can be found on our website or [click here](#).





“  
Thanks to Glasgow Guarantee we have welcomed two exceptional young staff members into our team witnessing their growth and development as they became integral to our small team.  
”

“ We would recommend Glasgow Guarantee to other organisations as the recruitment process is easy to follow, you get the support from the business team when required and ongoing support from your dedicated In Work Support advisor. ”

We work with people from different backgrounds including people with disabilities/health conditions, from an employment deprived area, no or limited work experience, care leavers and many more.

OFFER BREAKDOWN

Our Employer Recruitment Incentive can be used to support candidates into and help sustainment of employment. All successful candidates must be issued with a contract for a minimum of two years.

Hours per week	13 weeks	26 weeks	52 weeks	Total ERI Value
16 - 25	£1000	£1000	£2,000	£4,000
26 - 34	£1,500	£1,500	£3,000	£6,000
35+	£2,000	£2,000	£4,000	£8,000

Employers can benefit from up to a maximum of £8,000, dependent on number of hours per week, over the first 12 months of employment. Payments are made in arrears based on successful completion of quarterly reviews with our In Work Support team and payslip submission.

- All posts, including apprenticeships, must be paid at the Real Living wage
- Part-time job opportunities will only be available to our candidates who have caring responsibilities or health conditions
- Employers can recruit up to three candidates per financial year, new businesses to Glasgow Guarantee will only be eligible to recruit one candidate per year
- Home-working roles will be reviewed on a case-by-case basis.

All our candidates have been working towards their employment goals, whether being supported by an employability provider within the city or engaging with careers advisors in schools or colleges and have overcome challenges in order to get ready for work.

IN WORK SUPPORT

Jobs & Business Glasgow (JBG) work together with us to assist employees to settle 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 employee’s 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.

“ I have had several super successful applicants from Glasgow Guarantee. ”

## CONTACT US

Register to become a Glasgow Guarantee employer at  
[www.glasgowguarantee.org/](http://www.glasgowguarantee.org/)  
where our team will be on hand to offer support, confirm eligibility  
and assist you to advertise and find a suitable candidate.

email : [GlasgowGuarantee@glasgow.gov.uk](mailto:GlasgowGuarantee@glasgow.gov.uk)

 [GlaGuarantee](#)

 [GlaGuarantee](#)

