

# Take on a young person and you'll be amazed what you get in return.

There's lots of help for businesses in Scotland to attract, recruit, train and pay young people. From arranging quality short term work placements to creating full time jobs, there's a package to help your business.

Support for employers comes from Scottish Government, all 32 of Scotland's local authorities, and a range of public sector agencies.

Here we set out the direct benefits to you as an employer of taking on a young person:

## What young people bring to your business

FRESH PERSPECTIVE



NEW IDEAS

ENTHUSIASM



WILLINGNESS TO LEARN

EASY TO MOULD INTO CULTURE



FLEXIBLE

DIRECT CONNECTION TO YOUTHFUL CUSTOMER BASE



COST-EFFECTIVE TO RECRUIT AND TRAIN

PART OF TALENT PIPELINE



AND SUCCESSION STRATEGY

## FOUR OPTIONS TO FIT EVERY BUSINESS REQUIREMENT

### 1 WORK EXPERIENCE

Offering a work experience place can mean as little as a few days commitment from you with no financial cost. They can serve as an informal trial period, meaning that any decision to commit to a permanent position will be an informed one. Examples include the Certificate of Work Readiness, an employer assessed qualification.

“ Vijay is very enthusiastic and he has helped us speed up some of our processes which has been very welcome ”

Jacqueline Molloy,  
Scotia Wealth Management

### 2 INTERNSHIP AND PLACEMENTS

Internship and placements for college and university graduates can last from a few months up to a year and they're ideally suited to help your business with a specific project or specialism. Support includes a free recruitment service and professional development training for the graduate from ScotGrad which can be enhanced with financial support from Scottish Enterprise or Highland and Islands Enterprise. Scottish Government's Adopt an Intern initiative also facilitates paid internships with financial subsidies.

“ Graduates bring fresh perspective, enthusiasm, and experience. We find that graduates are extremely capable and are often able to rapidly progress their careers. ”

Paul Anderson,  
Food and Drink Hub

ASK US ABOUT THE FINANCIAL INCENTIVES

### 3 MODERN APPRENTICESHIPS

Modern apprenticeships are available across many sectors and job types, not just trades. They include training tailored to your business with participants working towards vocational qualifications. If you take on a Modern Apprentice you can get help with training costs and this can be combined with the financial support available for recruitment.

“ Kirsty is one of the first four apprentices we took on and its worked really well and I would say it certainly increases our profitability. We'll continue with the programme for as long as it's offered. ”

Stuart Richie,  
OPG Ltd

### 4 EMPLOYMENT SUPPORT

Your local authority can help you meet the costs of paying for a young person for at least the first 6 months when you offer a sustainable job. You can combine the funding with other financial support, for example the training costs of a Modern Apprenticeship.

“ Samuel is very sociable, great to work with and impressed right from day one. ”

Alex Glass,  
Glasgow Housing Association

Find out what's available in your local area at by [clicking here](#) or by calling **01241 438 150**

