

Overview of UK & Scottish Government support for Scottish Construction Industry

Key web links

Skills Development Scotland - <https://www.skillsdevelopmentscotland.co.uk/coronavirus-covid-19/>

Business Support Scotland - <https://findbusinesssupport.gov.scot/>

UK Government Business Support - <https://www.gov.uk/coronavirus/business-support>

CITB – <https://www.citb.co.uk/urgent-messages/>

Partnership Action for Continuing Employment (PACE): <https://www.skillsdevelopmentscotland.co.uk/what-we-do/employability-skills/partnership-action-for-continuing-employment-pace/pace-toolkit-promoting-pace-services-and-support/>

Support for employees

Support	Description	Further information
Kickstarter	<ul style="list-style-type: none"> Provides funding to employers to create new 6-month job placements for young people who are currently on Universal Credit and at risk of long-term unemployment. <p>Funding is available for:</p> <ul style="list-style-type: none"> 100% of the relevant National Minimum Wage for 25 hours a week Associated employer National Insurance contributions employer minimum automatic enrolment contributions There is also £1500 per job placement available for setup costs, support and training. Applications must be for a minimum of 30 job placements. If unable to offer this many job placements, you can find someone to apply on behalf of a group of employers to reach the minimum number. 	<p>https://www.gov.uk/guidance/check-if-you-can-apply-for-a-grant-through-the-kickstart-scheme</p> <p>Email address: scotland.kickstart@dwp.gov.uk</p>

<p>Job Retention Bonus scheme</p>	<ul style="list-style-type: none"> • A one-off payment to employers of £1,000 for every employee who they previously claimed for under the Coronavirus Job Retention Scheme, and who remains continuously employed through to 31 January 2021. • Eligible employees must earn at least £520 a month on average between 1 November 2020 and 31 January 2021. • Employers will be able to claim the Job Retention Bonus after they have filed PAYE for January 2021. Payments will be made to employers from February 2021. 	<p>https://www.gov.uk/guidance/check-if-you-can-claim-the-job-retention-bonus-from-15-february-2021</p>
<p>Job Support Scheme</p>	<ul style="list-style-type: none"> • The Job Support Scheme is designed to protect viable jobs in businesses who are facing lower demand over the winter months due to Covid-19. It should help keep their employees attached to the workforce. The scheme will open on 1 November 2020 and run for 6 months. • The company will continue to pay its employee for time worked, but the cost of hours not worked will be split between the employer, the Government (through wage support) and the employee (through a wage reduction), and the employee will keep their job. • The Government will pay a third of hours not worked up to a cap, with the employer also contributing a third. This will ensure employees earn a minimum of 77% of their normal wages, where the Government contribution has not been capped. • For every hour not worked by the employee, both the Government and employer will pay a third each of the usual hourly wage for that employee. The Government contribution will be capped at £697.92 a month. • Employers using the Job Support Scheme will also be able to claim the Job Retention Bonus if they meet the eligibility criteria. 	<p>https://www.gov.uk/government/publications/job-support-scheme</p>

<p>Construction Talent Retention Scheme</p>	<ul style="list-style-type: none"> • The 'Construction Talent Retention Scheme' is a not-for-profit programme. Led by the Construction Leadership Council (CLC) the scheme is a partnership between the government and industry, including CITB, designed to secure and retain essential talent in the UK construction sector. • The online portal, which is free to use up until April 2021, allows the redeployment of staff at risk of redundancy across the industry and enables temporary employee loans between businesses. It also gives displaced workers from other sectors a route to find new employment. 	<p>https://www.trsystem.co.uk/construction</p>
<p>Adopt an Apprentice</p>	<ul style="list-style-type: none"> • Covers the costs of recruiting a Modern Apprentice who has been made redundant. • Businesses are eligible for a £5,000 grant to support a redundant MA to continue their apprenticeship and work towards their qualification. • In construction this grant would be in addition to any CITB grant still available to draw down. 	<p>https://www.skillsdevelopmentscotland.co.uk/news-events/2020/october/funding-increase-for-businesses-through-adopt-an-apprentice/</p>
<p>Flexible Workforce Development Fund</p>	<ul style="list-style-type: none"> • Provides employers in Scotland who are UK Apprenticeship Levy-payers with flexible workforce development training opportunities within the high-quality learning environments available in Scotland's colleges. • Eligible employers can use the FWDF to address priority skills gaps in their organisation by accessing up to £15,000 in funding to create tailored training programmes with their local college. • The fund is flexible and allows employers to choose the training that will bring the greatest benefits to their organisation, while motivating and engaging their employees. 	<p>http://www.sfc.ac.uk/funding/college-funding/flexible-workforce-development/flexible-workforce-development-fund.aspx</p>