



# How Job Centre Plus can help your business

Job centre plus offers a **free** recruitment support service to you as a local employer.

We can

- Promote your vacancies free of charge both online and within our Job Centres
- Help to support your recruitment process
- Help with selecting and interviewing candidates
- Provide space within our Job Centres for you to meet and interview candidates
- Arrange and support you at local recruitment events
- Connect you with other businesses and share local insight
- Provide you with a named local Employer Advisor
- Create Work trials and other bespoke recruitment packages to suit your specific needs.

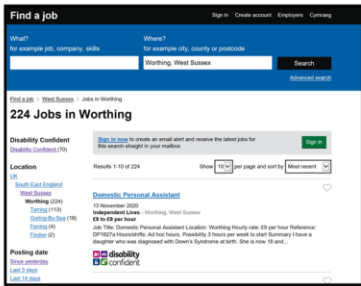
We can also support your employees by signposting any financial support that they could be entitled to.

For further details please contact



## Promote your vacancies free of charge

You can advertise your vacancies for free on our 'Find a Job' site. This is available for anyone searching for a job even if they are not a customer of Job Centre Plus!



- Create a free account
- Post and manage your job vacancies online 24/7, 365 days a year
- Our local Employer Advisors can also ensure that your opportunities are promoted in local Job Centres and matched to suitable candidates.

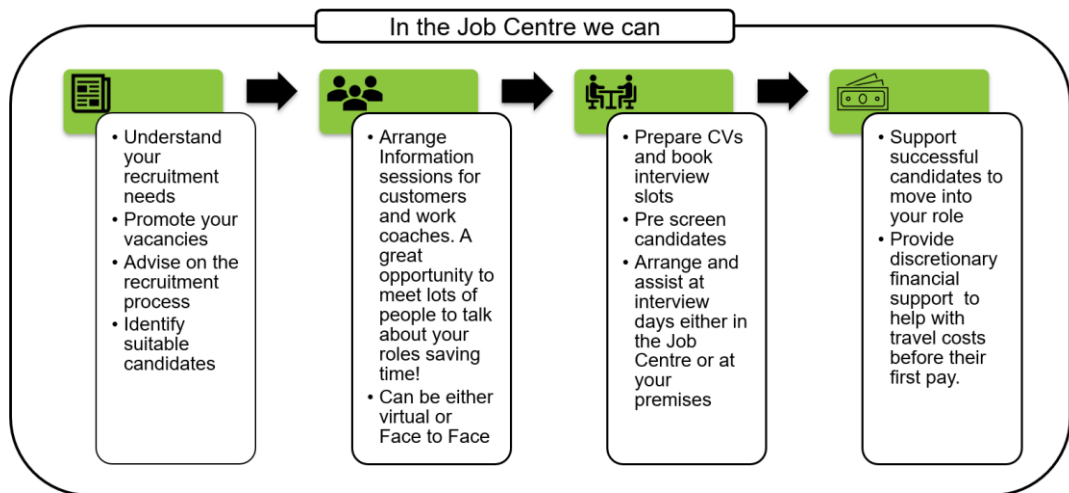
**Find a job**

Find full or part-time jobs in England, Scotland and Wales.



[Find a job - GOV.UK  
\(www.gov.uk/find-a-job\)](https://www.gov.uk/find-a-job)

## Job Matching and Interview Days

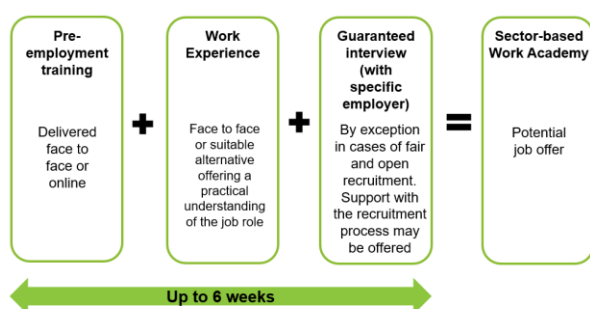


## Bespoke Recruitment Packages



The Sector-based Work Academy Programme (SWAP) offers a clear route into a genuine job vacancy or apprenticeship opportunity.

SWAPs must have three components :-



Benefits of SWAPS

- A flexible approach to meet the needs of your business
- Participants remain on Universal Credit whilst on the scheme
- No direct cost to the employer
- We pay any travel or childcare costs whilst candidates are on the scheme
- An opportunity to offer work experience for potential employees to see if they are suited to your roles
- Reduces the risks within the recruitment process

# Work Experience

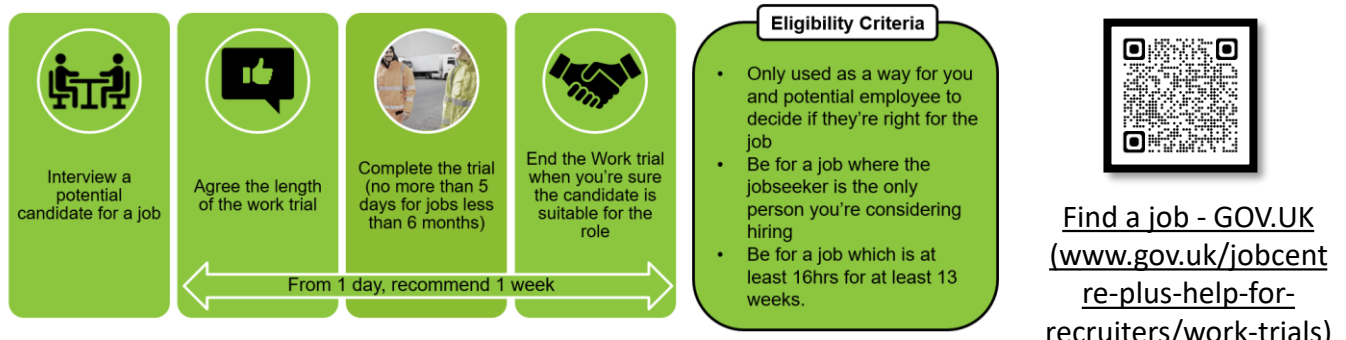
## Why offer Work experience?

- Open to all 18 – 24 year olds or people aged 25 and over who do not have any recent work history
- An opportunity to encourage new talent into your business bringing fresh energy and perspective
- A great way for interested candidates to learn about your business and industry, encouraging future job applications
- A way of promoting your business social responsibility agenda
- Future candidates obtain meaningful work experience that can be added to their CV boosting future job prospects.

# Work Trials

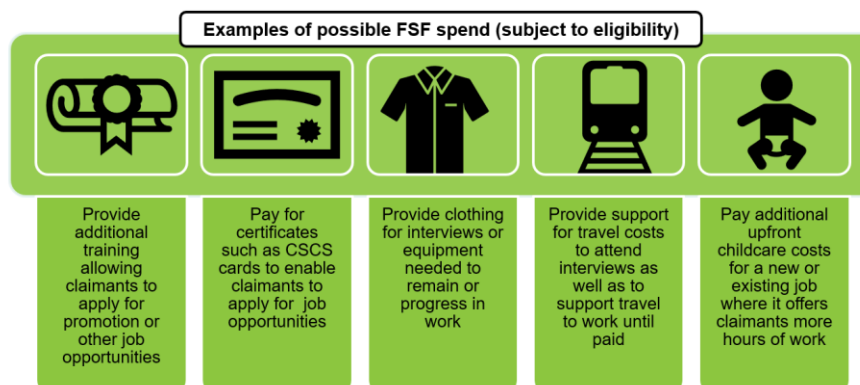
## Why offer a Work Trial?

- A short period in work that you can offer to a jobseeker. It's a great way for you both to see if the job is a good fit!
- Candidates volunteer for a work trial and remain on Universal Credit whilst on the trial. They are not paid a wage.




# Flexible Support Fund

The flexible support fund helps Universal Credit Customers with discretionary funding aimed at removing barriers to work and is subject to eligibility







## How Universal Credit can help your business




Universal Credit means the 16 hour rule no longer applies, so staff can increase their hours and no longer worry about losing their benefit.




Universal Credit gives jobseekers the flexibility to consider short term work - as they'll know their claim stays open and their benefit payment will adjust accordingly.




Universal Credit gives employers the opportunity to use existing part time staff for overtime and extra shifts at peak times.




Universal Credit offers jobseekers the opportunity to improve digital and budgeting skills, giving employers access to a wider pool of better prepared applicants.



Universal Credit helps parents by offering more generous childcare support, helping them to not only move into work but increase their hours and availability.




The flexibility of Universal Credit means you can give your staff extra shifts and responsibilities. This enables existing employees to increase their skills and progress within your company - encouraging retention and a long term reduction in recruitment costs.



Universal Credit payments are calculated using the PAYE real time information you send to HMRC. A simpler and more accurate system - which means you will get fewer wage enquiries.

**Universal Credit increases the financial incentive of work and provides employers like you with a more flexible workforce.**



Opening up work

## There is no 16hr rule



There is no limit to how many hours a claimant can work. This means that Universal Credit will not necessarily be stopped if they -

- work extra hours
- get bonus payments
- get overtime
- have more than one job
- are on a zero-hours contract



[www.gov.uk/guidance/universal-credit-information-for-employers](https://www.gov.uk/guidance/universal-credit-information-for-employers)

Illustrative Example of Universal Credit Taper



Single Person with Housing costs	Out of Work	In Work with earnings £650.00	In Work with earnings £1000.00
Standard Allowance	334.91	334.91	334.91
Housing	500.01	500.01	500.01
<b>Total</b>	<b>834.92</b>	<b>834.92</b>	<b>834.92</b>
Earnings Rec'd		650.00	1000.00
Work Deduction		357.50	550.00
UC Award	£834.92	£477.42	£284.92
<b>Household Income Total</b>	<b>£834.92</b>	<b>£1127.42</b>	<b>£1284.92</b>
<b>Additional Income over UC</b>	<b>£0.00</b>	<b>£292.50</b>	<b>£450.00</b>

Universal credit award decreases by taper rate as earnings increase

Will always be better off the more that is earned

## Universal Credit is Flexible



Universal Credit means that jobseekers have the flexibility to consider short term work as their claim remains open for 6 months of zero universal credit award.

- Universal credit remains to support jobseekers to start work
- Universal Credit supports employers wishing to give staff overtime and peak seasonal work without impacting their claim.
- The Universal Credit Taper gives your staff the opportunity to take extra shifts by ensuring that they will always be better off in work! UC is reduced by 55p for every £1 earned.
- Universal Credit payments are calculated using PAYE data that you send to HMRC, meaning more accurate data leading to fewer wage queries.

## Helping Parents

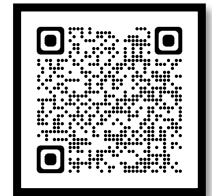




### HELP PAYING FOR YOUR CHILDCARE



Government help with childcare costs for parents.  
Whether you have toddlers or teens, you could get support.



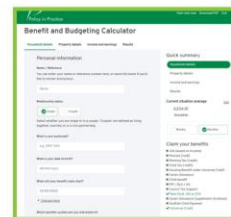
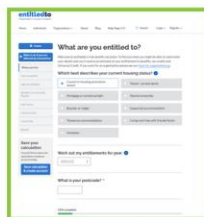
Universal Credit supports working parents by offering more generous childcare support. For children under 17 :

- Receive up to 85% of eligible childcare costs. They could receive
  - Up to £951 per month for one child
  - Up to £1,630 per month for 2 or more.
  - We can also pay for up-front Childcare costs to support when starting or increasing work.
    - £260 per week for one child (up to a daily limit of £52)
    - £446 per week for two or more children (up to a daily limit of £89)
- Receive 30 hours of free childcare for 3 – 4 year olds
  - Term time for 38 weeks of the year

[www.childcarechoices.gov.uk](http://www.childcarechoices.gov.uk)

## Benefits Calculators

Benefit Calculators can illustrate how employees can be better off working more hours



<https://www.gov.uk/benefits-calculators>



## Disability Confident

The aims for Disability Confident are to:

- challenge misconceptions and increase understanding of disability and the benefits of employing or retaining disabled people
- increase the number of employers taking action to be Disability Confident
- contribute towards getting 1 million more disabled people into work by 2027.



[www.disabilityconfident.campaign.gov.uk/](http://www.disabilityconfident.campaign.gov.uk/)

Employers can sign up online on the Disability Confident website.



## Access To Work

Access to Work can help your employees to get or stay in work if they have a physical or mental health condition or disability where the support cannot be achieved through making a reasonable adjustment.



[www.gov.uk/access-to-work](http://www.gov.uk/access-to-work)

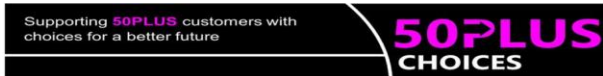


- special equipment
- adaptations or support worker
- services to help do things like answer the phone or go to meetings
- help getting to and from work



**Access to Work**  
Making work possible

## Older workers



Older workers offer a wealth of experience and skills that can be invaluable to any business. There are many ways that you can tap into this talent:

**Age Friendly Job Fairs-** Jobcentres regularly host age friendly job fairs which are free to attend. This is an excellent opportunity to meet candidates face to face, and even interview and offer a position on the day if appropriate.

**Interview Days-** Utilise Jobcentre rooms to interview customers. Online applications can sometimes be a barrier for our customers, so meeting them face to face is an opportunity for the candidate to showcase their talent and it is also an opportunity for you to see if they are the right fit for your business.

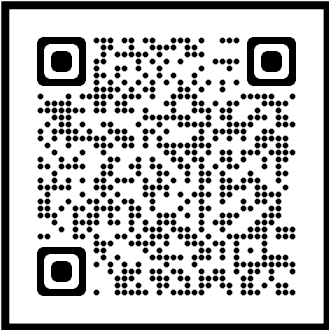
**Work Experience-** Work experience welcomes new perspectives and skill sets into your business and can be particularly beneficial for our customers who are experiencing a career change and who would like to try something new.

**Apprenticeships-** Apprenticeships are not just for the young and can be beneficial for anybody of any age, allowing people to gain skills and experience in a new field.

**Centre for Ageing Better Employer Pledge-** The Age-friendly Employer Pledge is a nationwide programme delivered by the Centre for Ageing Better for employers who recognise the importance and value of older workers. The pledge is a commitment to improving work for people in their 50's and 60's.

Find out more here: [www.ageing-better.org.uk](http://www.ageing-better.org.uk)

# Useful links for additional information



Guidance

## Universal Credit: information for employers

[www.gov.uk/guidance/universal-credit-information-for-employers](http://www.gov.uk/guidance/universal-credit-information-for-employers)

## Jobcentre Plus help for recruiters

[www.gov.uk/jobcentre-plus-help-for-recruiters](http://www.gov.uk/jobcentre-plus-help-for-recruiters)

## Benefits calculators

[www.gov.uk/benefits-calculators](http://www.gov.uk/benefits-calculators)

Childcare  
**Choices**

[www.childcarechoices.gov.uk](http://www.childcarechoices.gov.uk)

Guidance

## Access to Work factsheet for employers

Updated 9 May 2022

[www.gov.uk/access-to-work](http://www.gov.uk/access-to-work)

 **disability**  
**confident**

[www.disabilityconfident.campaign.gov.uk/](http://www.disabilityconfident.campaign.gov.uk/)

