

GATEWAY to employment

employer offer



Department
for Work &
Pensions

Norfolk Employer Support

contact us

If any of your questions aren't answered in this information pack, please contact us to find out more information at: norwichjobcentre.gatewaytoemployment@dwp.gov.uk

Tailored Recruitment Service

national employer services line

This national team will help direct your enquiry. Complete an online enquiry form or call 0800 169 0178
www.gov.uk/jobcentre-plus-help-for-recruiters/recruitment-advice-and-support

local employer adviser teams in jobcentres

- ✓ these teams offer local labour market knowledge with advice, insight and information about funding, local services, initiatives and recruitment events.
- ✓ they develop bespoke pathways, planning and solutions to speed up recruitment.
- ✓ Jobcentres offer interview rooms and desks spaces, subject to availability.

work experience



- ✓ helps jobseekers build their skills and confidence
- ✓ placements between 2 and 8 weeks
- ✓ you select participants with help from Employer Advisers
- ✓ complements existing recruitment

helpful links:

www.gov.uk/government/publications/employers-could-you-offer-work-experience

find a job

maximise vacancy promotion via Find A Job at www.findajob.dwp.gov.uk/employer

sector-based work academy programme

a tried and tested DWP recruitment tool tailored to your requirements

- ✓ seeks to reduce the costs and risks associated with recruitment, ensuring you hire the right people at the right time.
- ✓ helps people who are ready to start a job but need support to learn the skills and behaviours that you are looking for.
- ✓ allows you and the participants to explore whether the fit is right.
- ✓ develops existing management and mentoring skills within your business
- ✓ participants remain on working age benefits until they start work with no need for your business, for example, to fund travel expenses or childcare.
- ✓ depending on your skills need, can last a few days to six weeks.

SWAPs are built around genuine current vacancies and consist of three elements:

- 1 pre-employment training
- 2 work experience placement
- 3 guaranteed job interview

It's a great way to help meet your immediate and future recruitment needs.



work trial



- ✓ a short unpaid period of work following a job interview
- ✓ a way for employers and the applicant to see if the job is a good fit
- ✓ decide if they're right for the role
- ✓ no direct cost to the employer

helpful links:

www.gov.uk/jobcentre-plus-help-for-recruiters/work-trials

apprenticeships



- ✓ apprentices earn a wage while learning job-specific skills
- ✓ for people of all ages – new and current employees
- ✓ cover 660 jobs from entry-level to expert roles
- ✓ available to employers of all sizes

Employers could receive 95% funding towards apprenticeship training if the paybill is below £3 million.

helpful links:

www.gov.uk/guidance/manage-apprenticeship-funds

www.norfolk.gov.uk/apprenticeships

skills bootcamps

we work to support people onto 'skills bootcamps'

Free and flexible training courses funded by the Department for Education, from 60 hours up to 16 weeks, designed to equip individuals with in-demand skills for various sectors. These bootcamps are part of the government's Lifetime Skills Guarantee and aim to help people progress in their current roles, change careers, or become self-employed by providing sector-specific skills and job opportunities.

helpful links:

www.skillsforcareers.education.gov.uk/pages/training-choice/skills-bootcamp

Advice Service

how universal credit can support employers

recruit, retain, redundancy

helpful links:

[Universal Credit and Employers – Making work better for all \(YouTube\)](#)

[Universal Credit and Employers – More flexibility for employers and claimants \(YouTube\)](#)

childcare costs



UK Government

Parents receiving Universal Credit are supported with their childcare costs through the Government's 'Best Start in Life' scheme.

- ✓ up to 85% of childcare costs can be met
- ✓ upfront financial help when starting work or increasing hours

helpful links:

www.beststartinlife.gov.uk

DWP prison work coaches



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Plays a key role in supporting prisoners' reintegration into society, potentially reducing reoffending and easing pressure on prisons. By providing tailored support with employment and benefits, they help individuals secure jobs and access necessary resources upon release, which can lead to a more stable life and reduce the likelihood of returning to crime.

supporting armed forces and reservists



Reservists, veterans and their families bring a range of skills and qualities to the workplace. Jobcentre Armed Forces Champions support veterans into work while employers can sign the covenant and pledge their support by offering opportunities to veterans.

helpful links:

www.armedforcescovenant.gov.uk/organizations/businesses

recruiting a diverse workforce



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Many people of working age in Norfolk and Suffolk are disabled or have a health condition. There's a gap between the proportion of disabled people employed compared with non-disabled people. Attracting and retaining disabled applicants means discovering talented people. There is lots of practical help and support available to help employers recruit people with health conditions and disabilities.

helpful links:

www.support-with-employee-health-and-disability.dwp.gov.uk

www.gov.uk/government/publications/employing-disabled-people-and-people-with-health-conditions/employing-disabled-people-and-people-with-health-conditions

disability confident scheme



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The Disability Confident Scheme provides you with the knowledge, skills and confidence to attract, recruit, retain and develop disabled people, challenging perceptions and increasing understanding of disability. We run regular Disability Confident Forums across Norfolk and Suffolk.

helpful links:

www.gov.uk/government/collections/disability-confident-campaign

access to work



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With Access to Work, employees get support with costs for:

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|-------------------------------------|-------------------------|
| ✓ workplace aids and equipment | ✓ mental health support |
| ✓ adapting equipment | ✓ communication support |
| ✓ a wide variety of support workers | |

allowing you to employ disabled people with the skills you need and retain employees who develop a disability or health condition.

helpful links:

www.gov.uk/government/publications/access-to-work-guide-for-employers

rapid response to redundancy



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Your local Employer Adviser teams offer:

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|---|--|
| ✓ a confidential response to employer notification | ✓ partnerships with organisations offering a support network |
| ✓ advice, information and support to employees at risk | ✓ information about training, benefits and sources of help |
| ✓ online webinars and in-person sessions for jobseekers | |

helpful links:

www.gov.uk/staff-redundant/getting-help