

# Make a Difference— **Invest in Renfrewshire**

Invest in Renfrewshire aims to grow the local economy and create jobs for young people. To do this, Renfrewshire Council, businesses, social enterprises and other third-sector organisations have to work together to offer more employment opportunities and create support programmes to prepare young people for work.

## **How can you help?**

You could help young people by offering at least one:

- Job or apprenticeship
- Graduate internship
- Work experience placement
- Workplace visit
- Hour of your time
- Sponsorship donation

But the first step is to sign up to Invest in Renfrewshire!

## **How can you sign up?**

You can sign up to the Invest in Renfrewshire in one of three ways:

- Visit [www.investinrenfrewshire.com](http://www.investinrenfrewshire.com) and 'sign up', or
- Complete a PDF copy of the form on the website and return it to [invest@renfrewshire.gov.uk](mailto:invest@renfrewshire.gov.uk)
- Call 0300 300 1180 to organise a visit from a business adviser who can explain the programme in greater detail

## **How can we help you?**

In return for your support, we can help you to grow your business by:

- Helping you take on new staff
- Helping you attend a trade show
- Helping you to explore new markets
- Providing a loan
- Training your employees
- Finding or improving premises

## New Employment Opportunities

Employer incentives of 50% of national minimum wage for up to 26 weeks are available to companies looking to expand their workforce.

### Positions must:

- Be additional and permanent
- Offer between 25 and 40 hours per week
- Pay the national minimum wage

### Potential employees must be:

- Between 16 and 24 years old
- Unemployed
- Living in Renfrewshire

### Conditions:

- The post must be approved before recruitment
- Staff numbers must not fall during subsidy period

## Work Experience

Work experience placements have traditionally been designed for high school (S4-6) pupils but we believe that the opportunity should also be offered to college students and young unemployed people.

### Placements should offer:

- One week's work
- A variety of tasks and skill learning
- A boost to confidence and C.V.s

## Sponsorship

Sponsorship is a great way for companies to demonstrate their corporate social responsibility. We can tailor a package to suit your specific needs and budget and your contribution will be fully acknowledged.

Sponsorship opportunities could include:

- Events: Business breakfasts; annual Invest in Renfrewshire conference; finales of the Recruit youth employment programme
- Employment Hub facilities: training spaces, meeting rooms, IT suite

## Graduate Internships

Graduate subsidies of up to £5,000 (70% of £7.71/ hour wage) are available to fund 6-month to 11-month internships in areas such as web design, market research and IT.

### Potential interns must be:

- Under 25 years old
- University graduates
- Living in Renfrewshire

### Internships must be:

- Full-time, and
- Project-driven

### Notes:

- Internships will be advertised on the Invest in Renfrewshire website

## Workplace Visits

As with work experience, we think that workplace visits should be open to a range of young people. The visit could last for a couple of hours to a full working day.

### Visits should offer:

- A tour of premises
- An overview of business operations
- An explanation of company culture and employer expectations

## Time and Expertise

Contact with successful business people at industry days, skills workshops and mock interviews can do a lot to improve a young person's outlook and motivation.

## Business/Community Support

You could help to spread the word about Invest in Renfrewshire. If you know of other companies that may be interested, please let them know.

## Living Wage

The Living Wage is set by the Living Wage Foundation. It is based on the cost of living and the minimum income needed for someone to have a basic, but adequate, standard of living. The Living Wage, which is currently £8.25, is updated annually during Living Wage week in the first week of November.