

DurhamWorks Grant

Key Criteria for Funding November 2022

Overview									
<p>The DurhamWorks Grant is available to SMEs (businesses and not for profit organisations) to support the creation of employment opportunities for young people who are on the DurhamWorks programme. The opportunity must have some form of training/learning attached to it which can include short courses and on the job training. The grant is claimed against the salary costs of the young person.</p> <p>In the event of the grant funding being oversubscribed, priority will be given to opportunities that support those young people that are furthest from employment due to additional needs or barriers that may prevent the young person gaining employment.</p> <p>The grant award is up to £5,000 for a 6-month period and can support up to 75% of the individual's salary costs, as long as the employer contributes at least £500 towards the salary of the individual.</p> <p>If you would like to access the DurhamWorks Grant, please email your enquiry to DWGrant@durham.gov.uk and a member of the team will be in touch to discuss the grant and the application process with you.'</p> <p>For assistance with accessing support from DurhamWorks to source a suitable DurhamWorks candidate(s) and to start the application process please outline your requirements on an email to DWGrant@durham.gov.uk and we will be in contact with you to discuss further.</p> <p>Once a completed application is submitted it should take up to 10 working days for the application to be assessed if the information is correctly provided. The decision about the grant award will be notified to the employer.</p>	<table border="1" style="width: 100%;"> <tr> <td style="width: 20%;">Duration of Employment</td> <td>The period of employment/opportunity is for 6 months minimum for at least 16 <u>contracted hours</u> per week; less if a shorter working week is appropriate to the needs and situation of the employee; zero- hour contracts will not be supported. Applications should detail ALL on and off the job training that will be provided to the named individual to fulfil the requirements of the role and in relation to statutory duties that are necessary to be able to perform the role safely and competently.</td> </tr> <tr> <th colspan="2" style="background-color: #d9ead3;">Employer</th> </tr> <tr> <td>Geography of Business</td> <td>Anywhere within reasonable travelling distance for the individual.</td> </tr> <tr> <td>Size and type of Business</td> <td> <p>The organisation must meet the following definition of an SME - a business or company that has fewer than 250 employees; and has either (a) annual turnover not exceeding €50 million (approximately £44 million) or (b) an annual balance-sheet total not exceeding €43 million (approximately £38 million). If the employer is a subsidiary of a larger organisation, that organisation must also meet the definition requirements of an SME. If further clarification is required, please contact DWGrant@durham.gov.uk</p> <p>The organisation may be a company, social enterprise or not for profit organisation. If the employer organisation is substantially funded through public sector funds (e.g., school, NHS) unfortunately the employer is not eligible for funding under this grant scheme.</p> <p>The organisation must be able to self-declare on the application form for funding that they comply with the "de minimis" requirements in relation to state aid (further information is provided on the application form).</p> </td> </tr> </table>	Duration of Employment	The period of employment/opportunity is for 6 months minimum for at least 16 <u>contracted hours</u> per week; less if a shorter working week is appropriate to the needs and situation of the employee; zero- hour contracts will not be supported. 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DurhamWorks Participant									
<p>To access this funding, the potential employee must recruit from the DurhamWorks Programme. DurhamWorks can support you to find the right employee through interviews and work trials.</p> <p>For an individual to be a DurhamWorks participant the individual must be aged 15-24 (on first entering DurhamWorks); reside in County Durham (on first entering DurhamWorks) and have been unemployed/NEET when first engaging with DurhamWorks.</p>									

Number of grants available per employer	<p>It is unlikely that an employer can hold more than 2 grants at the same time throughout the duration of this scheme.</p> <p>If a business has received a previous Learning, Working, Earning grant or DurhamWorks Grant to support a DurhamWorks participant, the following will be considered:</p> <ul style="list-style-type: none"> - How well the business managed the opportunity created and supported the DurhamWorks participant - Whether the business met the reporting requirements of the grant (for example sending in evidence of expenditure within the agreed timescales). - If the participant is still in employment with the business. <p>Decisions regarding the number of grants an employer holds will be at the discretion of DurhamWorks</p>								
Funding available									
Total award	<p>Up to a maximum of £5,000 per grant.</p> <p>Payable to the employer (to support the employer and employee).</p>								
Purpose: Salary	<p>Up to 75% of salary once all other known external funding has been taken into consideration, ensuring that in all cases the employer contributes a minimum of £500 for each individual funded.</p> <p>When applying, employers should consider the annual increases to the national minimum wage each April that may affect the employee's pay rate over the duration of the grant. For April 2022 – April 2023, the rates are:</p> <table border="0" data-bbox="309 1077 515 1177"> <tr> <td>23 and over</td> <td>£9.50</td> </tr> <tr> <td>21 to 24</td> <td>£9.18</td> </tr> <tr> <td>18 to 20</td> <td>£6.83</td> </tr> <tr> <td>Under 18</td> <td>£4.81</td> </tr> </table> <p>Further details can be found at: https://www.gov.uk/national-minimum-wage-rates.</p> <p>As Apprenticeships are not eligible for funding from this grant, no employees should be paid the apprentice minimum wage.</p>	23 and over	£9.50	21 to 24	£9.18	18 to 20	£6.83	Under 18	£4.81
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Payment Profile	
Payment profile of award (6-month award)	<p>The grant award will be split into 2 payments</p> <ul style="list-style-type: none"> - Payment 1 at end of month 2 - Payment 2 at end of month 6 <p>Payments will be made after evidence of the salary paid (in the form of payslips and bank statements) has been received and checked. The exact amount to be paid will be calculated from this evidence.</p> <p>All payments will be made by BACS to the <u>employer's</u> bank account. It is expected this will be a business bank account in the business name of the employer. However, if the bank account is in the name of an individual, statements showing transaction details will need to be submitted as evidence the account is used for the business' activity.</p> <p>All evidence must be submitted promptly. If evidence has not been submitted within two months of the date required, the employer might forfeit that payment.</p>
Other payment conditions	<p>Employers must:</p> <ul style="list-style-type: none"> - submit timely and fully documented claims - pay at least the required minimum hourly rate for the age of the employee. <p>Failure to meet these requirements will result in the grant being withdrawn, no further payments being made, and no further grants being awarded.</p>