

East Lothian Council – Employer Recruitment Incentive

East Lothian Council's Employer Recruitment Incentive (ERI) supports the creation of sustainable job opportunities (including Modern Apprenticeships) within the private or 3rd sector for adults and young people with barrier(s) to employment.

Employers can apply for **up to £6000** for newly created jobs to employ someone who meets the eligibility criteria. Funding is based on the rate of pay of the employee and is paid in monthly instalments across 26 weeks in arrears.

Priority will be given to new engagements. If you have received ERI funding within the last financial year, your application may take longer to process as it will be assessed on a case by case basis on areas such as timeous claims being made, and whether the employees that have been funded sustained their employment.

Aged 16-20	£4000
Aged 21+ or paying Real Living Wage	£6000

Criteria

- Roles must not replace a post from which someone was made redundant, cause someone to lose their position or lose hours of employment. The position must be new to the business
- Roles must be at least 18 hours a week and no more than 40 hours – no zero-hour contracts will be considered
- The employment contract issued to the new employee **must** be for a minimum of 12 months
- Desirable that jobs should be sustainable following funded period
- Limited to 1 grant per business (any increase to this will be considered on a case by case basis)
- Should be committed to Fair Work Principles, tool available here [Home | Fair Work Tool](#)

Eligibility

To be eligible for the Employer Recruitment Incentive certain criteria must be met:

- The participant must live in East Lothian
- The participant must be currently unemployed or underemployed and not in full-time training or education
- The participant must have at least 1 barrier to employment – list of barriers available
- Priority will be given to participants who are care leavers, carers, long-term unemployed (6 months +), disabled, or have 2 or more barriers to employment

Application

If you would like to find out further information or to request an application form, please email elworks@eastlothian.gov.uk with ERI in the subject line.

Please note – Due to high demand, we can only hold the opportunity of funding for a three-week period. Within this three-week period, we require to meet in person and fill out the relevant paperwork so the application can be reviewed and processed. If the application is not submitted within the three-week timeframe you will have to start the process again. Due to funding restrictions, the ERI cannot be funded beyond March 2026. Therefore, if the contract starts after September 2025, employers will receive a reduced amount of funding. The amount will reduce by a proportionate amount for each month started after September.