

| Support Scheme                              | What is it?  | Are you eligible?   | Benefits to employer  | Benefits to jobseeker  | Things to be aware of  |
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| <b>JobsPlus</b>                             | The Department of Social Protection will pay an incentive to the employer who recruits a 'long-term unemployed' person, monthly in arrears over a 2-year period. | <p><b>Employer:</b> (in the private (including commercial semi-state), community, not-for-profit and voluntary sectors) must be registered as a PAYE employer and have a current Tax Clearance Certificate number</p> <p><b>Jobseeker:</b> must be getting Jobseeker's Benefit (JB) or Jobseeker's Allowance (JA), or signing on for credits.</p> <p>And</p> <ul style="list-style-type: none"> <li>Be at least 12 months (312 days) on the Live Register in the previous 18 months to qualify as an eligible employee for the €7,500 incentive</li> </ul> <p>Or</p> <ul style="list-style-type: none"> <li>Be at least 24 months (624 days) on the Live Register in the previous 30 months to qualify as an eligible employee for the higher incentive of €10,000</li> </ul> | <p>It will provide 2 levels of regular cash payments:</p> <ul style="list-style-type: none"> <li>A payment of €7,500 for each person recruited who has been unemployed for more than 12 but less than 24 months (€7,500 is €312.50 per month)</li> <li>A payment of €10,000 for each person recruited who has been unemployed for more than 24 months (€10,000 is €416.66 per month)</li> </ul> <p>The money is paid directly into the employer's bank account on a monthly basis, in arrears.</p>  | <p><b>Family Income Supplement:</b> New employees under the JobsPlus scheme may be entitled to get Family Income Supplement.</p> <p><b>Medical card:</b> People who have been unemployed for at least 12 months may keep their medical card for 3 years when they take up new employment.</p> <p><b>Take Control:</b> Jim Daly TD came up with this idea and it called a "Ticket to Work". Jim's argument is that it gives some control back to those seeking employment. They can go to an employer and say 'Take me on and this is how much you can get!'</p>  | <p>The employer must have a current Tax Clearance Certificate to register. They must offer full-time employment of over 30 hours per week, spanning at least 4 days per week. The eligible employee must be on payroll and subject to PAYE and PRSI. Employers must give details of workforce prior to application.</p> <p>Jobseekers must have a JP1 form confirming their eligibility. This is obtained by registering online at jobsplus.ie. It is this form that is completed and returned in order to claim the employer's incentive payments.</p>  |
| <b>JobBridge National Internship Scheme</b> | An unpaid internship lasting 6 – 9 months in which job seekers gain training and experience with an employer   | <p><b>Employer:</b> A legal entity and/or charity recognised by the Revenue Commissioners (with a CHY number) with a minimum of 1 full time employee who is employed for 30 hours or more per week (i.e. on payroll and subject to tax and PRSI).</p> <p><b>Jobseeker:</b> Unemployed and actively seeking work for the last three months, and in receipt of: Jobseekers Allowance, Jobseekers Benefit, One Parent Family Payment, Disability Allowance, or Signing for social insurance contribution credits.</p>  | <ul style="list-style-type: none"> <li>There is no financial cost to the employer* and so the risks of hiring are minimized</li> <li>You give a jobseeker the opportunity to be employed whilst gaining skills, knowledge and experience critical for the labour market</li> <li>It may be an opportunity to reallocate investment into hiring as the training period is cost free</li> </ul> <p>Ref above: *Interns receive their Social Welfare Benefit + €52.50 allowance from the Department of Social Protection, not the employer</p> | <ul style="list-style-type: none"> <li>Maintain their Social Welfare Allowance + receive €50 per week allowance</li> <li>Keep all secondary welfare benefits, i.e. rent supplement</li> <li>Gain valuable work experience and may apply knowledge learned in training or education in a work environment</li> <li>Explore a new career path</li> <li>Gain networking opportunities and keep close to the labour market</li> <li>Build their confidence through work experience.</li> <li>2 Internships can be completed, totalling no longer than 18 months. The 2 internships cannot be with the same employer</li> </ul> | <p>The JobBridge site can be difficult to use and the rejection of an advert is not uncommon. 'Trades' and apprenticeships do not qualify although rejections are often based on the wording of internship ads. We in Employability West Cork are happy to advise and support.</p> <p>You may not get a high volume of applications, but recruits will more often be those willing to commit and who see the longer term benefits to their own investment in your company</p> <p>Recruiting someone at the end of a 9 month internship could qualify the employer for JobsPlus (see above) as that intern will have been on the Live Register for 12 months+</p> |

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| <b>Wage Subsidy Scheme (WSS)</b>                     | It offers financial support for employers who employ certain people with 'disabilities' on a full-time basis (21 hours or more). | Each case is judged on an individual basis and may include a whole range of disabilities/conditions. The subsidy is where there is agreement between all parties, with medical support, that the employee has a productivity shortfall in excess of 20%, in comparison to a peer without this disability/condition.<br><br><b>NB.</b> Job seekers <b>do not need</b> to be registered disabled, or in receipt of a Disability or other welfare payment | A subsidy for any perceived productivity shortfall in excess of 20% for a disabled person, in comparison to a non-disabled peer. An employee must work a minimum of 21 hours per week up to a maximum of 39 hours per week. The rate of subsidy is €5.30 per hour and is based on the number of hours worked, giving a total annual subsidy available of €10,748 per annum based on 39 hour week.  | They will retain for 3 years any secondary benefits which they were in receipt of prior to taking up employment (i.e. medical card, travel pass).<br><br><b>NB.</b> As of late 2013, new applicants who are currently on DA, may apply for DA Disregard in conjunction with the WSS provided the minimum 21 working hours per week threshold is maintained. Those in receipt of a Jobseekers payment should be assessed on individual circumstances, not affected by the WSS incentive to their employer. | Until recently, employees who are took up the Wage Subsidy Scheme waved their entitlement to any other welfare benefits.<br><br><b>NB.</b> As of late 2013, this no longer applies. However, this new circumstance may not reach everyone and so it is important to gain the support of the DSP Employment Services Officer who deals with WSS. Employability service is happy to advise anyone seeking to utilise this, or any other, support.   |
| <b>Work Experience Scheme (5 - 7 week placement)</b> | An unpaid work experience placement for 5 - 7 weeks with an employer   | <b>Employer:</b> The host organisation must be a legal entity and/or charity recognised by the Revenue Commissioners (with a CHY number). In addition, if the Employer employs 10 or fewer people, there must be at least a staff ratio of 2:1 permanent employees to Workplace participants at any one time.<br><br><b>Jobseeker:</b> Any jobseeker actively looking for employment can take part in this scheme.                                     | <ul style="list-style-type: none"> <li>There is no financial cost to the employer* and so the risks of hiring are minimized</li> <li>You give a jobseeker the opportunity to be employed whilst gaining skills, knowledge and experience critical for the labour market</li> <li>This period can be used as 'a 7 week interview' so both parties are sure that they are right for the job</li> </ul> <p>* The employer agrees to pay the participant €20.00 per week to cover their expenses. At the end of the 5-7 weeks, the employer is reimbursed.</p> | <ul style="list-style-type: none"> <li>This is not a waged position; therefore, it does not affect any social welfare payment the participant may be receiving.</li> <li>€20 per week helps them meet the extra expense of getting to work</li> <li>The participant gains work experience and a local reference</li> <li>Explore a new career path</li> <li>Gain networking opportunities and keep close to the labour market</li> <li>Build their confidence through work experience.</li> </ul>         | <p>If the Employer employs 10 or fewer people, there must be at least a staff ratio of 2:1 permanent employees to Workplace participants at any one time.</p> <p>Employer cannot avail of more than 10 placements per year.</p> <p>Participant can avail of 2 Workplace opportunities per year. Ideally there must be 12 weeks between placements.</p> <p>The same employer and participant cannot be partnered more than once.</p> <p><b>Job seekers must be clients of Employability Service West Cork to utilise this scheme</b></p> |

*N.B. This document is intended as a guide only. Errors and omissions accepted. Other supports are available. Employers must be tax compliant and may need to produce a tax clearance certificate.*

| Job Coaches to advise:   |   |
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| <b>Darren Priest – Bandon - 086 810 1795</b>                             | <b>Isabelle Sutton – Kinsale – 086 600 7964</b>     |
| <b>Erin Kelly Ashworth - Dunmanway and Castletownbere - 086 807 9953</b> | <b>Doreen Calderwood - Clonakilty - 086 8395058</b> |
| <b>Fiona Chappell - Clonakilty - 086 603 1335</b>                        | <b>Caitríona Erdpohl - Bantry - 086 411 0110</b>    |
| <b>Michéal Hurley – Skibereen - 086 815 8786</b>                         | <b>Fran Kelly – Coordinator – 086 854 6559</b>      |



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Workstart West Cork Limited Trading as Employability West Cork



Ireland's EU Structural Funds Programmes 2007 - 2013  
Co-funded by the Irish Government and the European Union



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