

**A quick guide to DWP programmes and initiatives**

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| **DWP Employer Programmes** |
| Work Trials | * An opportunity for you and a perspective candidate to try the job
* A trial period in the actual job often lasting around a week (or up to 30 days)
* Participation is entirely voluntary
* Claimants stay on benefit during the work trial
* [Government guidance on Work Trials](https://www.gov.uk/jobcentre-plus-help-for-recruiters/work-trials)
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| Work Experience | * A voluntary Work Experience scheme can help your business
* You can interview before agreeing to placements
* Placements last up to 8 weeks
* Jobcentre Plus continue to pay benefits plus travel expenses
* Many employers recruit from placements when vacancies arise
* [Government guidance on Work Experience](https://www.gov.uk/jobcentre-plus-help-for-recruiters/work-experience-apprenticeships)
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| Sector-BasedWork Academy Programmes - SWAP(England and Scotland) | * A more efficient approach to filling your vacancies
* Short sharp training intervention, designed with the employer to up skill potential recruits.
* Designed and tailored with you to meet your recruitment needs
* Has 3 components; pre-employment training, work experience and a job interview. [sector based work academies Employer Guide](https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide)
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| Pre-employment training (England, Scotland and Wales) | * Similar to sector based work academies but does not offer the guaranteed job interviews at the end, perfect for upskilling and training with no employment obligations at the end.
* See [Pre-employment Training](https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide/sector-based-work-academies-employer-guide#pre-employment-training) for more information
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| Apprenticeships | * Investment opportunity to upskill new and existing staff with introduction of apprenticeship levy from April 2017
* [Apprenticeship funding; how it will work](https://www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work/apprenticeship-levy-how-it-will-work)
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| Traineeships | * Traineeships are designed to help young people who want to get an apprenticeship or job but don’t yet have appropriate skills or experience.
* They are study-based programmes, combined with work placements, which give young people the opportunity to develop workplace skills and experience; putting them in a better position to compete for future vacancies and opportunities.
* <https://www.gov.uk/government/collections/traineeships--2>
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| Find a Job | * Find a Job service offers a simple way for employers to post job adverts and jobseekers to look for work.
* It has a simple login process, an enhanced search function and a facility for jobseekers to upload and share their CVs whilst automatically recording onsite activity and job applications.
* [Employer section of Find A Job](https://findajob.dwp.gov.uk/sign-in?employer=1)
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| Access to Work | * Access to Work (AtW) is a grant scheme that is intended to help people with a disability or health condition to take up or remain in work.
* An AtW grant can pay for: special equipment, adaptations or support worker services to help people do things like answer the phone or go to meetings and help getting to and from work.
* <https://www.gov.uk/access-to-work>
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| Disability Confident | * Voluntary scheme developed by employers and disabled people with 3 levels to support your organisation on your Disability Confident journey to change attitudes, behaviours and culture
* [The Disability Confident scheme](https://www.gov.uk/government/collections/disability-confident-campaign)
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| The Armed Forces Covenant | * Treating fairly those who serve, or have served, the nation
* [Armed Forces Covenant](https://www.armedforcescovenant.gov.uk/)
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| Care Leavers Covenant | * DWP lead on delivering the Care Leaver’s Employer Covenant in partnership with Spectra First and the Department for Education(DfE)
* <https://mycovenant.org.uk/>
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| Fuller Working Lives | * A strategy to tackle age discrimination and support older workers
* [Fuller Working Lives - A Partnership Approach](https://www.gov.uk/government/publications/fuller-working-lives-a-partnership-approach)
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| Mentoring Circles | * The Mentoring Circles Programme is open to everyone with a focus on Black Asian Minority Ethnic (BAME) young people.
* A mentoring circle is a type of action learning set which focuses on the personal development of those involved – employers will usually mentor jobseekers who are unemployed and aged between 18-24 years via 3 mentoring circle meetings. [national-mentoring-initiative](https://www.gov.uk/government/news/national-mentoring-initiative-to-tackle-employment-inequality-across-uk)
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| Movement to Work | * Movement to Work (MtW) is a work-placement charity that supports employers to provide work placements that combine employability skills training with on-the-job experience.
* MtW is a charity coalition of 250 of the leading UK employers.
* The aim of MtW is to get unemployed young people (aged 18-30) into employment by giving them work experience that will build their confidence and improve their job prospects.
* <https://www.movementtowork.com/>
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| Way to Work  | * Way to Work is a new partnership between government and employers to get 500,000 jobseekers into work by the end of June 2022.
* This partnership will help fill record numbers of vacancies, supporting job-ready people into the labour market and helping them progress into a career.
* Whether you’re a jobseeker finding your way back into work, or an employer who’s looking for a way to get the right person to help their business, Jobcentre Plus and Way to Work can help.
* [Way to Work - JobHelp (campaign.gov.uk)](https://jobhelp.campaign.gov.uk/way-to-work/)
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| JOB ENTRY TARGETED SUPPORT (JETS) | * Job Entry Targeted Support (JETS) is a light touch employment programme for people who have been out of work and claiming either Universal Credit or New Style Jobseeker’s Allowance for at least 13 weeks.
* JETS will provide light touch, personalised employment support for 6 months, which could give you the boost you need to return to employment. This might include:
* [Job Entry Targeted Support (JETS) - JobHelp (campaign.gov.uk)](https://jobhelp.campaign.gov.uk/government-services/job-entry-targeted-support-jets/)
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| Restart scheme | * The Restart scheme will give Universal Credit claimants who have been out of work for at least 12 months enhanced support to find jobs in their local area.
* [Restart scheme - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/restart-scheme)
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| Other DWP products  |
| Jobhelp website  | * Our recruitment and jobs portal, there are hints and tips and support to help people find a new job **-** <https://jobhelp.campaign.gov.uk/>
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| @jobsplusmore | * Our national twitter page, we can use this to advertise opportunities. We also have local accounts to allow us to target opportunities to a specific location. Contact us for support accessing this service.

<https://twitter.com/JCPJobsPlusMore>  |
| Specialist Employability Support | * Specialist Employability Support (SES) is designed specifically to help and support people with disabilities, into work. Participants will receive individually tailored help via external providers.
* <https://www.gov.uk/specialist-employability-support>
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| Flexible Support Fund | * Flexible Support Fund (FSF) provides local support that our claimants may need to return to work.
* Where our existing menu of support doesn’t provide what the claimant(s) need and there is no other non-contracted provision in the area, the FSF is used to plug the gap.
* Awards of FSF can be made for a variety of reasons. Most commonly awards of FSF are used to:
* Provide financial support to remove barriers which prevent claimants from getting a job or moving closer to the labour market
* Procure training and education which enable claimants to enter sustained employment or move closer to the labour market.
* Provide financial assistance with travel costs.
* The FSF fund is awarded on a discretionary basis by the local office.
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| New Enterprise Allowance | * The New Enterprise Allowance (NEA) scheme aims to support claimants to start their own business.
* NEA supports the creation of a business as long as the claimant has a genuine aim to build a sustainable business that will be registered in Great Britain for tax purposes.
* <https://www.gov.uk/government/collections/new-enterprise-allowance-campaign>
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| Rapid Response Service | * Our redundancy support service is free of charge to get support and useful information through our ‘Rapid Response Service (RRS)’. This is a redundancy service designed to give both employers and employees support and advice about things like:
* helping people facing redundancy to construct CVs and find jobs
* helping people identify their transferable skills and training needs providing training to help people develop vocational skills providing general information about benefits helping with costs like travel to work expenses.
* If you need to get in touch with Jobcentre Plus to discuss what redundancy support is available please email: rrs.enquiries@dwp.gov.uk
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| Construction Talent Retention Scheme (CTRS)  | * The Construction Talent Retention Scheme is a partnership between the Government and industry to secure essential talent in the UK construction sector.
* The scheme will be an online portal that supports redeployment of staff at risk of redundancy across the sector, while also enabling temporary employee loans between businesses.
* The Scheme give displaced workers from other sectors a route to find new employment in construction.
* Please see the link: <https://www.trs-system.co.uk/construction>
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| Financial support products for new claims  |
| New Claims Advances | * You can apply for an advance payment of your Universal Credit if you are in financial hardship while you wait for your first payment, for example, if you can’t afford to pay your rent or buy food.
* Universal Credit advances - GOV.UK (www.gov.uk)
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| Budgeting Loans/Advance | * A Budgeting Loan can help pay for:
* furniture or household items (for example, washing machines or other ‘white goods’)
* clothes or footwear
* rent in advance
* costs linked to moving house
* maintenance, improvements or security for your home
* travelling costs within the UK
* costs linked to getting a new job
* maternity costs
* funeral costs
* repaying hire purchase loans
* repaying loans taken for the above item

[Budgeting Loans: How they work - GOV.UK (www.gov.uk)](https://www.gov.uk/budgeting-help-benefits) |
| Applying for a Discretionary Housing Payment | * This factsheet is for councils to give to claimants. Discretionary Housing Payments (DHP) provide extra money when a council decides that someone needs extra help to meet their housing costs. The factsheet explains:
* who can apply for a DHP
* how they can use their payment
* how they can make a claim for DHP
* [Applying for a Discretionary Housing Payment - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/claiming-discretionary-housing-payments)
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| Alternative payment arrangements | This will be a discussion the customer can have to set up a Alternative payment arrangements when making new claims.* These will be alterations to payment methods such as Managed payment to landlords when the rent element is paid directly to the landlord if the customer is in rent arrears or struggling to manage their rent
* More frequent payments are when the customer is paid twice instead of one lump payment. Their payment is divided by two and one is paid on their normal allocated pay day and the second is paid 14-18 days there after depending on weekend and bank holidays.
* Split payments is when a couple can request that the payment is auto split between both parties and paid to both accounts (this is done if there are issue’s in the relationship that may effect the welfare of the house hold managing the money)
* [Alternative Payment Arrangements - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/universal-credit-alternative-payment-arrangements/alternative-payment-arrangements)
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| In-depth website for understanding Universal Credit and what is on offer for support | * [Understanding Universal Credit - Home](https://www.understandinguniversalcredit.gov.uk/)
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For more information about any DWP programme or initiative, or to work closer with Jobcentres, please speak to your Senior National Account Manager or e-mail jcp.construction@dwp.gov.uk