

Edinburgh's Employer Recruitment Incentives FACTSHEET

About the Fund

The City of Edinburgh Council's [Employer Recruitment Incentive](#) helps people of all ages with the greatest barriers to employment get jobs and stay in jobs. It is funded and administered by the City of Edinburgh Council in line with the Scottish Government [No One Left Behind](#) ethos.

Employers can apply for funding to help with the costs of recruiting and employing someone who fits the eligibility criteria. It can provide [up to £10,000](#) and employers who are successful in applying receive the money direct.

Is the incentive for my organisation?

Make sure you can say yes to all the points below before you read on.

- the job hasn't started yet.
- your new employee lives in Edinburgh.
- the new job starts between 1 April 2026 and 31 March 2027.
- the job has a permanent contract of employment, unless an apprenticeship*
- you pay the real Living Wage rates or above.

*If employing an apprentice, a contract of employment must be at least an additional 6 months beyond the length of the apprenticeship.



Who can I employ?

You can employ someone who meets all five of the following criteria:

- is unemployed
- is aged between 16-67 years
- has the right to live and work in the UK
- lives in Edinburgh (EH1 to EH17, EH28 to EH30)
- falls within [one or more](#) of the fund's eligible groups.

Eligible groups:

- disabled and/or deaf person who is unemployed (includes those experiencing mental health issues and those who have an impairment or long-term health condition)
- person at risk of long-term unemployment *and* in receipt of [reserved benefits](#)

* Due to changes in Scottish Government funding our criteria has reduced from previous years

Need help to recruit?

We can help you to advertise your vacancy, shortlist candidates and ensure that your preferred candidate meets the eligibility criteria. If you would like this free support, please let us know.

What can I use the incentive for?

You can use the incentive to help with the costs of recruiting and keeping a person in employment including an apprenticeship. Costs may include:

- wages
- additional supervisory costs
- initial travel to work costs
- training
- specialist support designed to help a person sustain a post
- other job-related costs.



How does the incentive work?

We pay the funds directly to you, the employer, at four staged intervals over 52 weeks.

For a job to be eligible for funding it must:

- pay the [real Living Wage](#) rates or higher
- offer a [permanent contract](#) of employment*. Companies who employ a person on zero-hour contracts will not be eligible. Employees must receive a [written contract](#) of employment within [two months](#) of starting.
- guarantee a minimum of 10 hours employment each week
- pay a salary greater than funding received.
- not have started yet and has a start date between 1 April 2026 and 31 March 2027
- comply with the Scottish Government's [Fair Work First](#) requirements.

What does the incentive offer?

The incentive offers a tiered grant amount of up to £10,000 over a period of 52 weeks per employee. This is based on the hourly rate of pay and contracted hours for each employee as shown in this table:

All ages and jobs (apprentices must be completing a recognised SQA framework)	
Between 10-15 hours at Real Living Wage rates or above	£4,000
Between 16-20 hours at Real Living Wage rates or above	£6,000
Between 21-29 hours at Real Living Wage rates or above	£8,000
Above 30 hours or more at Real Living Wage rates or above	£10,000

How to apply

You can [get more information and submit an application](#) on our website www.edinburgh.gov.uk/employerincentive.

Alternatively, you can contact us at:

Email: wage.incentives@edinburgh.gov.uk

Phone: 0131 529 3139

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