

## Appendix 1: Who you can employ and about the barriers

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

- ✓ is unemployed
- ✓ is aged between 16-67 years
- ✓ lives in **Aberdeenshire**
- ✓ has the right to live and work in the UK
- ✓ falls within two or more of the fund's eligible groups.

See the list below for some of the characteristics groups. We'll give priority to people who are in more than one of the groupings below

1. <b>Disabled and or D/deaf person</b>
2. <b>Person experiencing mental health issues and those who have an impairment or long-term health conditions</b>
3. <b>Care experienced young people</b>
4. <b>Person with a conviction (including CPO's)</b>
5. <b>Person aged over 50 years</b>
6. <b>People from Ethnic Minority backgrounds and racial groups</b>
7. <b>Gypsy/travelling community</b>
8. <b>Person requiring support with language, literacy or numeracy, including those for whom English is an additional language</b>
9. <b>A young person who was receiving additional support for learning in school</b>
10. <b>Refugee or other granted leave to stay in the UK</b>
11. <b>Primary carers, with a particular focus on parent from the priority family groups,</b>
a. <b>Lone Parents</b>
b. <b>Parents or children with a disability</b>
c. <b>Parents with 3 or more children</b>
d. <b>Parents from a minority ethnic background</b>
e. <b>Parents with a child under 1 year</b>
f. <b>Families with a parent under 25 years</b>
12. <b>Other low income parents – e.g. kinship carers</b>
13. <b>Those with no or limited work experience</b>
14. <b>Early leavers from the armed forces, veterans and ex-forces personnel</b>
15. <b>Long term unemployed who are not on Community Work Placements</b>
16. <b>Person who had failed their ESA Work Capability Assessment</b>
17. <b>Low Skilled<sup>1</sup></b>
18. <b>Homeless person – including temporary or unstable accommodation</b>
19. <b>Person affected by substance misuse</b>
20. <b>Living in a household with children in poverty</b>
21. <b>Person living in the 15% most employment deprived SIMD geographies</b>
22. <b>Person living in an area defined as "rural area"<sup>2</sup> or "very remote rural"<sup>3</sup></b>

<sup>1</sup> Individual's highest level of qualification is at SCQF Level 4 or below

<sup>2</sup> A person residing in thinly populated areas according to the Degree of urbanisation (DEGURBA category 3) classification. Thinly-populated areas means that more than 50% of the population lives in rural grid cells

<sup>3</sup> In the Scottish Government 8 Fold Urban Rural Classification (see 'Rural Area Rating' column on ESF Scottish Local Authority Rural Area Postcodes list)

