

Santander Universities Employability Scheme 2021

The University of Lincoln have a partnership with Santander Universities to provide funding to support student and graduate work project positions. The funding is limited so please contact us to check availability.

Company eligibility

- Organisations must be registered and based in the UK
- Eligible organisations include companies, start-ups, sole traders, charities and partnerships from all sectors.
- The scheme is for businesses to benefit from a fully paid student or graduate to undertake a work project within the business.

Student & Graduate eligibility

- Candidates must be a student or graduate from the University of Lincoln.
- Candidates can only be provided with one fully funded work project; the candidate can not apply for another project. Please check candidates details in advance of offering role to ensure they are eligible.

Role criteria

- Work project must be a minimum of 70 hours and maximum of 108 hours in duration
- The role can be part time or full time but cannot be more than 35 hours a week.
- The work project can be completed virtually or in person (at business discretion in line with the UK Government Covid-19 guidelines)
- The candidate is carrying out work that is deemed to be of 'graduate' level
- The business can recruit a maximum of one student to complete one work project.

Funding provided

- The work project is fully funded by Santander Universities and funding provided is £1000 per work project.
- The funding is provided directly to the business and full funding must then be paid to the candidate.

Salary payments

- The candidate must be paid a minimum of £8.72 per hour.
- The full funding must be used to pay the candidate up to maximum of £1000. If recruit the candidate on fewer than 108 hours, the hourly pay must be higher to utilise the full £1000 funding provide.
- Hours can be agreed between candidate and business but must be completed by October 31st 2021.

Process breakdown

- Complete our online vacancy system with the advert: <https://careers.lincoln.ac.uk/employer/login.html>
- Role is advertised through the Careers & Employability Service and directed towards relevant students/graduates
- Students/graduates apply directly to you, you check with the Careers & Employability Service if the candidates are eligible. Once confirmed they are eligible, you decide on the candidate for the role using your own recruitment methods.
- Once a candidate is selected, you establish your own employment terms and conditions with the candidate
- An agreement is completed to register for the funding – this must be completed and returned to the Careers & Employability Service before the candidate starts their role, failure to return completed form before intern starts could risk funding allocation
- Registration on the Santander Platform by company & candidate – completed directly or on your behalf by the Careers team.
- A new supplier form is completed if the company are not registered on the University of Lincoln finance system
- Company and student/graduate complete feedback forms and return

*** PLEASE NOTE:** Due to the high volume of interest in the funding scheme packages, availability and allocation of the funding is not confirmed or provided until the completion and exchange of the relevant internship agreement

FAQ's

How do I advertise my role?

We advertise online, via <https://careers.lincoln.ac.uk/employer/login.html>. Please contact the team initially to discuss your requirements to ensure we advertise the role in the best way possible for you.

Can I advertise a part time role?

Yes, you can advertise a part time role, working hours agreed between you and candidate - the project must be a minimum of 70 hours to a maximum of 108 hours. If you recruit the candidate on the lower hours, the pay must be higher to utilise the full £1000 funding provide.

I have more than one position; can I receive more than one funding allocation?

This funding is limited to one per business, please contact the service to discuss your requirements, whereby we could look at other funding for you.

If I take the intern on a permanent basis after the work project, can I receive more funding?

No, you can only receive one funding allocation for that specific student/graduate in that specific role.

Do I, as the company, have final choice in who I recruit for the role?

Yes, you select and decide who you would like to recruit for the role from all the applications received once they have been confirmed as eligible for funding.

Once I have chosen a candidate is there a lot of paperwork to complete?

There are only a few simple steps in the process. You complete a short agreement, register on the online Santander portal and you will be required to complete a new supplier form to register on the University Finance system if not completed previously. The agreement must be return prior to the start date of the intern role.

What about GDPR Implications?

When you agree to the funding, you also must agree to the Terms & Conditions provided within the funding agreement and completion of this enables data sharing with Santander Universities portal system to upload your company information and candidate information. It is your responsibility to inform the candidate of this data request.

Does the student receive the funding?

No, the money will be paid to you as the company/employer to then pay the student/graduate directly.

If you have any other questions or queries, please do not hesitate to contact the team.

CONTACT

If you have any questions or would like to apply for this funding, please contact Lesley O'Donnell, Employment Opportunities Officer: lodonnell@lincoln.ac.uk

If you would like to explore and discuss how the University can support your business, please contact Lydia Hughes, Graduate Development and Employer Engagement Manager: LHughes@lincoln.ac.uk

Updated 07/07/2021

Productivity Programme for Greater Lincolnshire Funding Scheme 2021 - 2022

The University of Lincoln has a productivity funding programme available to support the recruitment of graduate positions. The funding is limited so please contact us to check availability.

This funding is part of a wider Productivity Programme, full details are available online:

www.productivityprogramme.co.uk.

Company eligibility

- Company must be based within Lincolnshire, North Lincolnshire and North East Lincolnshire
- Company must be a registered SME, employing fewer than 250 persons and have an annual turnover not exceeding €50m
- Business/enterprise sector; those businesses that are ineligible are:
 - fishery and aquaculture sectors supported by EFF
 - primary production, processing and marketing of agricultural products, supported by EAFRD
 - coal, steel and shipbuilding sectors
 - the synthetic fibres sector
 - generalised (school age) education
 - banking and insurance companies
 - retail businesses

Graduate eligibility:

- A recent graduate from any university, completing within the last 3 years

Role criteria

- The role duration can be from 3 months to 6 months in duration with salary payments of at least £1000 per month
- The role can be full time or part time

Salary payments

- Graduates must receive at least £1000 salary payments per month

Funding provided

- Funding provided is:
 - £3000 for a 6 month role or
 - £2500 for a 5 month role or
 - £2000 for a 4 month role or
 - £1500 for a 3 month role
- Company must match fund to provide required graduates salary
- The grant will be paid at the end of the internship, the company must provide evidence including payslips and bank statements to prove the graduate has received £1000 per month. Once received the grant will be paid from the university to the company

Process breakdown

- The company and project team complete the project enrolment form and company productivity diagnostic form
- Role is advertised through the Careers and Employability service to relevant graduates (if required)
- Graduates apply directly to the employers and once a graduate is selected the employer establishes their own terms and conditions with the candidate
- Project team will send agreement and supplier forms for the company to complete and return. Also required are the graduate's degree certificate and internship offer letter.
- At the end of the internship period, the company send payslips and bank statements.
- Once all evidence and paperwork processed, payment made to company by university
- Case studies form sent and collected, including evaluation and end of engagement

FAQs

How do I advertise my role?

We have an online vacancy system where you can upload your role directly: <https://careers.lincoln.ac.uk>
Please contact the team initially to discuss your requirements to ensure we advertise the role in the best way possible for you, including targeting external advertising avenues.

Can I advertise a permanent position?

Yes, as long as the internship is at least the minimum duration of 3 months you can advertise a permanent role through the scheme.

Can I advertise a part time role?

Yes, the role can be full or part time, as long as the graduate salary is £1000 per month you can advertise a part time role through the scheme.

I have more than one position; can I receive more than one funding allocation?

No, you can only have one funding allocation. Please contact us as we have other funding streams which we could explore with you.

If I take the graduate on a permanent basis after the internship, can I receive more funding?

No, you can only receive one funding allocation for that specific graduate in that specific role which has been agreed at the outset.

Once I have chosen a graduate is there a lot of paper work to complete?

The paperwork consists of: enrolment form, diagnostic form, internship agreement and supplier form. Evidence we require is as follows: degree certificate, offer of employment letter, payslips and bank statements for the internship period.

Does the graduate receive the funding?

No, the money will be paid to you as the company/employer at the end of the internship once we receive payslips and bank statements to evidence the graduate salary payments.

If you have any other questions or queries, please do not hesitate to contact the team.

Contact:

If you have any questions or would like to apply for this funding, please contact Lesley O'Donnell, Employment Opportunities Officer: lodonnell@lincoln.ac.uk

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University of Lincoln Graduate Internship Funding Scheme 2021

The university have a funding scheme in operation to support business and organisations to recruit a University of Lincoln graduate. The funding is limited so please contact us to check availability.

Company eligibility

- Available to any company of any size and sector

Graduate eligibility

- The candidate must be a recent graduate (completed their undergraduate course within 3 years) from the University of Lincoln

Role criteria

- The internship must last for a minimum of 3 months
- The graduate must work at least 20 hours per week
- The graduate is carrying out work that is deemed to be of 'graduate' level

Salary payments

- The graduate is paid at least National Minimum wage of £8.36 per hour (21 to 22 year old) or £8.91 (23 and over). Link to current rates: <https://www.gov.uk/national-minimum-wage-rates>

Funding provided

- £1000 funding provided to the company
- ***PLEASE NOTE:** Due to the high volume of interest in the funding scheme packages, availability and allocation of the funding is not confirmed or provided until the completion and exchange of the relevant internship agreement

Process breakdown

- The company completes our online vacancy system with the advert
- The Careers team will check over the advert before making the vacancy 'live' online and add in our standard text relevant to internship roles.
- The role is advertised through the Careers and Employability service
- Graduates apply directly to the company
- Once a graduate is selected the employer establishes their own employment terms and conditions with the graduate
- A funding agreement is completed to apply for the funding scheme
- A new supplier form is completed if the company are not registered on the University of Lincoln finance system
- Complete feedback forms – company and intern

FAQ's

How do I advertise my role?

We have an online vacancy system where you can upload your role directly: <https://careers.lincoln.ac.uk>. Please contact the team initially to discuss your requirements to ensure we advertise the role in the best way possible for you.

Can I advertise a permanent position?

Yes, as long as the internship is at least 3 months you can advertise a permanent role through the scheme.

Can I advertise a full time role?

Yes, as long as the internship is at least 20 hours per week you can advertise full time roles through the scheme

I have more than one position; can I receive more than one funding allocation?

Yes, you can receive a maximum of 2 funding allocations. Funding is limited, please contact to discuss your requirements.

If I take the graduate on a permanent basis after the 3 months, can I receive more funding?

No, you can only receive one funding allocation for that specific graduate in that specific role.

Once I have chosen a graduate is there a lot of paper work to complete?

There are only a few steps in the process. You complete a short agreement and you may then be required to complete a new supplier form to register on our Finance system.

What if the candidate has a Masters qualification?

As long as they also have an undergraduate degree qualification from the University of Lincoln in the past 3 years, that is acceptable. If they have a degree from another university and only a postgraduate qualification from Lincoln University, they are not eligible for the scheme.

Does the graduate receive the funding?

No, the money will be paid to you as the company/employer.

If you have any other questions or queries, please do not hesitate to contact the team.

Contact

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