

Now is the time...
to take action



ProAct

Funding to upskill during the downturn

What is it?

ProAct is a financial support package designed to help viable businesses cope with the downturn and use quiet periods to upskill staff to prepare them for when the upturn comes.

Support is available for eligible companies who are on short time working or can demonstrate non-productive time and who have made or are considering redundancies if support is not provided.

ProAct offers funding for training during the down-time and a wage subsidy whilst training is being undertaken.

What financial support can my business expect?

ProAct is flexible, but broadly offers:

- up to £2,000 per individual towards training costs
- a wage subsidy of up to £2,000 (at a rate of £50 a day) per individual whilst this training is being undertaken
- free one-to-one expert advice to help create a **ProAct** Training plan.

Where do I start?

Contact our **Skills•People•Success** team on **0845 60 661 60** for further information or email ProActTeamMailbox@wales.gsi.gov.uk

Who's eligible for ProAct?

ProAct is available to private or third sector organisations that:

- were inherently viable prior to the economic downturn, and can demonstrate need for **ProAct** support (information will be required to support this as part of the application process)
- have introduced – or plan to introduce – short time working at a minimum level of 20% (one day a week) for approximately 40 days
- have made or are considering redundancies and introduced short time working as a way of avoiding redundancies – (such that **ProAct** funding is also used to avoid redundancies)
- have not received European Funding of more than 200,000 Euro (under 'de minimus' rules) over the past three years (please ask for advice if in doubt).

How does it work?

- You put together a Business Case explaining your situation and why **ProAct** help is needed. It will be considered by a **ProAct** Panel. If successful an advisor will be assigned to help you prepare your **ProAct** Training Plan.
- The plan will include details of the individuals and the training they will be undertaking.
- Your completed Training Plan and Employee Spreadsheet must be submitted for approval to the **ProAct** Team. Then, when your **ProAct** application is approved, the training can proceed.
- Training costs will be paid directly to the training provider by the **ProAct** Team. The wage subsidy will be paid direct to you in arrears in four equal instalments in weeks 4, 16, 36, and 52 providing the **ProAct** training is being delivered to plan.

What type of training should be provided?

ProAct is available to help businesses prepare for the economic upturn by increasing skill levels and providing a more flexible and multiskilled workforce. Training should be strongly focussed on achieving the outcomes you described in your business case. Around 90% of the training should be accredited, involving either a part or full qualification. Your Sector Skills Council will be able to provide advice on the most appropriate courses and qualifications – further details can be found at www.ukces.org.uk

Please note that if you have Apprentices, the wage subsidy can also be used to safeguard their employment and to ensure they achieve their full qualifications.

We can provide the help of an advisor to help you choose the training to tie in with your plans, and advise on qualifications – to find out more contact **0845 60 661 60**.

