

# KICKSTART FAQ'S

Kickstart Scheme is a £2bn government-funded programme which supports the creation of six months paid work placements for young people aged 16-24 years of age. The programme supports any business across all sectors, including the private, public and voluntary and community organisations.

## KICKSTART SCHEME

### Funding available to employers

The government will provide employers with 100% of the national minimum wage for 25 hours per week, including employer contributions for NI and auto-enrolment pensions. Employers can top up wages beyond this level at their own cost.

In addition to the salary, employers receive £1500 for the set-up costs and training offered in their placement.

### How is the funding paid?

Payments will be made directly to the Gateway organisation, who is responsible for paying employers on the following basis:

The £1500 grant for set-up costs is payable within a month of the candidate starting.

Payments relating to the salary will be made to employer representatives, in arrears each month. In any event, employers should be prepared to cashflow salaries in advance of receiving the grant funding.

Employers who can offer 30 placements or more within their organisation will be paid directly.

## Is my business eligible for the scheme?

Companies must be legally established and registered either with Companies House or the Charities Commission.

## Job placements

A Kickstart job placement must be an additional role that would not have been created without the help of the scheme. They must not be replacements of existing positions that are in the process of or have been made redundant.

## How do I find candidates?

Once your job placement has been accepted as part of the scheme, young people will be referred to the scheme by work coaches in Job Centres. However, employers have the final say in who they wish to hire.

## Eligible candidates

To be eligible for the scheme, candidates must be aged 16-24, in receipt of Universal Credit and deemed long term unemployed. Long term unemployed is (currently) defined as being on Universal Credit for six months.

## What happens after the job placement?

The desired outcome is a permanent job for the candidate. However, this is not mandatory.

## What happens if the placement does not work out?

If the placement does not work out, employers will be paid for salary made to the end of their contract with the candidate.

## Does the candidate receive training?

As part of the programme, candidates must undertake training that builds on their job placement and sets them up for employment in the future.

The National Skills Academy has developed a food industry wrap around employability programme to support placements, please contact [info@nsafd.co.uk](mailto:info@nsafd.co.uk) for more information on this programme.

## What will the nsafd do for me?

As a gateway organisation, we will:

- help you develop a suitable job placement
- submit the Kickstart application on your behalf
- release the grant funding to you
- provide wrap around employability training (if required)
- deliver industry-specific master-classes designed to increase candidates knowledge of working in and building a career in the food and drink sector