

WHAT IS KICKSTART?

Kickstart is a government funded scheme that provides financial support for organisations who wish to offer paid work experience opportunities to young people. It is a programme that has been developed in the wake of Covid-19 and the impending youth unemployment increase caused by the pandemic.

KICKSTART SCHEME

Whilst Kickstart provides both employers and young people an excellent opportunity, it is important to ensure that a quality experience is at the core of every placement. The purpose of the programme is to help young unemployed people build their knowledge and experience of the world of work and hopefully lead them on into successful careers.

Some of the young people who will benefit from the programme will have been unemployed and outside of education or training for several months, they may be young people that experience multiple barriers and have already been scarred by the impact of long periods of unemployment. Businesses who are

passionate about creating good quality opportunities for young people will benefit from developing a quality programme that builds on existing good youth employment practice.

The job placements created with Kickstart funding must be new jobs. They must not:

- replace existing or planned vacancies
- cause existing employees or contractors to lose
- or reduce their employment

The roles you are looking to fill should not require people to undertake extensive training before they begin the job placement.

Every job placement created gets £1,500 funding. This funding is for setup costs and to support the young person to develop their employability skills. You can choose to get someone else to do this for you, such as a Kickstart gateway or a service provider.

Working with Kickstart Gateway Organisations & Partners

As part of the Kickstart Programme you could either be working directly with DWP and your local JobCentre or a Kickstart Gateway Organisation like the National Skills Academy who will support your activities. In either case you should take responsibility for the quality of the programme and that the Kickstart Candidates have the best possible experience to help them to progress in life.

You can also choose to bring in specialist partners who can offer support around programme design, mentoring and the final completion sessions. This might be referred to as Wraparound Support.

The Hours of Work and Pay

Kickstart provides funding for the placement candidate to work 25 hours per week at the minimum wage rate. You can pay a higher wage and for more hours but the funding will not cover this.

You can develop a programme that meets the 25 hours per week or decide to offer the Kickstart Candidate full time hours. You can also make the decision to increase the pay rate and support the Kickstart Candidate with any other costs - subsistence or travel.

The Department for Work and Pensions (DWP) will use information from HMRC to check that the young person is still employed. The grant funding to pay the young person's salary will be paid in monthly arrears when we know they are:

- enrolled on your payroll
- being paid through Pay as You Earn (PAYE)