



# **KICKSTART** **SCHEME**

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- **On Wednesday 8 July, Chancellor of the Exchequer Rishi Sunak announced a ‘plan to support, create and protect jobs’, building on the existing support offered by jobcentres**

# Kickstart

- Details of the scheme were launched on the 2<sup>nd</sup> September 2020 on the gov.uk website.
- The new Kickstart Scheme is a £2 billion fund to create hundreds of thousands of high quality 6-month work placements aimed at those aged 16 to 24 who are on Universal Credit and are deemed to be at risk of long term unemployment.
- Funding available for each job will cover 100% of the relevant National Minimum Wage for 25 hours a week, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions.

# Current rates

These rates are for the National Living Wage and the National Minimum Wage. The rates change every April.

	<b>25 and over</b>	<b>21 to 24</b>	<b>18 to 20</b>	<b>Under 18</b>	<b>Apprentice</b>
<b>April 2020 (current rate)</b>	£8.72	£8.20	£6.45	£4.55	£4.15
<b>April 2019 to March 2020</b>	£8.21	£7.70	£6.15	£4.35	£3.90

# HOW TO GET INVOLVED?

Employers from all industries and across the private, public and voluntary sectors can get involved.

## ONLINE



All the information you need to apply is available online:  
[gov.uk/kickstart](https://www.gov.uk/kickstart)

## INTERVIEWS



Employers will interview applicants and select the best candidate for the role.

## BIDS



Bids must be for a minimum of 30 job placements. If you are unable to offer this many vacancies, you can partner with other organisations to reach the minimum number.

# How the scheme works

- 6 month job placements for young people 16-24
- Placement should support the participant develop the skills and experience they need to find work after completing the scheme
- Employers can apply directly for placements if they have a minimum of 30 job placements on offer
- **Employers with smaller numbers of placements can partner with other organisations to reach the minimum number of 30 job placements.**

# Becoming a representative

- A Kickstart Scheme application must be for a minimum of 30 job placements. If a single employer cannot provide this many job placements, they can:
  - join a group of other employers, nominating a representative for the group to submit the application
  - **register their interest with existing representatives, such as local authorities, chambers of commerce or trade bodies**
  - The representative will check that your job placements are [eligible for the Kickstart Scheme](#), and [submit the application for funding on your behalf](#)
- **If you are a representative applying on behalf of a group of employers, you can get £300 of funding per placement to support with the associated administrative costs of bringing together these employers.**

# Who is eligible

- **Any organisation, regardless of size, can apply for funding.**
- 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 applying for must be:**
  - a minimum of 25 hours per week, for 6 months
  - paid at least the National Minimum Wage for their age group
- **They should not require people to undertake extensive training before they begin the job placement**
- **Each application should include how you will help the participants to develop their skills and experience**



# How to apply if you are creating more than 30 job placements.

- If your organisation is creating more than 30 job placements as part of the Kickstart Scheme, you can submit your application directly online at Gov.uk
- You will need:
  - the Companies House reference number or Charity Commission number
  - the organisation address and contact details
  - details of the job placements and their location
  - supporting information to show that the job placements are new jobs and meet the [Kickstart Scheme criteria](#)
  - information about the support the organisation can give to develop employability skills of young people

# How to apply if you have less than 30 job placements

- **If you are applying for less than 30 job placements, you must apply through a [representative of a group of employers](#). They can submit an application on your behalf, using other employers to create 30 or more job placements in one application. The application process for representatives is the same.**

# What happens next?

- Your application will be reviewed to check it meets the [requirements of the Kickstart Scheme](#). It will then go to a panel for consideration. This is not a competitive process, but Kickstart will only provide funding when the job placements meet the criteria.
- We may contact you for further information as part of your application.
- We aim to respond to your application within 1 month.

# If your application is successful

- If your application meets the requirements of the scheme, you will receive a letter with a grant agreement. This agreement will include what your company has agreed to provide, and how much funding you will receive from the Kickstart Scheme.
- You must sign and return your grant agreement, using the details in the letter, before any job placements can begin.
- You will need to provide job descriptions for each of the job placements you applied for. This should include what candidates need to do to apply for the job placement.
- You will then be contacted by the young people who have been matched to your job placement

# How funding is paid

- You will receive initial setup costs when you have confirmed the young person has started work, is enrolled on your payroll and is being paid through PAYE.
- DWP will use information from HMRC to check that the young person is still employed, and will pay the grant in arrears.
- DWP may contact you or the young person during the job placement to check what employability support has been offered. This is to make sure the young person has the best experience from the scheme.

# Role of DWP

## **DWP Work coaches will:**

- Identify suitable candidate for the job placements which are due to start Nov 2020
- Support the participant to prepare for applying for the job placements

## **DWP external facing teams:**

- Support employers and representatives to apply for job placements
- Act as a point of contact for questions and enquiries from employers and representatives
- Gather information from employers and representatives who wish to apply for the scheme
- Introduce SME's to suitable representatives to progress their bids.

**\*\*\*this is a voluntary opportunity**