

Frequently Asked Questions

Please see below examples of our frequently asked questions. If your question is not answered then please feel free to give us a call on 01484 221000 (ask for Kickstart) or email kickstart@kirklees.gov.uk

What is the Kickstart scheme?

The Kickstart Scheme is a £2 billion fund to create thousands of high quality 6 month work placements for young people.

Funding available for each job will cover the relevant National Minimum Wage for 25 hours a week, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions.

Young people must also be given employability support on their Kickstart placement to allow them to develop new skills and to help them move into sustained employment on completion of their placement. There is additional funding available to support this.

Who is eligible?

Kickstart placements can only be offered to young people aged 16-24, in receipt of Universal Credit and ready for a work opportunity. They will be signposted to Kickstart placements by their Jobcentre Plus work coach.

How do I know my vacancy is suitable for a kickstart candidate?

This is a paid work placement rather than a job, so please consider whether this role is in addition to other roles you normally advertise and if you are able to offer support throughout the 6 month period. We can help you with this and will tell you if we think the role is more suitable for a different candidate. We can also help you fill your vacancy another way if it isn't a Kickstarter role.

How much funding will I receive?

A grant of £1500 is available to cover set up costs. If you are using Kirklees Council as a Gateway organisation you'll directly receive £1000 towards the cost of employing and developing the young person as £500 is retained to deliver bespoke employability support through our Careers Boost programme.

When will I get the £1000?

Once the young person has started their work placement and is set up to be paid through pay-as-you-earn (PAYE).

What can I use the £1000 for?

The grant is intended as a contribution towards; IT equipment and software licences, administration and management time as well as any uniform, specialist equipment and personal protective equipment as required.

What will Kirklees Council provide as a gateway organisation?

As well as administering the scheme, we will ensure that participants receive individual ongoing support from a named Adviser and a 'pick and mix' menu of workshop sessions.

The programme will help participants to build on the experience and skills they are developing in their placement, boosting confidence, motivation and preparing them for further learning and work.

Participants will have access to:

- Quality careers advice and guidance
- Assessments at the beginning, middle and end of an individual's placement
- Ongoing one on one/small group support
- Access to Interactive workshops including; development of workplace, employability and job seeking skills tailored to each participant.

Kickstart works in partnership with your business to meet both your training and recruitment needs. We can also support your organisation with shortlisting to help you find the ideal candidate. Either handling all your applications or arranging them to be sent directly to you.

What happens if my Kickstarter leaves?

We may be able to continue supporting the young person after they leave. Please keep us informed of their employment status. The £1000 grant may be recouped if unspent although replacement Kickstarters could be considered in most cases.

Is it my decision who I recruit?

Yes. JCP will send you up to 6 potential Kickstarters. You can choose the most suitable candidate via an interview process.

What if it doesn't work out, can Kick-starters be dismissed?

Yes, although remember this is placement rather than a job. Kickstarters are likely to have limited experience on their CVs. The programme is designed to provide a development opportunity and so Kickstarters may naturally need more support as they learn about the world of work.

How are the payments structured?

Once a young person starts with you on the Kickstart scheme you will be committed to paying wages. You pay wages to the young person as part of your normal payroll arrangements and the government reimburses you at month two, four and six via Kirklees Kickstart.

The government's reimbursement covers 25 hours week at the appropriate age-related Minimum Wage, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions.

You can choose to pay the young person more than National Minimum Wage or offer them more than 25 hours a week, however you will not be reimbursed for these additional costs.

When does the scheme start?

Nationally, the first placements are due to start in November 2020.

Once 30 applications have been submitted to DWP, it takes around 4 weeks to approve a Kickstart job placement to 'go live' with Jobcentre Plus.

The scheme is due to end in December 2021.

What if I want to keep the young person past the six-months?

The Kickstart scheme will give you the opportunity to bring new talent into your organisation. You may wish to hold onto, and further develop this talent by offering an apprenticeship or permanent position.

If this is the case, you can do so at any point during the placement or by agreeing a progression opportunity as the placement completes. If you move someone onto an apprenticeship or into a full-time role before the placement has finished, you will no longer be eligible for reimbursement of wages from that point forward.