

KICKSTART **SCHEME**

A discussion for the not for profit sector

Aim of this session

1. Find out and share more information about the scheme and assess level of interest
2. Consider the not for profit's sector in advocating for improvements to the scheme

What is Kickstart

- Government scheme launched two weeks ago
- £2 billion investment in jobs and employability support for young people
- Runs until December 2021
- Expected to create 250,000 Kickstart Jobs
- Employers must commit to 30 placements, or go through an intermediary representative

Placements

- 6 months
- At least 25 hours per week
- Paying at least the National Minimum Wage through PAYE
- Paying the statutory employer duties for the health, safety and welfare for young people, National Insurance and pension contributions
- Including support for young people to help them get work after they finish their Kickstart Scheme job

Placements

The Kickstart Scheme job placements must:

- be funded by the Kickstart Scheme grant and would not exist without this funding
- be paid from the grant money for the 25 hours per week on National Minimum Wage (employers can pay a higher wage and pay for more hours)
- not replace existing or planned jobs
- not cause existing employees or contractors to lose or reduce their employment

Demonstrating it is a new Vacancy

You can do this by sharing information:

- about changes to your workforce in the last 6 months and why (for example redundancies and changes to hours worked by existing staff)
- the number of people affected by changes to your workforce in the last 6 months as well as the size of your overall workforce
- about the kinds of roles, functions and average salary of those who were made redundant or who had their hours reduced in the last 6 months
- if you would be able to create these job placements without Kickstart Scheme funding and what funding source you would use
- what recruitment you have completed, started or paused in the last 6 months, including how similar these vacancies are or were to the roles you are creating for the Kickstart Scheme
- if the job placements will be similar to existing or planned roles or the roles previously done by those made redundant or with fewer working hours, why you are using Kickstart Scheme funding to create similar roles
- if you've engaged with any relevant trade unions and any advice they have given

Wraparound Support

The Kickstart Scheme job should help them get basic work skills. This includes:

- attendance
- timekeeping
- teamwork
- communication
- travelling to work

Kickstart participants may also need help with:

- CV and interviews
- looking for long term work

Wraparound Support (continued)

- what support will be offered (for example helping them with writing their CV and preparing for an interview)
- when you will provide this support (for example half way through their placement or towards the end)
- how many hours it will take
- who will provide the support (for example you may already have a pre-existing relationship with training providers)
- how you will monitor the support given to the participant to ensure they will be more employable at the end of their job placement
- how the participant can provide feedback during their placement and afterwards, and how this will be acted on if needed

How it works

- You create the job placement, including the vacancy it has to be approved
- Shared with the Job Centre
- Work Coaches send you appropriate candidates to interview
- You get £1500 payment upfront
- Then payments at 2, 4 and 6 months

Questions and Initial Thoughts



Advocacy

- Designed with not for profits in mind
- Addressing what may be an ageing workforce profile in some sub sectors
- Our own advocacy for young people
- Comparisons to Future Jobs Fund

Thank You

For more information or to register your interest contact
kickstart@smallcharities.org.uk

