



The Kickstart Scheme

3 September 2020



Introductions

Presenters



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HR Operations Manager



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Agenda

- A Plan for Jobs 2020
- The Kickstart Scheme explained
- Applying for the Kickstart scheme
- Funds

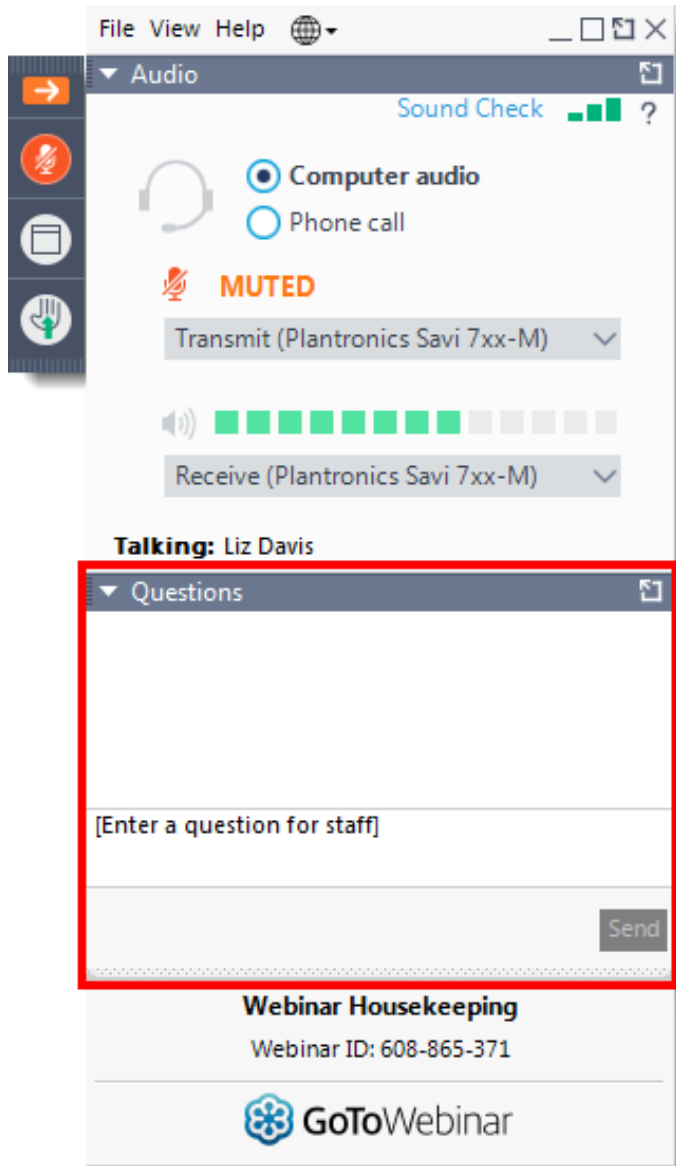
A group of diverse people are seated in a meeting or classroom setting. In the center, a man with a beard and glasses is raising his right hand. To his left, a woman with long dark hair is looking towards the front. To his right, a woman with long blonde hair is also looking forward. In the background, other people are visible, some holding notebooks. The scene is brightly lit with indoor plants and bookshelves in the background.

How to ask questions





GoToWebinar Housekeeping: Time for Questions



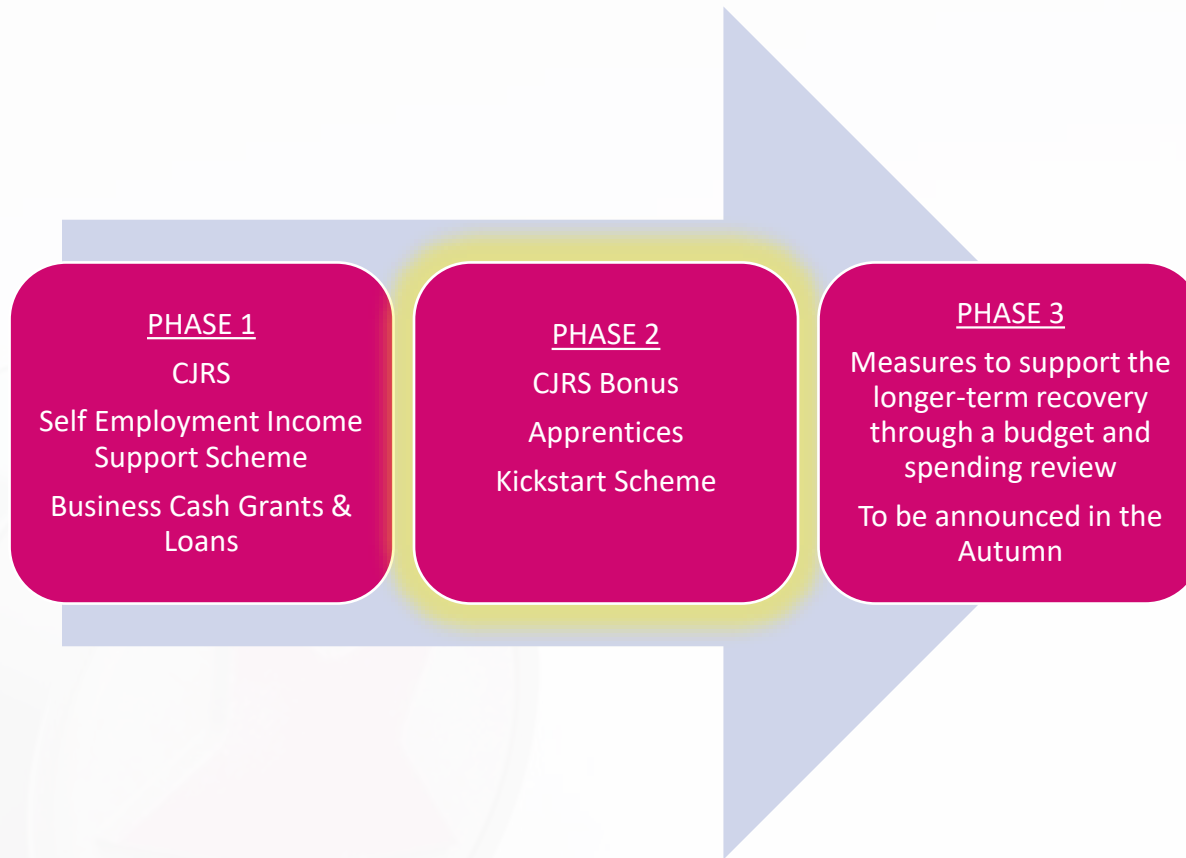
Your Participation

- Please continue to submit your text questions and comments using the Questions panel

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- A Plan for Jobs 2020
- The Kickstart Scheme explained
- Applying for the Kickstart scheme
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A Plan for Jobs 2020



- <https://www.gov.uk/government/publications/a-plan-for-jobs-documents/a-plan-for-jobs-2020>

Agenda

- A Plan for Jobs 2020
- **The Kickstart Scheme explained**
- Applying for the Kickstart scheme
- Funds

The Kickstart Scheme Explained

- Young people are particularly vulnerable
 - Highest risk of long-term unemployment
 - Lack of skills and experience
- Government will support young people to build the skills they need to get into work
- Government will fund the direct creation of high-quality jobs for young people aged between 16 and 24
- Aim of the scheme is to give young people the chance to:
 - build confidence
 - build workplace skills
 - build experience
 - = improve chances of finding long term sustainable work

The Kickstart Scheme Explained

- It is for 16-24-year olds on universal credit
- The Government will pay Employers to create high quality 6-month work placements
- Funding will be for 25 hours per week at appropriate NMW level
- Employer can top up the wages/offer additional hours
- The job placements must not:
 - replace existing or planned vacancies
 - cause existing employees or contractors to lose or reduce their employment
- The young person should not be required to undertake extensive training before they begin

Agenda

- A Plan for Jobs 2020
- The Kickstart Scheme explained
- **Applying for the Kickstart scheme**
- Funds

Applying for the Kickstart Scheme

- [A new online portal has been developed to submit applications](#)
- Applications of 30 + placements can only be made
- Employers who have fewer than 30 placements must partner with another organisation or a representative
 - Similar Employers
 - Local Authorities
 - Trade Bodies
 - Registered Charities
- Government guidance available on [becoming or finding a representative for a group of employers](#)
- Employers can also contact their local Job Centre Employer Partnership Team for help on getting a representative

Applying for the Kickstart Scheme

- Following detail must be given on how you will help them to:
 - Develop skills and experience
 - Search for long-term employment opportunities
 - Set career goals and provide career advice
 - Write a CV
 - Prepare for interviews
 - Develop their work skills such as team working, communication, timekeeping and attendance
- Applications reviewed by panel
- Response within 1 month
- Once granted job descriptions must be provided and include detail of what the candidates will need to do to apply
- You will be contacted by the young people who have been matched to the job placement

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- **Funds**

Funds

- Employers can receive £1,500 for each job placement to cover set up costs, training and support
- £300 available if you act as a representative and apply on behalf of a group of Employers
- Initial set up costs will be paid once you have confirmed a young person has started work and is on the payroll
- DWP will use HMRC information to check the young person is still employed and will pay the grant in arrears
- DWP may also contact the young person during the placement to check what support has been provided to them in supporting their employment
- Further support?





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Further questions?

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FEEDBACK



UPCOMING WEBINARS

Working with and Managing Young People

10 September, Thursday | 10am - 11am

Health and Safety at Work: The Working Environment during Covid Times

10 September, Thursday | 2pm - 3pm

Survivor Syndrome: How to Support Your Employees

17 September, Thursday | 10am - 11am

Conflict Resolution

17 September, Thursday | 1.30pm - 2.30pm

Brexit - The Latest Implications for HR

22 October, Thursday | 2.00pm - 3.00pm

Health and Safety at Work: Statutory Compliance

28 October, Wednesday | 12pm - 1pm

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- ✓ Personal Relationships at Work
- ✓ Building Business Resilience
- ✓ eLearning and the Future of Work
- ✓ Returning to Work – Emerging Stronger
- ✓ Return to Work – Practical Guidance for Employers
- ✓ Recruitment – Candidate Experience
- ✓ Managing Home Workers – HR Information Systems
- ✓ Managing Home Workers – Health and Wellbeing

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