

Question text	DWP Answer
What measures will be taken to ensure employers use the training allowance to invest in the young person?	There are due diligence checks performed during the bid assessment, supported by spot checks if there is any question of quality of support.
When will concrete information be released about the £1500 grants be released? a clear list of what the grant can be used for needs to be sent out.	This is available at https://www.gov.uk/guidance/apply-for-a-kickstart-scheme-grant-30-or-more-job-placements
Do employers use their normal FTC job contract for this or is there a specific Kickstart job contract template?	Young people on kickstart are considered normal employees and should be signed on as such.
What checks will DWP undertake to ensure employers use their £1500 grant to support the young participants? A detailed answer would be more reassuring.	There are due diligence checks performed during the bid assessment, supported by spot checks if there is any question of quality of support. You will be asked to retain receipts for the £1500 in the grant agreement, in the event of any spot check.
Do we have to evidence training completed? Do we have to evidence grant spend of £1,500	There are due diligence checks performed during the bid assessment, supported by spot checks if there is any question of quality of support. You will be asked to retain receipts for the £1500 in the grant agreement, in the event of any spot check.
When will the grant funding agreements be ready?	Some have been sent already to those who have already passed the application process, we are working as hard as we can on this.
What promotion/marketing is being considered aimed at employers ? we are doing our own and also looking at delivering local webinars	officials have attended a number of webinars similar to this. We will continue to advertise and publicise the scheme throughout it's lifecycle.
Is the £300 job placement fee per young person additional to the £1500 set up allowance per young person?	The £300 per placement goes to the gateway to support the administration costs of supporting multiple employers.
If we are a Gateway Organisation, do we get the funding as a grant and set up our own claims process to reimburse salary costs to employers in our partnership.	I'm afraid I cant discuss this yet as elements of the grant agreement are still being finalised.
if a young person leaves the job early, is any part of the £1500 claimed back from DWP?	We understand some jobs don't work out. The £1500 can be asked back but we would assess the circumstances of that case.
Will employers loose £1,500 (which is given at the start) if students leave job?	We understand some jobs don't work out. The £1500 can be asked back but we would assess the circumstances of that case.
what's the frequency of payments between DWP and Gateways? i've heard 4 different answers. it says monthly on the website now, is this right?	I'm afraid I cant discuss this yet as elements of the grant agreement are still being finalised.

What consideration has been given to the role of trade unions and particularly union learning reps in supporting the initiative?	officials have engaged with a number of organisations. If you mean could they participate, then yes we encourage as many as possible to get involved, either as employers, gateway organisations or even as support providers.
We're not applying until we have the full guidance from DWP. When is this due?	Guidance will be continuously updated on gov.uk/kickstart during the scheme.
To maximise outcomes via SME's, ensure quality of placements, one contact for DWP, can we as an intermediary employer and 'second' out to host employers?	We do not think this would be a great experience for the young person. You are welcome to apply however and provide more detail of how this might work in your case.
Once we've put our bid in, how long do we wait before we get approval to go ahead? please	We anticipate the application to take an average of four weeks, but we are working hard to reduce this as much as possible.
Is there any guidance on the audit process both for gateway providers and employers and any idea on the timeline on when such audits will take place?	There are due diligence checks performed during the bid assessment, supported by spot checks if there is any question of quality of support. You will be asked to retain receipts for the £1500 in the grant agreement, in the event of any spot check.
If I have submitted my first application of employers, am I able to add to this or do I need to submit a further application with a further 30 placements?	Not in the current build, but we know this is a high demand change and our digital team are looking into it.
How will YP themselves shape the development of this scheme, in future? Are there employment pathways for them within DWP and key agencies?	We have held discussions with the Independent Parliamentary Standards Authority to discuss hiring young people in Kickstart positions in MP offices, as well as cross-government discussions on how kickstart could introduce young people to policy making.
How will the young person manage with no income in the first three months, as I believe this will be paid in instalments?	I'm afraid I cant discuss this yet as elements of the grant agreement are still being finalised.
how will the process of "matching" the YP with the employer/job work ?	Young people will discuss the scheme with their work coach, and then if they choose to join they will be entered into a pool of potential workers. Several young people will be directed to each vacancy to recreate the experience of interviewing for a position, the employer can then pick the candidate that fits their company the best.
does the 25 hours include holiday pay/sick pay etc?	Kickstart jobs are normal jobs and so are covered by your normal offer to your employees.
Can the student do maths, english, digital qualification in addition to the 25 hours? Will this be funded?	Yes they can, this is not funded beyond the £1500.

Are gateway providers required to establish service level agreements with employers that set out the commitments for both parties and will this be audited?	I'm afraid I cant discuss this yet as elements of the grant agreement are still being finalised.
Will there be any other incentives for employers to develop placements into jobs?	Not currently, beyond the incentive of helping the young person and having an experienced worker who has been in position for some time.
Will Kick Starters be eligible/warned off AEB funded provision?	Kickstart jobs are normal jobs and so are eligible for the same AEB funding any other position would be.
will JCP be sharing the opportunities as many young people are working with other progs & partners who can support etc	Not currently, but we hope to expand to nun UC claimants once we are sure of the quality of the experiences being produced.
Why is it only for 25 hours paid work is this to allow a day training?	25 hours a week is to prevent overwhelming and balance the number of jobs we can create, you are able to top up the offer to full time if you are able.
What will be role of trade unions be?	officials have engaged with a number of organisations. If you mean could they participate, then yes we encourage as many as possible to get involved, either as employers, gateway organisations or even as support providers.
What outcome measures and thresholds will be used to assess whether it's working early on or not?	I'm not able to discuss our review methods yet.
What opportunity is there for mandated development and recognition of skills development during a 6 month period. Would that be the one thing we can guarantee?	I'm sorry I don't quite get the question, during the bid process you are required to state what support you will provide.
We are an FE College a charity overseen by the ESFA as opposed to the charities commission. Do we just input series of 000s to continue with application?	If you do not have a charity number or companies house number then yes, input a 0.
The conditionality regime is an important factor...how much choice will young UC claimants have?	Young people will not be forced to take up a Kickstart job, and can interview for mulitple positions to find the best fit for both them and the employer.
Please can you let me know when DWP will be realise the grant agreements.	We are working hard to get them out .
Is there plans to target any particular sectors ?	Not currently.
if you don't have an company number or charity number - what do you enter on the application form?	Just a 0.
If individual employers within a local scheme wish to increase their placement hours to say 35 hours pw, will they be reimbursed for the additional 10 hours pw?	No, DWP will only cover the 25 hours, but you are welcome to top up to cover 35.
How do you find out your JCP contact?	https://www.gov.uk/government/publications/kickstart-scheme-employer-contacts

How do you define employability - how will an employer / the gateway know that they are meeting the expected standard of training?	This will be assessed as a part of the bid process, but more guidance on what is expected from a position can be found at https://www.gov.uk/guidance/apply-for-a-kickstart-scheme-grant-30-or-more-job-placements
Hi I'd like some information on the claims method if we submit a proposal as an employer - do we make bi-monthly claims directly to DWP for salary costs?	I'm afraid I cant discuss this yet as elements of the grant agreement are still being finalised.
Has the frequency for payment of staff costs been finalised yet? 2 monthly (months 3, 5 & 7) or 3 monthly (months 4 & 7)? We have been hearing conflicting info.	I'm afraid I cant discuss this yet as elements of the grant agreement are still being finalised.
Does the young person have to be claiming Universal Credit or a work related benefit? Will young people not claiming benefits be included in Kickstart?	At the moment only those aged 16-24, on Universal Credit, deemed at risk of long term
Discussing benefits, will this scheme have any impact on a young person's housing benefits? As this is the biggest problem with finding full time employment	We are working with colleagues to clear this up, the work coach will take it into consideration when discussing suitability for the scheme.
can you take about the nuts and bolts of how it will work for a young person?	Young people will discuss the scheme with their work coach, and then if they choose to join they will be entered into a pool of potential workers. Several young people will be directed to each vacancy to recreate the experience of interviewing for a position, the employer can then pick the candidate that fits their company the best. They will then work there for 6 months with the extra employability support.
Can you confirm that any training elements take place during paid working hours?	Yes, within the 25 hours.
Can you clarify/specify the age range for eligible 'young people'?	Currently, 16-24 on Universal Credit at risk of long term unemployment.
Can we have a timeline on the guidance please. It's holding up lots of bid.	Guidance will be continuously updated on gov.uk/kickstart during the scheme.
Can we be part of a Gateway group. And also our own Gateway for supply chain companies within our business	In theory yes, but depends on the specifics.
Can I just ask if these 'young people' are aged up to 24yrs please, as I work with the 19yr plus aged group	Yes it's currently those aged 16-24 on Universal Credit at risk of long term unemployment.
Can an intermediary take on kickstart employees themselves?	Yes but you would not receive the £300 for them.
Can a provider use this in conjunction with a Traineeship?	In theory yes, but depends on the specifics.

As an intermediary, are we responsible for ensuring that employers we represent are providing the employment support and training element?	To an extent, but there are due diligence checks performed during the bid assessment, supported by spot checks if there is any question of quality of support.
As a LA we hope to act as an intermediary. Do we also act as an intermediary for our internal placements?	Yes, but you do not receive the £300 for your employees on Kickstart.
Any guidance on getting the right level of Kickstart role - what types of role are people considering?	This is available at https://www.gov.uk/guidance/apply-for-a-kickstart-scheme-grant-30-or-more-job-placements
Looked after Children come under the LA and dont receive UC many are NEET and need a scheme like Kickstart but wont qualify	Noted, Kickstart is one of many policies for youth, and will be there for those who do qualify.
What promotion/marketing is being considered aimed at employers ?	officials have attended a number of webinars similar to this. We will continue to advertise and publicise the scheme throughout it's lifecycle.
It doesn't seem obvious exactly what details we will need from our employers before we complete our application as a gateway provider.	I recommend going through the process with generic info and not submitting to get a feel for the information, guidance is also available at gov.uk/kickstart .